

POSTGRADUATE MEDICAL EDUCATION

Overview/Entrance Requirements

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Postgraduate Medical Education (PGME) at the University of Manitoba is comprised of a variety of training programs for graduated medical students interested in obtaining a higher level of education in Family Medicine, medical specialty, or surgical specialty as are required to enter medical practice. All PGME specialty and subspecialty programs are accredited by the Canadian Residency Accreditation Consortium (CanRAC). There are also non-medical specialty programs accredited by other accreditation bodies. In addition, PGME hosts other training and fellowship programs approved by the Max Rady College of Medicine. Programs are usually organized to be in one of three categories:

- Programs accredited by the Royal College of Physicians and Surgeons of Canada (RCPSC).
- Programs accredited by the College of Family Physicians of Canada (CFPC).
- Other training and fellowship programs approved by the Max Rady College of Medicine.

Programs Accredited by CanRAC

PGME programs in family medicine and the medical and surgical specialties are recognized towards obtaining a license to practice medicine. CanRAC provides accreditation for the training program content and evaluative processes. Learners in good standing in these programs are eligible to challenge the appropriate national specialty examination.

The PGME programs at the University of Manitoba are accredited on a scheduled basis by CanRAC. This allows PGME to oversee the training programs and ensure they meet and exceed the accreditation standards.

PGME programs are generally based out of clinical service facilities including hospitals and clinics throughout Manitoba. The largest teaching centers are located in Winnipeg and include the Health Sciences Centre, Saint Boniface Hospital, Grace Hospital, Victoria Hospital, Seven Oaks Hospital, Misericordia Health Centre. There are teaching hospitals and sites located throughout the province including Brandon, Steinbach, Thompson, Dauphin, Selkirk, and others.

General Regulations

Once accepted into a RCPSC specialty or Family Medicine training program the learner (now referred to as a "resident") is registered with University of Manitoba by the Postgraduate Medical Education Office. Registration fees are paid by Shared Health. Each resident is registered every subsequent year of his or her training program by the PGME office. The resident must also register with the College of Physicians and

Surgeons of Manitoba (CPSM) so that their name is entered on the CPSM Educational Register.

The resident must obtain malpractice insurance, from the Canadian Medical Protective Association or its equivalent. Residents enrolled in postgraduate residency programs are expected to conform to such new requirements as may be adopted from year to year. Residents must apply directly to either the Royal College of Physicians and Surgeons of Canada or the College of Family Physicians of Canada for assessment of training and for permission to sit the college examinations. Being a resident in a program does not automatically enroll the resident for such examination or certification.

Eligibility

Graduates of Canadian medical schools are eligible for consideration of PGME training, and are required to challenge the Medical Council of Canada Qualifying Examination.

Generally, Canadian citizens or permanent residents once accepted into the PGME program, are eligible for provincial funding for residency training under the contract established with the Professional Association of Residents and Interns of Manitoba (PARIM).

International Medical graduates (IMGs) are eligible to apply for admission to many PGME programs after they have challenged the Medical Council of Canada Qualifying Examination (MCCQE) and the NAC OSCE examinations. IMG applicants must be Canadian citizens or permanent residents to be eligible to apply for postgraduate medical training.

Internationally (Visa) Sponsored-trainees represent a special training category for entrance to postgraduate medical training. The Internationally (Visa) Sponsored trainee applicant must pass the Medical Council of Canada Evaluating Examination and NAC OSCE examination and be sponsored by an agency which has entered into a contract with the University of Manitoba for such training. All residents must receive remuneration from an institution recognized by the Government of Manitoba while registered in a training program in PGME.

Criteria for Selection

Selection for admission to the various training programs will be made primarily on the basis of scholastic, personal and professional attributes as determined by academic records, personal interviews, letters of reference and in-training evaluation reports. Each particular training program determines the selection process; all programs follow the Best Practices in Application & Selection (BPAS) Report and recommendations endorsed by the Associations of Faculties of Medicine of Canada (AFMC) to ensure appropriate procedures are in place for objective decision-making, transparency, due process and societal responsibility. Admission to the postgraduate training year one (PGY1) for most programs is conducted through the CaRMS PGY1 match outlined below.

