DEPARTMENT OF FAMILY MEDICINE
ENHANCED SKILLS PROGRAM
WESTERN UNIVERSITY

RESIDENT ORIENTATION MANUAL
2015-16

PROGRAM DIRECTOR: DR. DANIEL GRUSHKA
PROGRAM ADMINISTRATOR: MS. LIN HILL
1. INTRODUCTION

Welcome to Western University’s Enhanced Skills Program in the Department of Family Medicine!

This manual will direct you to many of the resources you will need to refer to during your training at Western. Please remember that you can always contact us for further clarification at any time during your training period. Your program director is Dr. Daniel Grushka. I can be reached at dgrushk@uwo.ca.

The current vision of the Enhanced Skills Program is to provide residents with additional training in specialized fields of family medicine for a duration of 6 to 12 months in length. The aim is to attract exceptional residents who want to be leaders in these sub-specialized fields of family medicine while still adhering to the guiding principles of family medicine. It is our hope that these residents will then attempt to encompass these new skills within the practice of family medicine.

2. CONNECTIVITY TO FAMILY MEDICINE

We are aiming at increasing the connectivity of the Enhanced Skills resident with the Department of Family Medicine by:

- Direct connectivity to the department will be achieved with:
  - Orientation session
  - Meetings with Dr. Grushka
    - To discuss progression in program
    - To discuss resident concerns
  - Family Medicine mentoring system
    - Anonymous online mentoring program

- Social Connectivity
  - Chief resident
    - Roles: attending the subcommittee meetings, liaising with the other residents, helping to organize a journal club/seminars series, planning social events, acting as a resident mentor for concerns
    - Invited to attend all PGY-1 & PGY-2 social events
    - Invited to Family Medicine annual formal

- Academic Connectivity
  - All residents:
    - Are invited to attend Family Medicine grand rounds
    - Are invited to teach at PGY-1 & PGY-2 half days
    - Are invited to attend and assist in planning the PGY-3 Seminar Series for Enhanced Skills Residents
    - Expected to complete a Research Project
3. ORIENTATION

The majority of residents in the Enhanced Skills program will be based at some point in one of the London based hospitals (LHSC, SJHC) or Southwestern Ontario community teaching hospitals (see below) affiliated with the Western University. As such, you are invited to attend the Medical Affairs/PGME orientation for new residents held July 2, 2015 if you are new to Western. These sessions are especially useful for residents new to London, as passwords for dictation and the computerized record systems are assigned. Issues such as lockers, resident lounges, and parking are also addressed. You are asked to contact Ms. Lin Hill at lin.hill@schulich.uwo.ca for more information.

If you know that you will be based in a community teaching hospital not affiliated with LHSC/SJHC, you are asked to contact Ms. Lin Hill as soon as possible so that we can assist you in making arrangements. This is particularly important for any resident who plans to practice under their independent license, as you will need to have your credentials verified by the hospital.

Please ensure that you have satisfied all of the requirements set out by the Postgraduate Medicine Office prior to commencing your training. Failure to do so will result in a delay of your start date. Current requirements include but are not limited to the following: CPSO license, CMPA coverage, Hospital privileges package, Health review, On-line modules (Privacy, WHIMS, Fire, Hand hygiene, Chain of transmission and Routine practice).

The Department of Family Medicine holds an orientation session and a welcome party in late June during which residents learn of department resources and have a chance to meet faculty members and other residents and administrative staff. A mandatory Enhanced Skills Program orientation and breakfast is held in early July with Dr. Grushka. At that time pagers are assigned and information regarding the program is discussed with a question and answer period.

