SENIOR EMERGENCY MEDICINE - GOALS AND OBJECTIVES

Medical Expert:

**GOAL:** As Medical Experts, physicians integrate all of the CanMEDS Roles, applying medical knowledge, clinical skills, and professional attitudes in their provision of patient-centered care. Medical Expert is the central physician role in the CanMEDS framework.

Senior emergency medicine residents possess a defined body of knowledge and procedural skills which are used to collect and interpret data, make appropriate clinical decisions, and carry out diagnostic and therapeutic procedures within the boundaries of their discipline and expertise. Their care is characterized by up-to-date, ethical, and cost-effective clinical practice and effective communication in partnership with patients, other health care providers, and the community. The role of medical expert/clinical decision-maker is central to the function of specialist physicians, and makes use of the competencies included in the roles of scholar, communicator, health advocate, manager, collaborator, and professional.

**OBJECTIVES:**

Upon completion of the rotation, senior residents should be able to:

1. Describe the relevant anatomy, pathophysiology, natural history, investigative modalities and management of the important acute disorders of body systems (see RCPS Core content of Emergency Medicine)
2. Efficiently elicit a relevant, concise, and accurate history.
3. Efficiently conduct an appropriate directed physical examination.
4. Safely, efficiently and effectively carry out relevant procedures to collect, analyze, and interpret data.
5. Develop and prioritize a differential diagnosis for all important presenting problems.
6. Interpret data obtained during patient assessment in order to formulate an appropriate differential diagnosis and management plan.
7. Intervene appropriately in resuscitations and lead a resuscitation effort.
8. Manifest a systematic and evidence-based approach to clinical reasoning in order to solve the individual patient's problems.
9. Organize or perform appropriate therapeutic interventions to help resolve a patient's problem.
10. Demonstrate recognition of personal limits by self-assessment, including the ability to decide if and when other professionals are needed to contribute to a patient's care.
11. Safely and efficiently perform the important psychomotor skills relevant to the specialty.
12. Use the best available evidence to select medically appropriate investigative tools that are informative, ethical and cost-effective.
Communicator

**GOAL:** As Communicators, physicians effectively facilitate the doctor-patient relationship and the dynamic exchanges that occur before, during, and after the medical encounter.

To provide humane, high-quality care, Emergency Medicine residents establish effective relationships with patients, other physicians, and other health professionals. Communication skills are essential for the functioning of an Emergency Physician, and are necessary for obtaining information from, and conveying information to patients and their families. Furthermore, these abilities are critical in eliciting patients' beliefs, concerns, and expectations about their illnesses, and for assessing key factors impacting on patients' health.

**OBJECTIVES:**

Upon completion of the rotation, senior residents should be able to:

1. Establish and maintain rapport and relationships with all patients that are characterized by understanding, trust, empathy, and confidentiality.
2. Explore patient's beliefs, concerns, and expectations about the origin, nature, and management of his/her illness.
3. Inform and counsel a patient in a sensitive and respectful manner while fostering understanding, discussion, and the patient's active participation in decisions about their care.
4. Screen for sensitive issues such as substance abuse, physical or sexual abuse and risk factors for HIV and other sexually transmitted diseases.
5. Break bad news such as that of death or serious illness or injury to patients and/or their family members in a way that is sensitive, thorough and understandable.
6. Discuss issues of advanced directives, living wills, advanced care planning and DNR orders with patients and their families.
7. Demonstrate understanding of the importance of communication such that the roles of professionals are delineated and consistent messages are delivered to patients and their families.
8. Communicate effectively with other health providers, to ensure optimal and consistent care of the patient and his/her family.
9. Communicate accurate, concise and clear case summaries to supervising physicians when required.
10. Communicate effectively with the members of a multidisciplinary team in the resolution of conflicts, provision of feedback, and where appropriate, be able to assume a leadership role.
11. Maintain clear, accurate, and appropriate records.
12. Demonstrate effective skills in working with others who present significant communication challenges such as an ethno-cultural background different from the physician's own, physical or emotional impairment, or patients who pose a risk for violent or aggressive behaviour.

