Goals and Objectives
Assessment Verification Period for IMGs

The Assessment Verification Period for IMGs in Anatomical Pathology will include the evaluations comprised of the first 3 resident blocks. These will include 1 month block rotations in Hospital Autopsy, Medicine Clinical Teaching Unit (CTU) and General Surgery. The areas of evaluation will include assessment of clinical skills, technical skills, knowledge and judgment, communication and professional attitudes in a CanMEDS roles format.

Hospital Autopsy Block at the Civic Campus

At the completion of the training, the resident will have acquired the following competencies and will function effectively as:

MEDICAL EXPERT

General Requirements

- Demonstrate technical and diagnostic skills as required for hospital related post-mortem examinations
- Correlate findings with patient clinical information.
- Convey information effectively.

Specific Requirements

- Review the autopsy consent and medical record.
- Understand the basic dissection technique as well as special techniques.
- Properly dissect organs, sample tissues under the supervision of staff and autopsy staff.
- Properly recognize normal and abnormal findings at the gross and microscopic level.
- Properly describe all findings and prioritize the diagnoses according to their importance.
- Elaborate a relevant gross diagnosis.
• Produce quality written reports detailing autopsy examination findings and interpretation and review report with staff. Complete them within accepted guidelines.
  • Understand the difference between cause, manner and mechanism of death.
  • Understand the basics of tissue fixation, decalcification and processing.
  • Understand the purpose and value for the autopsy and differing goals between academic/hospital and medical legal/coroner’s cases.
  • Be capable of taking good quality gross and microphotographs when indicated as pertinent to each case.
  • Present autopsy findings in a concise and relevant manner at academic day rounds, and promote discussion with colleagues.
  • Understand, and be able to interpret host responses to different forms of cellular injury and fluid and hemodynamic disturbances.
  • Recognize the importance of adhering to existing legislation pertaining to human tissue and remains (Human Tissue gift Act, Morgue Act, Coroner’s Act and Public Hospital Act).
  • Know the Workplace Hazardous Materials Information System (WHMIS) and principles of lab safety.
  • Apply principles of Universal Precautions and know when to apply specific precautions in high risk infectious cases (e.g. CJD cases).

COMMUNICATOR

General Requirements
• Discuss cases with members of the health care team correlating the pre-mortem clinical evaluation to the post-mortem findings.

Specific Requirements

• Attend rounds when applicable and be able to present the clinical history and autopsy findings, and correlate the autopsy findings with the clinical evolution.
• Communicate findings to the treating physicians shortly after performing the post-mortem examination.
• Participate at morbidity/mortality rounds when requested.
COLLABORATOR

General Requirements

- Consult effectively with other physicians and health care professionals.
- Contribute effectively to interdisciplinary team activities.
- Understand the importance of contributing to educational/or research endeavors of clinical and laboratory colleagues.

Specific Requirements

- Utilize experience in clinical medicine and surgery to understand post-mortem findings in relationship to pre-mortem clinical evolution, medical treatments and surgical procedures.
- Initiate interdisciplinary educational team activities and research endeavours if the opportunity arises.

MANAGER

General Requirements

- Utilize resources in the morgue and laboratory effectively to achieve accurate diagnosis.
- Allocate finite health care resources wisely.
- Set realistic priorities and use time effectively.
- Demonstrate knowledge of regulations regarding retention of material and reports.
- Demonstrate safe techniques for high risk autopsies, including infections (viral hepatitis, human immunodeficiency virus infection, tuberculosis, Creutzfeldt-Jakob disease, drug resistant bacteria) and exposure to noxious agents.

Specific Requirements

Demonstrate knowledge of quality control as related to the morgue and post-mortem examinations.

HEALTH ADVOCATE

General Requirements

- Understand the specialist’s role to intervene via treating physicians with respect to post-mortem findings that may impact the health of surviving family members.
- Understand the principal of infection control as it pertains to individual, institutional and community prevention of infectious diseases.

Specific Requirements
• As members of an interdisciplinary team of professionals, anatomical pathologists will endeavour to help informing treating physicians and the public about issues surrounding contagious diseases and prevention.
• Understand the possibility of genetic and molecular analysis and how the autopsy may contribute to these tests.

SCHOLAR

General Requirements

• Develop, implement and monitor a personal CME strategy with respect to continuing medical education as related to autopsy pathology.
• Critically appraise sources of medical information.
• Facilitate learning of residents, students and other health professionals at rounds.
• Contribute to development of new knowledge.