The Enhanced Skills program falls under the rules and regulations of the Department of Family Medicine at Western University and has adopted their rules concerning all resident policies. Please refer to the Resident Handbook on the departmental website at http://www.familymedicineuwo.ca/PostGrad/Handbook.aspx. The remainder of this document deals specifically with information related to the Enhanced Skills Program.
A program coordinator heads each area of study within the Enhanced Skills program. Residents must meet with their program coordinator at the start of their PGY-3 year. Meetings should then be held quarterly in a 12 month program and twice in a 6 month program to review your progress during the training period, and to discuss learning objectives and career goals. Dr. Grushka will meet with each resident to discuss their progress and any concerns at any time deemed necessary. The table that follows provides a list of the areas of study, the contact information for the various program coordinators and their administrative assistants.

<table>
<thead>
<tr>
<th>Area of Study</th>
<th>Program Coordinator</th>
<th>Administrative Assistant</th>
</tr>
</thead>
<tbody>
<tr>
<td>Academic Family Medicine Program</td>
<td>Dr. Darren Van Dam <a href="mailto:dvandam@uwo.ca">dvandam@uwo.ca</a></td>
<td>Ms. Lin Hill <a href="mailto:lin.hill@schulich.uwo.ca">lin.hill@schulich.uwo.ca</a></td>
</tr>
<tr>
<td>Anesthesia Program</td>
<td>Dr. Arif Al-Areibi <a href="mailto:arif.alareibi@lhsc.on.ca">arif.alareibi@lhsc.on.ca</a></td>
<td>Ms. Linda Szabo <a href="mailto:linda.szabo@lhsc.on.ca">linda.szabo@lhsc.on.ca</a></td>
</tr>
<tr>
<td>Care of the Elderly Program</td>
<td>Dr. Scott McKay <a href="mailto:scmckay28@uwo.ca">scmckay28@uwo.ca</a></td>
<td>Ms. Lin Hill <a href="mailto:lin.hill@schulich.uwo.ca">lin.hill@schulich.uwo.ca</a></td>
</tr>
<tr>
<td>Emergency Medicine Program</td>
<td>Dr. Munsif Bhimani <a href="mailto:munsif@bhimanimd.com">munsif@bhimanimd.com</a>, Dr. Christy Cunningham <a href="mailto:christycunningham@hotmail.com">christycunningham@hotmail.com</a></td>
<td>Ms. Susan Pierson <a href="mailto:susan.pierson@lhsc.on.ca">susan.pierson@lhsc.on.ca</a></td>
</tr>
<tr>
<td>Individualized Program</td>
<td>Dr. Daniel Grushka <a href="mailto:dgrushk@uwo.ca">dgrushk@uwo.ca</a></td>
<td>Ms. Lin Hill <a href="mailto:lin.hill@schulich.uwo.ca">lin.hill@schulich.uwo.ca</a></td>
</tr>
<tr>
<td>Child Health Program</td>
<td>Dr. Loretta Seevaratnam <a href="mailto:lseevaratnam@rogers.com">lseevaratnam@rogers.com</a></td>
<td>Ms. Lin Hill <a href="mailto:lin.hill@schulich.uwo.ca">lin.hill@schulich.uwo.ca</a></td>
</tr>
<tr>
<td>Hospitalist Program</td>
<td>Dr. Sheri Bergeron <a href="mailto:Sberger4@uwo.ca">Sberger4@uwo.ca</a>, Dr. Wassim Saad <a href="mailto:wasaad25@hotmail.com">wasaad25@hotmail.com</a></td>
<td>Ms. Jeanne Hickey <a href="mailto:jhickey@uwindsor.ca">jhickey@uwindsor.ca</a></td>
</tr>
<tr>
<td>Women’s Health &amp; Obstetrics Program</td>
<td>Dr. Emma Wakim (Kitchener) <a href="mailto:emmawakim@gmail.com">emmawakim@gmail.com</a>, Dr. Connie Nasello (Chatham) <a href="mailto:cnasello@ckha.on.ca">cnasello@ckha.on.ca</a>, Dr. Kirk Hamilton (London) <a href="mailto:drkirkhamilton@gmail.com">drkirkhamilton@gmail.com</a></td>
<td>Ms. Lin Hill <a href="mailto:lin.hill@schulich.uwo.ca">lin.hill@schulich.uwo.ca</a></td>
</tr>
<tr>
<td>Sport &amp; Exercise Medicine</td>
<td>Dr. Lisa Fischer <a href="mailto:lfischer@uwo.ca">lfischer@uwo.ca</a></td>
<td>Ms. Sandra Shaw <a href="mailto:sshaw@uwo.ca">sshaw@uwo.ca</a></td>
</tr>
<tr>
<td>Chronic Disease Management Program</td>
<td>Dr. Stewart Harris <a href="mailto:sharris1@uwo.ca">sharris1@uwo.ca</a>, Dr. Sonja Reichert <a href="mailto:sreiche2@uwo.ca">sreiche2@uwo.ca</a></td>
<td>Ms. Lin Hill <a href="mailto:lin.hill@schulich.uwo.ca">lin.hill@schulich.uwo.ca</a></td>
</tr>
<tr>
<td>Palliative Care Program</td>
<td>Dr. Anita Singh <a href="mailto:anita.singh@lhsc.on.ca">anita.singh@lhsc.on.ca</a>, Dr. Sheri Bergeron <a href="mailto:sberger4@uwo.ca">sberger4@uwo.ca</a></td>
<td>Ms. Lin Hill <a href="mailto:lin.hill@schulich.uwo.ca">lin.hill@schulich.uwo.ca</a></td>
</tr>
</tbody>
</table>
5. HOSPITAL & ACADEMIC PRIVILEGES

