

PGME COMMITTEE MEETING MINUTES

	Date: Wednesday, March 19, 2025	Time: 07:00 – 08:00 AM	Location: Virtual
MEETING CALLED BY	T. Van Hooren, Associate Dean, Postgraduate Medical Education		
ATTENDEES	F. Accorsi, T. Awani, S. Bains, H. Banner, S. Blissett, A. Cheng, M. Chin, M. Chiu, R. Degen, T. DeLyzer, L. Diachun, D. Driman, S. Elsayed, A. Ens, C. Fayowski, A. Florendo-Cumbermack, D. Grushka, S. Gryn, A. Gunz, H. Iyer, L. Jacobs, T. Jevremovic, R. Khanna, J. Landau, R. Leeper, Y. Leong, E. Liu, K. Lotfy, A. Lum, S. Macaluso, W. McCauley, A. McConnell, J. Megyesi, P. Morris, D. Morrison, L. Myers, C. Newnham, V. Ng, M. Ngo, T. Nguyen, M. Rajarathinam, A. Ranger, R. Reardon, J. Ross, B. Rotenberg, T. Sharon, M. Shimizu, R. Stein, P. Stewart, J. Van Koughnett, S. Venance, J. Walsh, P. Wang, Q. Zhang, R. Zhu Hospital Rep: A. Dukelow, M. Kahng, D. McVeeney PARO Reps: A. Branch, M. Kirolos Guests: P. Bere, A. Clemens, P. Eluchok, S. Fazari, S. Jones, K. Kilbreath, K. Lancey, D. Lewis, R. Liston, A. Marsh, L. McInnis, D. McLaughlin, K. Okonski-Scovell, K. Schluter, S. Taylor, B. Telford		
REGRETS	M. Nicholson, P. Rasoulinejad		
NOTE TAKER	L. Curtis		
1.0 CALL TO ORDER (7:00 AM) & APPROVAL OF AGENDA, MINUTES			
DISCUSSION	- One agenda topic has been added since originally distributed. - Minutes and agenda approved.		
2.0 ANNOUNCEMENTS		T. VAN HOOREN	
DISCUSSION	2.1 WELCOME TO OUR NEW PROGRAM DIRECTORS - Dr. Eden Liu – Interim PD General Internal Medicine 2.2 CONGRATULATIONS 2025 PARO AWARDS RECIPIENTS - Dr. Robert Conn Resident Advocate Award: Dr. Julie Ann Van Koughnett (General Surgery) - Excellence in Clinical Teaching Award: Dr. David Plemel (Ophthalmology) 2.3 IPAC 2025 AWARDS NOMINATIONS - Indigenous Physicians Association of Canada (IPAC) award nominations are now open; nomination deadline is April 25, 2025; awards honour the achievements of physician, resident and medical student members of the Indigenous IPAC Community who exemplify leadership, mentorship and community impact.		
3.0 UPDATES			
DISCUSSION	3.1 PARO UPDATE – A. BRANCH - Team attended provincial General Council meeting and engaged in discussions about province-wide issues and collaborated with peers. - Four events were held during Resident Appreciation Week; thank you to LEO for supporting Valentine’s treat bag; beginning to focus on support for incoming PGY1s and medical students, including annual PGY1 social and medical school talks. - Two applications for the Resident Enhancement Fund have been received, if approved, these applications will bring enhancements to resident spaces across the city.		