Collaborator

**GOAL:** As Collaborators, physicians effectively work within a healthcare team to achieve optimal patient care.

The senior Emergency Medicine resident is characterized as a collaborator when he/she works as a member of an interdisciplinary team, to reach a common goal. Depending on the task at hand, the partnership/collaboration may include, besides the Emergency Medicine specialist, patients and their families, other physicians (primary care and specialist), allied health professionals, community organizations, alternative care providers, administrative bodies, researchers, and educators.

**OBJECTIVES:**

Upon completion of the rotation, senior residents should be able to:

1. Explicitly integrate the opinions of the patient and care givers into management plans.
2. Describe the role, expertise and limitations of all members of the multidisciplinary team required to optimally achieve a goal related to patient care.
3. Contribute to healthy team development and conflict resolution, respecting the opinions and roles of team members and contribute his/her own expertise to the team's task.
4. Assume team leadership.
5 Demonstrate an understanding of the unique interaction of the emergency department with every component of the health care system including the hospital, its relationship to the community, and other agencies such as Emergency Medical Services (EMS).

6 Participate in multidisciplinary team meetings, demonstrating the ability to accept, consider and respect the opinions of other team members, while contributing specialty-specific expertise.

7 Describe how health care governance influences patient care.

8 Demonstrate effective, respectful consultation skills in response to requests from another health care provider, including the presentation of well-documented patient assessments and recommendations in both written and verbal form.

9 Efficiently and respectfully request consultation expertise from colleagues in other specialty disciplines.

10 Understand team management methods, common causes of conflict and team dysfunction, case management principles, division of labour, and definition of individual responsibility.

11 Identify other health care practitioners (including consultants) and available health care resources that can be used to plan the care of special needs patients such as elderly, pediatric and functionally impaired patients.

Manager

GOAL: As Managers, physicians are integral participants in healthcare organizations, organizing sustainable practices, making decisions about allocating resources, and contributing to the effectiveness of the healthcare system.

Senior Emergency Medicine residents function as managers when they make everyday practice decisions involving resources, coworkers, tasks, policies and their personal lives. They do this in the settings of individual patient care, practice organizations, and in the broader context of the health care system. Thus, they require the abilities to prioritize and effectively execute tasks through teamwork with colleagues, and make systematic decisions when allocating finite health care resources. As Managers, senior Emergency Medicine residents take on positions of leadership within the context of their learning environment.

OBJECTIVES:

Upon completion of the rotation, senior residents should be able to:

1. Employ effective time management and self-assessment skills to formulate realistic expectations and a balanced lifestyle.

2. Make sound judgments on resource allocation based on evidence of the benefit to individual patients and the population served.

3. Use patient-related databases, access computer based information, and understand the fundamentals of medical informatics.

4. Optimize the particular circumstances that foster positive relationships between the Emergency Department, the hospital and the community.

5. Perform an advocacy role primarily for the individual but in the context of societal needs when monitoring and allocating needed resources.

6. Work effectively as a member of a team or a partnership and to accomplish tasks whether one is a team leader or a team member.

7. Participate in the planning of programs directed towards utilization and quality improvement in the emergency department.

8. Participate in the management of CQI initiatives including but not limited to the follow-up of imaging and laboratory investigations.

9. Manage concomitantly a number of ill and injured patients at any given time with a view to both providing these patients with excellence of care as well as ensuring the continued smooth flow of patients through an Emergency Department.

10. Understand the legal and ethical issues pertaining to the care of a patient, such as the assessment of mental competency, and outline the physician's role.

11. Demonstrate understanding of important high-risk medico-legal situations pertaining to emergency medicine and an approach to minimize and/or manage risk.
Health Advocate

**GOAL:** As Health Advocates, physicians must balance advocacy for the needs of an individual patient vs. the needs of the health care system and society.

Emergency Medicine residents recognize the importance of advocacy activities in responding to the challenges represented by those social, environmental, and biological factors that determine the health of patients and society. They recognize advocacy as an essential and fundamental component of health promotion that occurs at the level of the individual patient, the practice population, and the broader community. Health advocacy is appropriately expressed both by the individual and collective responses of specialist physicians in influencing public health and policy.