All Enhanced Skills residents are required to be credentialed by the hospitals in which they will be exercising their clinical duties if they plan to practice under their independent license as opposed to an educational license. In addition to any hospital specific information, you can expect that you will be required to provide proof of registration with the College of Physicians and Surgeons of Ontario and proof of Canadian Malpractice Protection Association coverage. Academic privileges will be granted to residents who have successfully met the hospital accreditation requirements. Continuance in the Enhanced Skills program at Western will also require proof of passing the following: LMCC Part I and II examinations, CFPC examination and all requirements for passing their Family Medicine residency program. Should a resident about to begin the Enhanced Skills program not satisfy these requirements, a discussion between Dr. Grushka, Dr. Wickett (Family Medicine Program Director) and the resident’s program coordinator will take place urgently to decide if the resident is allowed to proceed in the program. The following table provides a list of contacts for the most commonly used hospitals and academic contacts at Western.

<table>
<thead>
<tr>
<th>Hospital or Academic Unit</th>
<th>Contact Information</th>
</tr>
</thead>
<tbody>
<tr>
<td>London Health Sciences Centre (LHSC)</td>
<td>519-685-8500; <a href="http://www.lhsc.on.ca">www.lhsc.on.ca</a></td>
</tr>
<tr>
<td>St. Joseph’s Health Care of London (SJHC)</td>
<td>519-646-6000; <a href="http://www.sjhc.london.on.ca">www.sjhc.london.on.ca</a></td>
</tr>
<tr>
<td>Strathroy Middlesex General Hospital (SMGH)</td>
<td>519-245-1550; <a href="http://www.mhalliance.on.ca">www.mhalliance.on.ca</a></td>
</tr>
<tr>
<td>St. Thomas Elgin General Hospital (STEGH)</td>
<td>519-631-2030; <a href="http://www.stegh.on.ca">www.stegh.on.ca</a></td>
</tr>
<tr>
<td>Chatham-Kent Health Alliance (CKHA)</td>
<td>519-352-6400; <a href="http://www.ckha.on.ca">www.ckha.on.ca</a></td>
</tr>
<tr>
<td>Grand River Hospital (GRH)</td>
<td>519-742-3611; <a href="http://www.grhosp.on.ca">www.grhosp.on.ca</a></td>
</tr>
<tr>
<td>St. Mary’s General Hospital (St. Mary’s)</td>
<td>519-744-3311; <a href="http://www.smgh.ca">www.smgh.ca</a></td>
</tr>
<tr>
<td>Stratford General Hospital (Stratford)</td>
<td>519-272-8210; <a href="http://www.hpha.ca">www.hpha.ca</a></td>
</tr>
<tr>
<td>Windsor Regional Hospital (WRH)</td>
<td>519-254-5577; <a href="http://www.wrh.on.ca">www.wrh.on.ca</a></td>
</tr>
<tr>
<td>Hotel-Dieu-de Grace Hospital (HDG)</td>
<td>519-973-4411; <a href="http://www.hdgh.org">www.hdgh.org</a></td>
</tr>
<tr>
<td>Postgraduate Medicine Office – Western University</td>
<td>519-661-2019; <a href="http://www.schulich.uwo.ca">www.schulich.uwo.ca</a></td>
</tr>
</tbody>
</table>