	3.2 CaRMS FIRST ITERATION RESULTS – T. VAN HOOREN ▪ Congratulations to all our programs on a highly successful match season; majority of our programs have matched the full allotment of positions in the first round; Family Medicine will enter 14 spots into the second iteration, Neuropathology has a quota of one spot. ▪ Reminder that PGME has virtual interview resources for programs, program directors, faculty, and residents, available on our website. ▪ All residents requesting external transfers have a deadline with their home school PGME office of March 31st, 2025; the National PG Office transfer document will be updated by April 25th, 2025; Tara Coletti will reach out to PDs after April 25th regarding capacity to consider external transfer requests.
4.0 NEW BUSINESS	
DISCUSSION	4.1 LEARNER IN DIFFICULTY – P. ELUCHOK (SENIOR LEGAL COUNSEL, OFFICE OF THE UNIVERSITY LEGAL COUNSEL) ▪ The Office of the University Legal Counsel (the Office) is routinely contacted in the area of learners in difficulty; when clinical academics are making an academic decision, they are not personally liable; they are making the decision on behalf of Western and the university is responsible for that decision; this is unlike when making a clinical decision and you are personally responsible for that decision. ▪ During the learner assessment process, the Office can provide advice and support on the process as laid out in PGME's Resident Assessment and Appeals policy; can review CC decision letters and advise CC on process, may review remediation plans at the request of the CC, will represent the CC during the appeals process, and provides legal support for the Postgraduate Appeals Committee. ▪ When having difficulty with a struggling learner, programs are welcome to reach out to PGME, or the Office directly, to receive advice and support. ▪ Support and advice can also be provided for learner accommodation; learners may submit a medical letter outlining accommodations, but this is not binding; programs can work LEO and contact the Office if needed; the accommodations listed in the letter may not be the appropriate accommodation, decision to implement the accommodation is a decision of the university; accommodation is an ongoing and interactive process that is specific to the learner, may need to change depending on the program and the block they are in. ▪ In the rare case of a legal claim from a learner in difficulty, the Office provides complete legal support for that claim; examples include a judicial review application, a negligence claim where a learner is seeking damages, or a human rights complaint; the university has insurance for this. ▪ Never pass a learner who is not qualified, this is bad for the learner, the integrity of the program, the university, and for the public. ▪ Document like someone is going to read your assessments one day; keep it professional, fair and accurate. ▪ If a learner unexpectedly brings legal representation to a meeting, the meeting can be postponed; advise that it will be rescheduled when program's legal representation can also join. ▪ A. Lum advised that sometimes the hospital is also involved; Medical Affairs can be contacted for support at the hospital level. ▪ L. Diachun and R. Stein reminded programs to send learners who need accommodation to LEO; their role is to provide confidential support, including discussing personal health information; will work with programs to help learners achieve academic goals and objectives while still respecting accommodation needs and maintaining the right to confidentiality of their health information. ▪ A. Dukelow advised that Medical Affairs is working with PMGE to clarify process and provide guidelines for PDs when there are patient and staff complaints against a learner. ▪ A concern was raised about learner disclosure of CPSO complaints; topic will be brought back to a future meeting for discussion.

	4.2 LEO AND LEARNERS IN DIFFICULTY - T. VAN HOOREN - Support may be requested by both residents/fellows and PDs (with resident approval); may participate in EEPs, remediation, and probation plans, but not universally mandated. - Contact LEO directly if participation in regular meetings with LEO is a mandatory part of a resident/fellow currently on a learning plan. 4.3 LEAVES OF ABSENCE – T. VAN HOOREN - Ensure all requests for LOA are submitted directly from your Program Leadership Team to PGME; residents and fellows should be made aware of leaves that will be paid/unpaid in advance. 4.4 WESTERN INCLUSIVITY, DIVERSITY AND EQUITY (WIDE) SURVEY - T. VAN HOOREN - WIDE survey helps better understand the diverse identities and experiences of the Western communities; to complete the survey, sign-in to myhr.uwo.ca and click the tab WIDE Survey (Equity Census), read the Letter of Information and provide consent, complete the survey; can also opt out of the survey on the first page. 4.5 2023 RESIDENT PULSE CHECK REPORT - H. IYER - First survey in 2021, second iteration in 2023; collaboration between RDoC and RCPSC to understand resident's experiences with the implementation of CBD; 13% of residents across Canada responded (excluding Quebec), data represents the resident experience across 13 medical schools and 47/53 CBD disciplines. - There is a high level of consistency between the two years of study; benefits identified include the system for receiving feedback, clear expectations and learning objectives, and tracking progress; challenges include concerns around value and validity of CBD/EPAs, EPA completion by faculty, administrative and cognitive load, and the lack of opportunities to complete EPA assessments; 77% of residents indicated that the transition to CBD had a negative impact on their health and wellness. - The concerns identified by residents in the 2021 and 2023 surveys align with what the CBD Adaptations Plan is intended to address. 4.6 RCPSC APPLIED EXAM - T. VAN HOOREN - Applied exams remain a cornerstone of certification for most RC specialties and subspecialties; exams will transition back to in-person centralized applied exam model will occur, starting in spring 2025, in a staged process. - All disciplines for the Fall 2025 applied exam will be accommodated in-person in either Toronto or Ottawa; no change to written exam, will remain decentralized at regional sites across Canada, future Royal College assessment centre to open in downtown Ottawa as early as 2027 to better enable a permanent approach to applied exams. - Programs asked to share this with residents; those that still do virtual OSCEs may wish to consider moving to in-person to be more aligned with what they will experience with the RCPSC exam. - Programs were reminded that under the PARO collective agreement residents are entitled to paid leave, including reasonable travel time to and from the exam location; residents may need additional time off for the in-person exams and programs should plan accordingly.
5.0 QUESTIONS & ADJOURNMENT (8:00 AM) AND NEXT MEETING	
	Next Meeting: Wednesday, April 9, 7:00 – 8:00 AM, Virtual