The College of Medicine commits to using reasonable accommodations and progressive efforts to ensure that residents with documented disabilities are considered for selection to Residency Programs for which they are academically qualified, ensuring full and safe access to the educational and learning environment and to the University facilities and services.

Other Training and Fellowship Programs

The following post-PhD programs are offered by PGME at the University of Manitoba: Clinical Health Psychology, Clinical Microbiology, Clinical Biochemistry, and Molecular Genetics/Cytogenetics.

An Area of Focused Competence (Diploma) or AFC (Diploma) Program is a highly-specialized area of expertise within a medical specialty or subspecialty that addresses a specific societal need but does not meet the Royal College of Physicians and Surgeons of Canada (RCPSC) criteria of an independent specialty or subspecialty discipline. The length of training is typically 1-2 years. Training is competency-based.

Fellowships are programs of specialized training beyond medical residency offered by different clinical departments. The fellowships are usually one-year in duration.

University Registration

All postgraduate trainees and fellows (not registered with the Faculty of Graduate and Postdoctoral Studies for M.Sc. or Ph.D. degrees) must be registered as postgraduate trainees in the Max Rady College of Medicine. The normal registration period is June 15 to July 1 each year, and is done by the College PGME Office.

Program Administration

The departments which provide PGME training programs in the Max Rady College of Medicine are: Anesthesia, Community Health Sciences, Family Medicine, Biochemistry and Human Genetics, Emergency Medicine, Internal Medicine, Medical Microbiology, Obstetrics, Gynecology and Reproductive Sciences, Otolaryngology, Pathology, Pediatrics and Child Health, Psychiatry, Radiology and Surgery. Some departments offer more than one program, and may also offer training in sub-specialty areas.

Each program has a Program Director and a Resident Program Committee to administer the training program. There are also Program Administrators for each program. The Program Director of each program reports both to the Department Head and the Associate Dean of PGME.

Beyond the program level, administrative matters pertaining to postgraduate residency training programs are the responsibility of the Associate Dean for PGME and the College PGME Executive Committee and its subcommittees. These committees are responsible for reviewing programs, allocation of residency positions, managing resident appeals, and other duties as outlined in the terms of reference for each committee. The committees make recommendations to both the Associate Dean of the Max Rady College of Medicine and the College Postgraduate Executive Committee.

Description of Residency Programs

Residency Programs will generally follow one of two pathways leading to licensure eligibility as described below.

Family Medicine Programs

The training program for family physicians offers a two-year basic program in outpatient, in-hospital and community settings. This program is composed of several streams (urban, rural, Northern Remote, bilingual and Integrated Care of the Elderly) and the program leads to eligibility for certification with the College of Family Physicians of Canada (CFPC). A small number of positions are also available from time to time for enhanced training within the Family Medicine Training Program for a third year of training in Emergency Medicine, Anesthesia and Palliative Care, Care of the Elderly, Sports and Exercise Medicine, Cancer Care and Women's Health and Addictions Medicine. Some of these enhanced positions may be associated with a return of service requirement.

Royal College of Physicians and Surgeons of Canada Programs

The Faculty of Medicine offers a wide range of specialty and subspecialty programs leading to eligibility for certification with the Royal

College of Physicians and Surgeons of Canada. Programs vary in length from 2-7 years of medical training.

Primary Specialties

- Anatomical Pathology
- Anesthesia
- Cardiac Surgery
- Dermatology
- Diagnostic Radiology
- Emergency Medicine
- General Surgery
- Internal Medicine
- Medical Genetics
- Medical Microbiology
- Neurology (Adult)
- Nuclear Medicine
- Neurosurgery
- Obstetrics and Gynecology
- Ophthalmology
- Orthopedic Surgery
- Otolaryngology
- Pediatrics
- Physical Medicine and Rehabilitation
- Plastic Surgery
- Psychiatry
- Public Health and Preventative Medicine
- Radiation Oncology
- Urology
- Vascular Surgery

Subspecialty Programs ¹

(available only with completion in a primary specialty):