6. CERTIFICATION BY THE COLLEGE OF FAMILY PHYSICIANS OF CANADA & WESTERN

As of July of 2010 all Enhanced Skills programs within the Department of Family Medicine, including Emergency Medicine, have fallen under the jurisdiction of the Enhanced Skills for Family Practice program, at Western University and all other universities. Upon completion of all requirements, a certificate of attestation from the College of Family Physicians of Canada will be issued to those residents enrolled in our Emergency Medicine, Palliative Care, Care of the
Elderly and Anesthesia programs. All residents will receive a certificate from Western attesting to their completed program of study.

7. **EXAMINATIONS & ACADEMIC REQUIREMENTS TO GRADUATE**

The following programs require a terminal examination to receive certification:

- Emergency Medicine  
  o Conducted by the CFPC in September following the completion of your program.

- Anesthesia  
  o Conducted by the department of Anesthesia prior to completing your program.

- Sport & Exercise Medicine  
  o Conducted by the Canadian Association of Sports Medicine (CASM) in the fall following the completion of your program.

The following programs require a thesis or major essay:

- Academic Program  
  o To be discussed with your program coordinator.

All programs require a research or QI project and a presentation or poster.

8. **DEPARTMENT OF FAMILY MEDICINE – WESTERN UNIVERSITY**

All trainees are considered members of the Department of Family Medicine, and can thus take advantage of any of the resources within the department. Please refer to the resident manual online [http://www.schulich.uwo.ca/familymedicine/postgraduate/index.html](http://www.schulich.uwo.ca/familymedicine/postgraduate/index.html) for more information including: who’s who in the department, policies, evaluations forms and a list of stress and wellbeing supports.

9. **SCHOLARLY ACTIVITIES AND RESEARCH**

The Enhanced Skills Family Medicine program training committee has established guidelines for scholarly activities within the program. At this time all residents will be required to fulfill the scholarly requirements of their specific area of study. This should be discussed by the resident and their program coordinator/director early in the Enhanced Skills year.

Acceptable examples of scholarly activities include a research project or an in-depth literature review, case report, CQI project, self-reflective study, etc. Where appropriate, residents will be directed to various mentors to assist with the selection of a research project if they are in need of assistance. Resources exist within the department to assist residents with all aspects of their project such as project design and statistical analysis. You are also encouraged to access the resources at the Centre for Study in Family Medicine at Western. Information regarding this can be found at: [http://www.schulich.uwo.ca/familymedicine/research/index.html](http://www.schulich.uwo.ca/familymedicine/research/index.html).

Ms. Kelsey Klages ([kelsey.klages@schulich.uwo.ca](mailto:kelsey.klages@schulich.uwo.ca)) is the research coordinator in the
department and can assist you with certain aspects of your project.

All residents will be expected to make a formal oral presentation or poster at resident research day. Departmental support is provided in the form of research and financial assistance.

10. ELECTIVES

Residents will be responsible for organizing and selecting electives. The Program Director and/or Program Coordinator must approve these electives for your area of study. The electives should have learning objectives that are established by the trainee and the elective supervisor and approved by Dr. Grushka for the area of interest. Consideration may be given to electives that are not directly related to your area of study if they are required to maintain skills for potential career goals, but they should not exceed 4 weeks. Electives must be approved a minimum of three months prior to the start date. You are encouraged to begin discussions with your program coordinator as early as possible to avoid any problems in scheduling problems.

