



UNIVERSITY  
OF MANITOBA

Rady Faculty of Health Sciences

## **What are the Guiding Principles and Responsibilities of our Competency Committee – Terms of Reference**

Decision making regarding the structure, composition and organization of our competency committee was informed by the “Terms of Reference for Competency Committees” from the Royal College. Further information and guidelines brought forward by the office of Postgraduate Medical Education (PGME) informed the selection process. Dr. Cliff Yaffe, Associate Dean PGME, provided a framework and policy manual for CBME that was well received and gave additional advice regarding organizational structure.

The following principles will be employed as the foundation of the Competence Committee: **Patient safety, Excellent clinical care, Fairness, Collaboration, Transparency, Confidentiality, Timely decision making and Public accountability.**

Using these principles, the CC is empowered by the **Royal College** to synthesize the results from multiple assessments and observations to make decisions related to:

- The promotion of residents to the next stage of training
- The review and approval of formal individual learning plans developed to address areas in need of improvement
- Determining readiness to challenge the Royal College examinations
- Determine readiness to enter independent practice on the completion of the transition to practice stage
- Determine that the trainee is failing to progress within the program
- Monitor the progress of any learning or improvement program developed for an individual resident
- Maintaining confidentiality and promoting trust by sharing information only with individuals directly involved in the development or implementation of learning or remediation plan