

Department of Family Medicine

Policy Name:	Accommodations
Approved By:	Resident Program Committee (RPC)
Date Last reviewed:	April 6, 2023
Contact Department:	P/G Program Manager dfmpgmanager@uottawa.ca

Purpose:

In direct reference to the University of Ottawa PGME policy on accommodations (Accommodations Policy PGME), the purpose of this document is to establish agreed upon principles and procedures regarding requests for accommodation by University of Ottawa family medicine residents in need of accommodation. This is to ensure we prioritize safety and wellness amongst all family medicine residents, while simultaneously ensuring that family medicine residents with accommodations are able to achieve all family medicine training program competencies.

Policy:

As per the College of Family Physicians (CFPC) accreditation standards, the goal of core family medicine residency programs is to train residents who are competent to enter and adapt to the independent practice of comprehensive family medicine anywhere in Canada.

As such, it is a fundamental principle that all residents in the Family Medicine program at UOttawa are provided with all necessary educational opportunities. This includes an appropriate mix of clinical and academic duties and experiences.

To achieve the above standard, we consider on call duties an essential part of our program. They provide the resident with the ability to demonstrate competencies in managing acute medical problems during low-resourced times, as well as allowing the resident to develop the confidence in doing so. This is particularly important in our short residency program, wherein even minor deficiencies in opportunity can negatively affect training.

The following guiding principles will be followed:

- 1) Family Medicine is a competency -based residency, and ALL residents must complete the equivalent of 26 full time blocks during their residency to ensure that all competencies are met.
Enhanced Skills residents in certificate of added competence (CAC) programs must complete 13 full-time blocks.
- 2) Accommodations are never fixed, and can be adapted as needed; ideally, they would improve over time.
- 3) Accommodations will apply to all upcoming rotations for the specified period, and residents will be responsible for ensuring there is a follow up appointment before the end of the accommodation period and request a meeting with the Postgraduate Director (or designated representative) to review the schedule; for complex or

contentious requests, a meeting of the PGME accommodations subcommittee (Wellness Director, Assistant Dean PGME, Postgraduate Director, Unit Program Director, Education Manager and or Unit Administrative Coordinator) will be arranged.

- 4) Residents will take ownership of their accommodations, while also continuing to ensure patient care and professional responsibilities are met for each rotation.
- 5) Under-resourced hours are to be made up 1:1. This might include working evenings until midnight and weekends between the hours of 0700-23:00
- 6) Given the varying nature of accommodations, resident performance, and educational need, it is likely that the nature and duration of rotations will differ between residents. As such, each accommodation is assessed on a case-by-case basis.
- 7) If there are complex accommodations during a resident's training, they may be required to prolong their residency to attain all the mandatory competencies.

Of note, certain complex accommodations will lead to the convening of an Accommodations Subcommittee. This committee works to ensure the accommodation plan can be implemented within the constraints of the Family Medicine program.