- Cardiology (Adult)
- Clinical Immunology and Allergy (Child & Adult)
- Critical Care Medicine (Adult)
- Developmental Pediatrics
- Endocrinology and Metabolism
- Emergency Medicine (Child)
- Gastroenterology
- Geriatric Medicine
- Gynecologic Oncology
- Hematology (Child & Adult)
- Infectious Diseases (Child & Adult)
- Maternal and Fetal Medicine
- Medical Oncology
- Neonatal-Perinatal Medicine
- Nephrology (Child & Adult)
- Palliative Medicine
- Respiratory Medicine (Child & Adult)
- Rheumatology (Adult)
- Thoracic Surgery
- Vascular Surgery
- Forensic Pathology

- Hematologic Pathology
- Palliative Medicine
- Colorectal Surgery
- Child and Adolescent Psychiatry
- Geriatric Psychiatry

¹ These programs require different primary specialty credits, and may not be offered every year at the University of Manitoba.

For learners interested in a career combining health-related research and clinical activities, the University of Manitoba offers a two year Clinician Investigator Program (CIP) sponsored by the RCPSC.

Application Procedures

All applicants for the PGY1 year of programs accredited by the RCPSC and CFPC must apply through the Canadian Residency Matching Service (CaRMS). All graduates of Canadian medical schools and International medical schools who are Canadian citizens or permanent residents and who have had no prior postgraduate medical training in Canada or the United States are eligible for the CaRMS match.

Applications for positions beyond the entry PGY1 year should be made at the PGME Office, 260 Brodie Centre or to the Program Director for the specific program. Availability of positions will vary from year to year and are not guaranteed for any program. No resident can be accepted unless a funded position is available.

The Canadian Resident Matching Service (CaRMS)

This matching service is an autonomous, national organization of the Association of Canadian Medical Colleges. It provides an orderly method for students to select where to pursue Postgraduate Medical Education and for Program Directors to rank the applicants they wish to enroll. A second matching process (the second iteration) by CaRMS is subsequently available (after the 1st CaRMS match) to medical students not matched in the first iteration, and other medical graduates who have already received some prior postgraduate training. All information about registration and matching processes is available on the CaRMS website (<https://www.carms.ca/>). There are listings of all programs on their website.

Assessment of Residents in Postgraduate Medical Education Programs

Assessment at all levels is based primarily on clinical performance as defined by each program. The Program Director and the Residency Program Committee in each program are responsible for the implementation of the assessment process in their own program. At the end of each clinical rotation or at other appropriate stages of the program, each trainee is assessed by a variety of formative and summative assessment tools appropriate to that program and training level. The assessor(s) discusses the assessment with the trainee; the assessment information is documented in the resident's electronic portfolio and made available to the Program Director and Academic Advisor (if applicable). This ongoing assessment process may be supplemented by written examinations, oral examinations, supervised history and physical examination and by direct observation of clinical and technical skills.

Decisions about progression and promotion are made by the program's Competence Committee and Residency Program Committee at regular intervals, usually twice per year, based on an examination of evidence. The evidence used to inform these decisions is outline in each program's

Program of Assessment which is available to learners at the beginning of the programs. The Competence Committee may recommend a period of remedial training. If remedial training is unsuccessful the Competence Committee may recommend Probation. A failed probation period may result in a resident being dismissed from their training program. Programs follow the procedures outlined in the PGME assessment policies.

The Faculty College Executive Council reserves the right to require any student to withdraw from the program of enrollment when it believes the student to be unsuited, on general considerations of scholarship, professional fitness or professional conduct for post-graduate medical education. However, the Max Rady College of Medicine does not have a professional unsuitability by-law. The right to require a student to withdraw on the basis of professional unsuitability may arise through the professional unsuitability by-law of the College of Physicians and Surgeons of Canada. This right prevails notwithstanding any other provision in the faculty regulations.

Appeals

The appeals process is available on a number of different levels. A postgraduate trainee who wishes to appeal the results of any aspect of the assessment process must follow the written guidelines established by the PGME Committee and the Max Rady College of Medicine. These guidelines may be obtained from the PGME Office.

Further information on individual Residency Programs and affiliated governing bodies may be found here (http://umanitoba.ca/faculties/health_sciences/medicine/education/pgme/PGME_programs.html):