**OBJECTIVES:**

Upon completion of the rotation, senior residents should be able to:

1. Identify the determinants of health that affect a patient, including the ability to recognize, assess, and respond to the psychosocial, economic, and biologic factors influencing the health of those served.
2. Respond to those issues, settings, circumstances, or situations in which advocacy on behalf of patients, professions, or society is appropriate.
3. Apply an understanding of the most important determinants of health (i.e., poverty, unemployment, early childhood education, social support systems) and the underlying research evidence to common problems and conditions encountered in emergency medicine.
4. Demonstrate an understanding of these concepts as applied to the management of individual patients by identifying the patient's status with respect to one or more of the determinants of health (i.e., unemployment); adapting the assessment, management and disposition accordingly (i.e., the medical history to the patient's social circumstances); and assessing the patient's ability to access various services in the health and social system.
5. Show the ability to develop a coordinated and effective approach to the medical, social, psychological and legal aspects of special populations, including
   a. Victims of human violence, including child, domestic and elder abuse.
   b. Underserved populations
   c. Extremes of age
   d. Culturally diverse populations.

Scholar

**GOAL:** As Scholars, physicians demonstrate a lifelong commitment to reflective learning, as well as the creation, dissemination, application and translation of medical knowledge.

Emergency Medicine senior residents function as scholars whether they are learning new knowledge from personal continuing education, applying knowledge to their daily practice or sharing knowledge with those related to their practice. This latter group may include patients, the public, medical students or residents, physicians, and other professional healthcare workers. Interpretation of new information requires critical appraisal skills, as well as the capacity to assess clinical applicability. Scholarly activity is a life-long endeavor that ensures professional competence, and guarantees optimal care of patients. As Scholars, senior residents will take on positions of leadership within the context of medical teaching.

**OBJECTIVES:**

Upon completion of the rotation, senior residents should be able to:

1. Apply new knowledge to daily practice.
2. Acquire the skills necessary to apply new knowledge in an evidence-based fashion to clinical practice.
3. Establish a sustainable pattern of reading that will allow him/her to maintain a relevant knowledge base.
4. Become aware of patient information and patient support groups. Become aware of web sites capable of providing comprehensive information to patients pertinent to illness or injury treated in the emergency department.
5. Pose an appropriate patient-related question, execute a systematic search for evidence, and critically evaluate medical literature and other evidence in order to optimize clinical decision-making.
6. Demonstrate techniques (case discussions, bedside, lectures, etc) to effectively teach learners of various levels in the emergency department, including the assumption of responsibility for their clinical care.

**Professional**

**GOAL:** As Professionals, physicians are committed to the health and well-being of individuals and society through ethical practice, profession-led regulation, and high personal standards of behaviour.

Emergency Medicine Residents have a unique societal role as professionals with a distinct body of knowledge, skills, and attitudes dedicated to improving the health and well-being of others. Specialists are committed to the highest standards of excellence in clinical care and ethical conduct, and to continually perfecting mastery of their discipline.

**OBJECTIVES:**

Upon completion of the rotation, senior residents should be able to:

1. Maintain and enhance appropriate knowledge, skills and professional behaviours related to racial, cultural, and societal issues that impact on the delivery of care.
2. Be responsible, reliable and accountable for personal actions.
3. Have a high degree of self-awareness, continually evaluate his/her abilities, knowledge and skills and know his/her limitations of professional competence.
4. Maintain an appropriate balance between personal and professional roles, and address interpersonal differences in professional relations.
5. Practice medicine in an ethically responsible manner that respects the medical, legal and professional obligations of belonging to a self-regulating body.
6. Resolve ethical issues such as truth-telling, consent, advanced directives, confidentiality, end-of-life care, conflict of interest, resource allocation and research ethics.
7. Apply relevant legislation that relates to the health care system in order to guide one's clinical practice
8. Respond to unprofessional behaviours in clinical practice, taking into account local and provincial regulations.
9. Balance the respect of autonomy with the duty to use their expertise for the patients' benefit.
10. Assess competency, ensure the patient is informed, listen educate, correct misunderstandings, and try to persuade the patient to accept indicated treatment.
11. Protect information provided by or about patients, keeping it confidential, and divulge it only with the patient's permission except when otherwise required by law.

**Evaluation**

Resident performance is reviewed by the attending Emergency Physician/preceptor or site director.

An ITER (In Training Evaluation Report) will be completed at the conclusion of the rotation.

The ITER should be reviewed and signed by the resident and returned to the office of the Residency Program Director with a completed Procedures Record and Rotation Evaluation Form.