



EPA MYTH BUSTER

We know from the feedback that we are receiving from residents and supervisors alike that the transition to using EPAs as an assessment tool can be a challenge! We know from other U of T departments that have preceded us into the world of CBD that getting the right language for the EPAs is hard work, but well worth the effort. In particular, we know that the term entrustable is not consistently understood or evaluated equitably across the levels of the competency continuum, among hospital sites and among supervisors. We hope that this **Myth Buster** helps to address some of your concerns. Please keep the questions coming. We can only make CBD and EPAs better when we know about the experience on the ground!

1

Entrustable means that the resident can do the task alone, excellently.

False. The entrustability bar or question should be, "I trust the resident to do this activity competently (safely, not perfectly or excellently) alone."

2

I am in PGY1. My Foundations of Discipline (FOD) EPAs need to be entrustable by the end of my PGY1 year.

False. The FOD EPAs are to be worked on throughout PGY1 and PGY2. It may be that none of the FOD EPAs are entrustable until sometime in PGY2. The goal for PGY1 is progression along the scale of entrustment, but residents do not need to be entrustable by the end of PGY1.

3

I am in my Geriatric/Child/Inpatient Psychiatry rotation for PGY2 and I need to ensure that all my FOD EPAs are entrustable at least once before I leave this four month rotation.

False. Our hope is that each of your FOD EPAs are entrustable about 3 times before you complete your PGY2 year, but they may not be entrustable in your first rotation of PGY2. The ITER is the assessment tool that will address your readiness to move from your specific rotation. All supervisors need to work toward supporting the achievement of entrustability.

4

If I complete PGY2 and all of my FOD EPAs are not entrustable, I will be held back or forced into specific rotations during my PGY3 selectives to get caught up.

False. This year's PGY2 group is a pilot group. We are still testing the EPAs. Our hope is that the trend in the assessments of each of your EPAs demonstrates progression along the entrustment scale. However, if something in the EPA language or content is preventing or creating an obstacle to entrustment, we may need to rethink them. If you are not showing progression with the EPAs, it is important to speak with your coach.

5

My supervisor tells me that we can ignore the EPA process.

False. The results of all your completed EPAs are reviewed by the CBD Competency Committee in November and again near the end of the year. They are taken into account along with other assessment tools including ITERs, OSCE results, STACERs, written exams, etc. when making decisions about promotion and progression.

6

My supervisor and I should find opportunities for EPAs when I am on-call and during my LAE.

True. Take all opportunities that you can to complete EPAs. Supervisors are encouraged to find time in these experiences. You can also complete EPAs on electives or any core psychiatry rotation.

7

This Myth Buster communication was helpful.

? Please let us know so that we can better meet your needs: cbd.psych@utoronto.ca