11. HALF DAY BACK IN FAMILY MEDICINE

The Enhanced Skills program, in recognition of the CFPC’s concerns regarding Enhanced Skills trainees significantly limiting their scope of practice compared with non-Enhanced Skills trainees is reviewing the issue of half days back in a family medicine clinic. At this time, each program has been asked to ensure that there is the capacity for residents to undertake half-day back type activities which will keep them in contact with the full scope of practice that embodies family medicine, if so desired by the resident.

12. TEACHING

In addition to any area of focus specific teaching duties (e.g. resident rounds in anesthesia, grand rounds in family medicine, kinesiology lectures in sports medicine, etc.), all PGY-3 residents are extended the invitation to teach at the department of Family Medicine academic half days for PGY-1 and PGY-2 residents as well as teaching at any of the clinical teaching units. Dr. Eric Wong is the Postgraduate Academic Program Director responsible for the academic half days and he can be reached at mdericwong@gmail.com. Please also contact Dr. Grushka who can assist you in organizing these teaching experiences.

13. EVALUATIONS

With the exception of the CFPC Emergency Medicine program and the Sports Medicine program, there currently is no nation-wide certification or standardized examination at the end of the program. Successful candidates will instead receive a certificate of attestation from the Western University. Residents enrolled in our Palliative Care, Emergency Medicine, Care of the Elderly and Anesthesia programs will also be issued a certificate of attestation from the College of Family Physicians of Canada. In order to receive these attestations, the candidates must receive acceptable evaluations indicating that they have fulfilled the accredited program’s standards and objectives, including any requirements set by their program (e.g. research project).

The evaluation process will follow the principles and procedures established by the Department
of Family Medicine at the Western University. All evaluations should be completed online using the WebEval (One45) system. Personnel in the Department of Family Medicine can assist preceptors and residents who are unfamiliar with the system. Please contact Ms. Lin Hill for more information. Residents need to confirm their rotation logistics (timing, principle preceptor names, etc.) with the department as soon as possible and must do so by the beginning of their second rotation for the entire year. In some circumstances, coordination of the One45 component will be left in the hands of the host department e.g. anesthesia, emergency medicine. If this is the case, Dr. Grushka will be set up to be able to receive and review all evaluations for the resident. Residents are required to complete rotation and faculty evaluations on a timely basis when asked. Program coordinators will have access to all evaluations and the program director will act accordingly based on “red-flag” comments and evaluations. There is constant communication between the program director and the program coordinators regarding the residents’ progress in their respective programs.

14. POLICY ON SEXUAL HARASSMENT, INTIMIDATION AND CONFLICT RESOLUTION

The Enhanced Skills program adheres to Western University’s and the Faculty of Medicine’s policies, which reflect a zero tolerance towards sexual harassment or intimidation. Resident and fellows are encouraged to review the Faculty of Medicine’s conflict resolution policy for more information.

15. LEAVE

The PARO standards are applied to all Enhanced Skills trainees. Residents are entitled to 4 weeks holiday in a full year training period. Holidays should not exceed one week per 4 week block, which will allow the resident to be properly evaluated for that experience. Residents are entitled to 1 week of professional leave. In the case of a longitudinal curriculum, the program will give consideration to longer blocks of vacation. If you are not completing a full year program, your vacation and professional leave are pro-rated as follows:

<table>
<thead>
<tr>
<th>PROGRAM LENGTH</th>
<th>VACATION</th>
<th>PROFESSIONAL LEAVE</th>
</tr>
</thead>
<tbody>
<tr>
<td>12 month program</td>
<td>4 weeks</td>
<td>1 week</td>
</tr>
<tr>
<td>9 month program</td>
<td>3 weeks</td>
<td>5 days</td>
</tr>
<tr>
<td>6 month program</td>
<td>2 weeks</td>
<td>3.5 days</td>
</tr>
<tr>
<td>3 month program</td>
<td>1 week</td>
<td>2 days</td>
</tr>
</tbody>
</table>