Specific Requirements

• A case report or project should be discussed with a rotation supervisor during the rotation and could be presented at any one of a member of forums ranging from autopsy rounds to national meetings.

PROFESSIONAL

General Requirements

• Deliver highest quality of expertise with integrity, honesty and compassion.
• Exhibit appropriate personal and interpersonal professional behaviour.
• Practice autopsy pathology ethically consistent with obligations of a physician.
• Demonstrate the knowledge, skills and attitudes relating to gender, culture and ethnicity pertinent to autopsy pathology.

Specific Requirements

• Act as an appropriate role model for medical students and others.
• Demonstrate a professional attitude to colleagues as well as to other laboratory and morgue staff.
• Have an appreciation of the crucial role of the anatomical pathologist in providing quality patient care. This will include knowledge of individual professional limitations and the necessity of seeking appropriate second opinions.

Clinical Medicine Teaching Unit Block

SPECIFIC GOALS
To provide trainees with sufficient knowledge and skills to be confident in the detection and management, at a primary care level, of the most frequent forms of illness encountered in internal medicine.

To have knowledge of the common symptom complexes, acute illnesses and medical emergencies presented in an ambulatory care setting, as well as in the hospital, including the ability to diagnose and manage multiple medical problems.

Knowledge of the side effects of treatment including drug toxicities.

Knowledge of the resuscitation and management of the critically ill patient.

MEDICAL EXPERT

- Elicit a history that is relevant, concise, and accurate and perform a focused physical examination.
- Select medically appropriate investigations in a resource conscious and ethical manner.
- Use appropriate and timely preventive and therapeutic interventions.
- Learn to perform the following procedures:
  - Insertion and management of intravenous lines, obtain an arterial blood gas, an electrocardiogram, bladder catheterization.
- Implement an appropriate management plan in collaboration with a patient and their family.
- Become proficient in using the Oacis electronic medical system.
- Obtain appropriate consent for medical therapies.
- Ensure patients receive appropriate end-of-life care.
- Demonstrate proficient and appropriate use of procedural skills, both diagnostic and therapeutic, in particular those, which result being sent for laboratory tests.
- Become familiar with the means by which specimens are collected and transported to the laboratory, including the necessary paperwork that must be completed.
- Become familiar with the appropriate use of the autopsy as an end-of-life diagnostic tool in the context of medicine patients.

COMMUNICATOR

PGY1 residents should begin developing their role as communicators, encompassing all the competencies specified in the Royal College Objectives of Training in the Laboratory Medicine Programs.

- Observe the means by which a pathologist communicates with their clinical colleagues (e.g. via written reports and at interdisciplinary rounds, informally). Reinforce with their clinical colleagues the need to provide appropriate clinical information when providing material for laboratory testing.
- Read pathology and other lab reports on their own patients, and critically evaluate the effectiveness and relevance of the information provided for the management of those patients.
- Understand the impact of critical illness on a critically ill patient and his/her family and disseminate appropriate medical information.
COLLABORATOR

- Participate effectively and appropriately in a health care team.
- Develop knowledge of the roles and responsibilities of a Pathologist in the team.
- Work with others to assess, plan, provide and integrate care for patients.
- Attend and participate in interprofessional team meetings, including cancer teams.
- Gain insight into means by which pathologists can provide direction in a health care team.
- When possible, visit the pathology laboratory to review specimens from patients under your care, and report back the findings to clinicians.

MANAGER

- Gain knowledge of the indications for, and effects of, admitting a patient to hospital.
- Gain knowledge of the judicious use of available resources, particularly with respect to diagnostic and therapeutic procedures (e.g. use of ordering of laboratory tests).
- Observe ways in which pathologists contribute to the effectiveness of health care organizations and systems.
- Learn to manage one’s practice and career effectively

HEALTH CARE ADVOCATE

- Respond to patient health care needs and issues as part of patient care, which involves but is not limited to health promotion and disease prevention.
- Gain exposure to vulnerable or marginalized populations and the barriers to access to care and resources they face.
- When possible, attend autopsies of patients on the medicine floor.

SCHOLAR

- Maintain and enhance professional activities through ongoing learning, including: attendance at rounds as determined by the rotation, attendance at AP academic full-day, individual study, etc.
- Learn to critically evaluate medical information and its sources and apply this appropriately to practice decisions.
- Attend Journal Clubs and Grand Rounds.
- Take on a teaching role as a PGY1 through explaining medical conditions and procedures to patients and their families, medical students, residents.
- Contribute to the development and dissemination of new knowledge and practices.
- Employ the use of EBM to critically appraise medical topics pertinent to patient care.

