

POSTGRADUATE MEDICAL EDUCATION

2024 – A YEAR IN REVIEW

Thank you to our program and fellowship directors, program administrators, faculty and our residents and fellows for your work and support.

External Reviews 2024 – Adult Cardiology AFC (Royal College)

Congratulations to our Adult Echo AFC program for a successful review with a preliminary status of Accredited Program with Regular Review and no AFIs identified by the survey team!!

Internal Reviews

Our 2023-2025 Internal Review cycle continues! Internal reviews are required for all Royal College and CFPC accredited programs at least once per accreditation cycle. The external accreditation for Western PGME is scheduled for the fall of 2027.

Internal reviews completed in 2024:

- General Internal Medicine
- Medical Oncology
- Pediatric Critical Care
- Surgical Foundations
- Diagnostic Radiology
- General Surgery
- Geriatric Medicine
- Radiation Oncology
- Interventional Radiology
- Neonatal-perinatal Medicine
- Ophthalmology
- Physical Medicine and Rehabilitation
- Urology

Thank you to our faculty and residents who were part of our survey teams. Thank you also to the Internal Review Subcommittee (Chaired by Dr. Volker Hocke) for their review of the survey reports and program progress reports. This is a busy and hard-working committee!

Improvements to our Internal Review process in 2024:

- Updates to the survey consistent with the General Standards of Accreditation for Residency Programs 2024
- Updated 'Errors of Fact' form for draft reports with clear instructions to programs
- Semi-annual EPA reports provided to internal reviewers

- Updated progress report template and a new PGME progress report template for following up of the AFIs and program responses to AFIs
- Qualtrix survey developed and provided to residents for each internal review to provide an opportunity for individualized anonymous feedback
- A new 'Document Review' process for abbreviated reviews of programs was developed
- Guidelines for document organization and posting provided to programs, and a 'best practices' presentation for program administrators and PGME Committee provided by the Geriatric Medicine program.

Competence by Design launch July 2024

- Infectious Disease
- Gynecologic Reproductive Endocrinology and Infertility

Thank you to the ID and GREI programs for all their work in supporting the launch of CBD.

Competence by Design

- Multiple Competence Committees were attended with a report provided for follow-up
 - Interventional Radiology
 - Cardiac Surgery
 - Diagnostic Radiology
 - Pain Medicine
 - Neurosurgery
 - Nuclear Medicine
 - Internal Medicine
- CBD Adaptations Plan ('CBD 2.0') - information and updates provided to programs
- Competence Committee process revised
- Competence Committee Terms of Reference updated
- CC Checklist reviewed and updated
- PGME Reporting Template reviewed and updated
- Website reviewed and updated!

Accreditation 2027

- Monthly [newsletters](#) with information and resources for meeting the Standards of Accreditation began.
- Guidance for ITERs has been incorporated as well as information for requirements for Goals and Objectives with a template provided.

Resident Allocation and Ontario Medical Expansion

Over the three years of expansion for the PGY1 positions allocations are:

Match Year	2023	2024	2025	Total
Number of PG positions added	10	15	13	38
Family Medicine	2	7	1	10
Royal College	7	8	5	20
Royal College	Anesthesia Emergency Medicine Internal Med PhysMedRehab Psychiatry 3	Anesthesia DAMP (Diag/Mol Path.) Int Med 2 (Windsor) Ortho Pediatrics Psychiatry 2	Int Med 2 (Windsor) Gen Surgery Neurology Otolaryngology/HH	

Program Director and Program Administrator Handbook

- Our [handbook](#) is now on our PGME website with information and resources, as well as accreditation standards and helpful tips and resources to meet the standards
- New resources added in 2024 include:
 - Program specific safety policy template (based on the new 2024 Standards)
 - Program Communication Guidance document
 - Updated remediation/probation plan template to include language regarding exam eligibility
 - Role description templates developed for:
 - Research Lead
 - Site Lead
 - Wellness Lead
 - Academic Advisor
 - Exit interview template
 - Program CI (Standard 9) template updated
 - Updated program director role description
 - Update Competence Committee terms of reference template and CC Process document
 - Appeals Policy Process Flow Chart developed
 - Enhanced Education Plan template to replace the prior Individual Learning Plan template and a comparison document for EEP, Remediation and Probation plans
 - [Inclusive Language Guide Western University](#) provided
- The November Accreditation Newsletter provided guidance for ITERs as well as information about requirements for Goals and Objectives with a template provided.

PGME Policy Subcommittee

Policy and Terms of Reference Updates

- AFC Subcommittee Terms of Reference (updated)
- Resident Advisory Committee Terms of Reference (updated)
- Policy on Policies (updated)
- Clinical Fellow Moonlighting Policy (updated)
- Pre-Entry Assessment Program (PEAP) Policy (updated)
- Selection Policy (updated and updated links including 'Implicit Bias' module)
- Resident Electives Rotation Policy (updated)
- Assessment Verification Period (AVP) Policy (updated)
- Policy on Program Responsibilities in Clinical Fellowship Education (updated)
- Resident Assessment and Appeal Policies (updated) to Resident Assessment Policy
- Area of Focused Competence Subcommittee Terms of Reference (updated)

Faculty Evaluations

Faculty evaluation is a required Standard of Accreditation for residency programs (see 7.1 and 9.1.1.6). Our faculty evaluation forms have been program-specific resulting in over 40 different forms, with different anchors, scales and numbers of questions. A generic faculty evaluation form was developed and provided to programs on one45. The intent is that this form will be used in Elentra beginning in July 2025 with one45 migration.

Program Administrators

New initiatives for 2024 to provide support and resources for PAs include:

- Program Director and Program Administrator [Handbook](#) posted with resources for programs
- Monthly PA and PGME meetings began - some of which are theme-based (November 2024 meeting focused on 'Learner in Difficulty' with help from Learner Experience for example)
- PAs are now invited as guests to all our PGME meetings, and receive the agenda, minutes, attachments and zoom links
- PAs are invited to join our internal review survey teams as observers – this has been quite popular as an opportunity

Thank you so much to all our PAs. Please contact us at any time with any questions.

Educational Opportunities and Resources (New)

- Serious Illness Conversations Retreat – this was new for 2023-2024 and was very successful. Thank you to our faculty and facilitators – we hope to be able to provide this again in the future.
- Implicit Bias Module developed for trainee selection in Postgraduate Medical Education
- Fatigue Risk Management module (new) completed by all incoming residents and fellows.

Resident Education

- Transition to Residency for PGY1s
- Resident as Teacher Bootcamp – February and November
- Serious Illness Conversation Retreat