

January 2019

CTU- Senior Resident General Internal Medicine Goals and Objectives

The Clinical Teaching Units are a locus of care for, and education related to, patients who require hospitalization for a wide variety of acute Internal Medicine problems. Four multidisciplinary teams, who admit patients from the Emergency Room on a one-in-four rotation schedule, share the ~80-inpatient beds allocated to the CTU's at the Health Sciences Centre.

Senior residents will function in team leader, under the supervision of the attending physician, and are expected to model increasingly refined diagnostic, managerial and consultancy Internal Medicine skills to junior residents and medical students. They will be responsible for leading multidisciplinary rounds, supervising juniors and medical students in their daily assessment, follow-up, and documentation. They will be responsible for teaching and providing guidance to junior residents and medical students. Senior residents in Internal Medicine will be expected to demonstrate expertise in the in-hospital work-up and management of complex, acute and chronic clinical presentations. Throughout their rotations they will show progression towards more independent practice. CTU teaching will consist of expected attendance and contribution at morning reports, ECG and noon rounds, as well as formal and informal ward activities.

It is expected that trainees will demonstrate ongoing development in each of the CanMEDS roles such that the depth, sophistication, efficiency and proficiency of their performance increases with experience. Review of rotation objectives will be done in conjunction with creation of a learning contract at the beginning of the rotation. Trainees completing the program should expect to achieve the key competencies described. In accordance with CBD principles, all residents are required to submit EPA assessments with documented narrative coaching via the MUNCAT app per week to evaluate and guide their progress. This will also be documented using an end of rotation in-training evaluation report (ITER) or longitudinal rotational assessment, depending on the applicable resident curriculum.

In addition to the rotational objectives and key competencies described below, the following EPAs may be covered during the GIM CTU Senior Rotation. These will depend on the learner's stage of training, progress and individual learning needs. The learning contract and rotational goals created at the beginning of the rotation can help specify which EPAs the learner may want to focus on throughout their rotation.

Core:

- C1: Assessing, diagnosing and managing patients with complex or atypical acute medical presentations
- C2: Assessing, diagnosing and managing patients with complex chronic diseases.
- C4: Assessing, resuscitating, and managing unstable and critically ill patients
- C5: Performing the procedures of Internal Medicine
- C6: Assessing capacity for medical decision-making

C7: Discussing serious and/or complex aspects of care with patients, families, and caregivers

C8: Caring for patients who have experienced a patient safety incident (adverse event)

C9. Caring for patients at the end of life.

C10: Implementing health promotion strategies in patients with or at risk for disease

C11: Supervising junior learners in the clinical setting

MEDICAL EXPERT

1. Demonstrate knowledge of, and expertise in, the in-hospital management of patients with:
 - a) Common medical presentations, including acute and chronic conditions
 - b) Complex medical presentations, including acute and chronic conditions
 - c) Undifferentiated acute medical problems
 - d) Diseases affecting multiple medical organ systems
 - e) Unstable patients
2. Demonstrate the mastery in performing a complete patient assessment:
 - a. Obtain a history and physical exam of appropriate scope for the patient problem(s)
 - b. Use appropriate diagnostics and therapeutics in the management of acute medical patients
 - c. Correctly interpret data to come up with a patient problem list and differential diagnosis.
 - d. Prioritize and summarize clinical assessment in written and oral form
3. Utilize clinical guidelines and evidence-based medicine in selecting diagnostic tests and advancing therapeutic plans for CTU patients.
4. Negotiate care plan in the context of patient wishes.
5. Demonstrate an understanding of the clinical indications and risks, performance and interpretation of results for the procedures of Internal Medicine
6. Appropriately demonstrate and teach the procedures of Internal Medicine to juniors and medical students
7. Demonstrate the ability to provide targeted treatment for unstable patients
8. Demonstrate appropriate use of consultative and allied health services
9. Formulate and facilitate discharge planning and transition of care.
10. Deliver compassionate care at the end of life.
11. Be familiar with the medical-legal and ethical requirements of practice on the CTU such as informed consent, goals of care, confidentiality, among others.

COMMUNICATOR

The Internal Medicine Resident will demonstrate appropriate communication skills in the care of the CTU patients. This includes oral communication for the direct purpose of caring for the patient and documentation including progress notes, discharge summary, special authorization requests and medication reconciliation on admission, discharge and transfer.

1. Demonstrate a patient centered approach to communication that develops rapport and trust with patients, families and care givers.
2. Demonstrate the ability to accurately elicit and synthesize relevant information from patients, families, colleagues and other professionals and is able to communicate this in a succinct manner.

3. Demonstrate the ability to accurately convey care plan and respond to questions, as needed, with patient, families, colleagues and other professionals.
4. Demonstrate a structured approach to written communication, including admissions, consultations, progress notes, orders, procedures, transfers and discharge summaries.
5. Demonstrate compassion and sensitivity and a structured approach to specific communication scenarios including:
 - a. Informed consent
 - b. Communication of treatment plan
 - c. Breaking bad news
 - d. Capacity assessment
 - e. Disclosure of adverse event
 - f. Addressing goals of care

COLLABORATOR

1. Lead multidisciplinary team rounds
2. Understand the role of the various health care team members in the care of the CTU patient.
3. Demonstrate respectful attitudes towards others
4. Make appropriate use of the scope and expertise of other HCPs
3. Work effectively with the health care team, including primary care providers, consultants and patients and their families to assess, plan and provide care for patients
4. Ensure the handover of care to the most appropriate HCP

LEADER

1. Effectively lead the multidisciplinary team, under the supervision of the attending physician
2. Delegate tasks and supervise junior residents and medical students
3. Demonstrate appropriate time management including effectively balancing demands of patient care, educational activities and personal matters
4. Demonstrate resource stewardship in clinical care
5. Understand the role of the CTU in the broader context of local and regional health care delivery

HEALTH ADVOCATE

The Internal Medicine Resident must demonstrate the ability to advocate on behalf of their patients to improve their overall health. They must demonstrate knowledge of issues in patient safety and prevention of adverse events on the CTU.

1. Advocate for their patients to access appropriate tests, consultations and interventions in a timely fashion.
2. Identify opportunities to educate patients about health promotion and disease prevention.
3. Contribute to initiatives to improve care and safety of CTU patients

SCHOLAR

1. Identify their own learning needs and appropriate resources to assist them
2. Able to ask a clinical question and perform an focused literature search and ^[L]_[SEP]critically review the literature ^[L]_[SEP]
3. Demonstrate effective teaching including supervision and teaching of the clinical clerks, patients and families and other health professionals

4. Ensure safe learning environment for all members of the CTU
5. Participate in the evaluation of the rotation, as well as junior residents and medical students

PROFESSIONAL

The Internal Medicine Resident will demonstrate a commitment to their patients, profession and society through ethical practice.

1. Behave in a respectful manner toward patients and families, as well as other health professionals.
2. Consider ethical issues and patients' wishes in making treatment decisions.
3. Adhere to Eastern Health procedures and policies and applies professional standards, including advance health care directives, substitute decision-making and disclosing adverse events
4. Ensure adequate transition of care of patients including assuring proper handover of patients
5. Attend teaching rounds and demonstrate collegiality.
6. Recognize the limits of one's expertise by knowing when to call for help
7. Demonstrate a commitment to improving one's performance by seeking and responding to feedback
8. Demonstrate accountability to the CTU by answering pages promptly, displaying punctuality, and completing expected tasks