PROFESSIONAL

- Demonstrate commitment to patients, the profession, and society through ethical practice, including:
Attend learning activities as required, including workshops, orientations, and academic full-days.
Demonstrate a commitment to physician health and sustainable practice.
Observe how staff physicians and other colleagues strive to balance personal and professional priorities.
Learn to balance one’s own personal and professional lifestyles.

**General Surgery Clinical Block**

**General Objectives:**

The PGY1-AP resident is expected to:

1. Be assigned to the colorectal team, breast team or hepatobiliary team in order to completely fulfill the specific objectives of the rotation.
2. Cover the pager of acute care surgery (ACS) team when on call or if not engaged in activities with the other teams.
3. Acquire knowledge and skills that will assist in preparation for the LMCC Part II exam
4. Understand the medical problems related to underlying diseases that he/she will be required to diagnose.
5. Enhance communication and collaboration between the pathologists and their clinical colleagues.
6. Respect the CanMEDS roles as set by the Department of General Surgery and Anatomical Pathology

**MEDICAL EXPERT**

- Demonstrate the ability to perform a focused surgical history and physical exam.
- Present cases in a clear, concise, integrated, and problem-based manner. Demonstrate the appropriate diagnosis and management of patients with: appendicitis, small bowel obstruction, cholecystitis, acute abdomen/free air, diverticulitis, pancreatitis, lower GI bleed, perianal abscess, breast cancer, oesophageal cancer, gastric cancer, colon cancer, rectal cancer, liver cancer, and pancreatic cancer.
- Develop an appreciation for the role of pathology and imaging in aiding in the diagnosis of various pathologies.
- Attend the colorectal and/or breast clinic. Through clinical practice with staff and/or senior resident surgeons:
- Develop an understanding of guidelines and indications for screening for GI and breast malignancies.
• Develop an understanding of risk factors and prognostic factors for GI and breast malignancies.
• Spend sufficient time in operating room
  - Participate in surgical procedures.
  - Learn the basis of the surgical techniques: indications, benefits and complications.
  - Identify the surgical margins on the fresh specimens.
  - Learn the rules of tissue fixation.
  - Participate in the frozen sections when indicated.
• Further to this, the resident should develop an understanding of the multidisciplinary approach to cancer care, including surgery, radiology, pathology, chemotherapy, and radiotherapy.

COMMUNICATOR
• To understand the importance for a clinician to review a clear and concise pathology report.
• Establish therapeutic relationships with patients/families during the pre-operative and post-operative periods.
• Obtain and synthesize relevant history from patients/families/communities.
• Discuss appropriate clinical findings with patients/families and the health care team.

COLLABORATOR
• To understand the importance of a pathologist’s report in the management of surgical patients.
• To understand the questions that a pathology report may generate in the context of a surgical patient and the importance of communicating these findings to other physicians.
• To understand the role of the pathology report as it relates to the diagnosis and care of surgical patients. (eg breast ultrasound, mammography, biopsy, resection).

MANAGER
• To gain an understanding of the various laboratory requisitions that a physician must be familiar with in order to appropriately access laboratory medicine services.
• To understand the role of specimen collection and processing in the context of quality control and quality assurance (eg. importance of proper and immediate labeling of specimen when collected).
• To gain an understanding of the handling and disposal of hazardous materials within a surgery clinic.

HEALTH ADVOCATE
• To identify the important determinants of health affecting surgical patients.
• To understand the role of the physician as a health advocate, including their role to provide population screening and preventative health for surgical patients.

SCHOLAR
• To implement a strategy for critically appraising sources of medical information.
To facilitate the learning of patients, staff and medical learners regarding the role of a laboratory medicine professional and available educational resources.

To understand the value of laboratory medicine education for practitioners in regards to ancillary tests. (eg guidelines for fasting bloodwork, consider flow cytometry if lymphocytosis)

To understand the guidelines regarding the frequency of screening tests containing a laboratory medicine component (eg. stool for fecal occult blood, pap tests, serum lipids).

To view the clinical presentation of disease entities.

To understand obstacles that physicians may face in obtaining sample material.

To learn the management of various disease entities including both surgical modalities.