Leave request forms can be obtained online (see link below) and need to be approved by the program director/coordinator at least 4 weeks prior to the requested time and before March 1 of each year at the latest. Please contact Ms. Lin Hill for more information.

http://www.schulich.uwo.ca/familymedicine/postgraduate/forms/index.html

16. CALL

A pager is issued for the year by the Department of Family Medicine. Please speak with your program coordinator and/or their administrative assistant for information regarding call rooms. Call stipends are provided as per the PARO agreement for MOH funded trainees.
17. MOONLIGHTING

Historically and as a general rule, Enhanced Skills residents may have an independent license. Having experience working during this enhanced year may give the residents an opportunity to utilize their skills as family physicians that they have developed during their residency program. As such, opportunities to moonlight will exist and the department will not prevent the learner from exercising that right. Following are some guidelines to be aware of:

1. A resident can only moonlight if they hold an independent CPSO license.

2. Residents must understand that their Enhanced Skills clinical and academic duties must take priority over any and all moonlighting opportunities. If you choose to moonlight, it should be arranged after you know your schedule and should not be in conflict with your work schedule, academic half/full days or your self-directed learning time. If you start to fall behind in your learning or obtain poor evaluations on rotations or practice exams, you risk failing the rotation and the year.

3. You must let the Enhanced Skills program director and your program specific coordinator know if you intend to moonlight, as they may have objections from a curricular perspective as well as regarding location and type of work.

4. It is the policy of the Family Medicine Postgraduate Education Committee at Western University that you may not moonlight in any Family Medicine clinical teaching unit, London hospital or community hospital in Southwestern Ontario in which Enhanced Skills training takes place. Community hospitals that may be unacceptable include: Chatham, Sarnia, St. Thomas, Strathroy, Stratford, Owen Sound, Windsor and Woodstock. In community hospitals there might be some exceptions depending on the service that you are applying to moonlight in. Please note that all requests to moonlight in a clinical teaching unit, London hospital or community hospital will need to be discussed on a case by case basis.

5. The Enhanced Skills program director will not provide a reference during the program for the purpose of the resident obtaining locum privileges for moonlighting during the year. The program director will be more than pleased to provide references for positions/careers that are to begin after the program is completed.

6. The Postgraduate Education Executive Committee at Western University will deal with any breach of policy accordingly.

7. Poor performance on rotations, regardless of cause, will be dealt with in accordance with the Schulich Postgraduate Medical Education Resident Evaluation and Appeals Policy.

18. ENHANCED SKILLS AFTER-HOURS TEACHING SESSIONS

In conjunction with the chief resident, a series of after-hours teaching sessions will be organized with Dr. Grushka. Topics are to be determined by the group in conjunction with the chief resident. Topics can include critical appraisal, practice management, how to set up an office, how to incorporate, billing, etc.
18. ACADEMIC FUNDS

The department of Family Medicine offers Enhanced skills residents $400 towards conferences, seminars and courses. If you are a previous Western resident, you may carry over any additional funds from your family medicine residency. Additional funds are available by competition through the Postgraduate Medical Education office. Travel funds are available while on rotation for residents who meet eligibility criteria. The department will not fund textbooks, supplies, electronics, etc. Please refer to the Family Medicine orientation guide online on the departmental website for further information.

<table>
<thead>
<tr>
<th>PROGRAM LENGTH</th>
<th>FUNDS AVAILABLE</th>
</tr>
</thead>
<tbody>
<tr>
<td>12 months</td>
<td>$400</td>
</tr>
<tr>
<td>9 months</td>
<td>$300</td>
</tr>
<tr>
<td>6 months</td>
<td>$200</td>
</tr>
<tr>
<td>3 months</td>
<td>$100</td>
</tr>
</tbody>
</table>