

Modifications in Training Guidelines General Psychiatry Residency Program

Background

As per residency program accreditation standards, the Program Director and PRPC (Psychiatry Residency Program Committee) work collaboratively to organize, evaluate, and advance the General Psychiatry Residency Program. The curriculum (core rotations along with any academic requirements) for the residency program is based on expectations set by both the Royal College of Physicians and Surgeons of Canada (RCPSC) Psychiatry Training Experiences along with education leadership in the residency program, with final approval by the PRPC.

All residents are expected to complete the standard (“general stream”) curriculum in the residency program unless there is an identified need for an enhanced support plan (please see below), there are accommodations as per the Office of Learner Affairs (OLA), or the resident is a part of a specialized stream or program with a curriculum that is approved by the PRPC (see below for details). Please note that accommodations do not change competency training requirements – rather, they allow residents with accommodations to meet competency training requirements with appropriate modifications. For further information, please see the residency program’s *Accommodations Guidelines*.

Modifications in training can also be made in response to feedback from the Competence Committee (also known as PCS or Psychiatry Competence Subcommittee), Resident Assessment and Support Subcommittee (RASC), Board of Examiners (BOE), or Board of Medical Assessors (BMA) with the support of the Program Director.

This guideline refers to requests for modifications in training initiated by residents to support research, scholarly and/or clinical interests. These requests typically involve (and are not limited to) integration of a graduate degree into residency training, a change in the timing or duration of rotations, or requests for protected time to pursue specialized clinical experiences.

The principles guiding decisions made by the PRPC in supporting modifications in training include the following:

1. The resident requesting the modification to training is in *good academic standing* in the residency program with no academic or professional conduct concerns.
2. The resident demonstrates a *track record of investment in and commitment* to developing expertise in a specific subject or clinical area related to residency training.
3. The scholarly and/or clinical experience is *time-sensitive* – i.e. there is no other time within the residency during which the experience can be completed. For example, completion of graduate courses as a part of a Master’s or PhD or a clinical rotation that only occurs during a certain period of time vs. one that can be done during PLEX time in PGY4/5.
4. All required core rotations must still be completed in accordance with residency program requirements and the modification in training does not negatively impact other curricular requirements.
5. In general, residents should be in late Core of Discipline (COD) or Transition to Practice (TTP) stage of training (usually PGY4 and 5) as the priority in residency training is to develop and

demonstrate core knowledge and skills in the Foundations of Discipline (FOD) and COD stages of training.

6. Modification in training is operationally feasible – approval of PG Site Director, confirmation of a primary supervisor and any other resources (e.g. office space, administrative support) needed for rotation if a clinical experience is requested.

Process for approval of modifications in training:

1. Resident composes a proposal with details of the scholarly and/or clinical experience.
2. Support (e-mail is acceptable) from the relevant PG Site Director should be obtained for any clinical experiences.
3. A brief letter of support from a faculty member, preferably the primary supervisor, for the requested scholarly or clinical experience should be included in the resident proposal.
4. The resident proposal and any supporting documents are considered by PRPC.
5. If approved, the Program Director will:
 - a. Work with PG Site Directors and core rotation coordinators impacted by the modification in training to ensure robust educational and clinical experiences on core rotation(s).
 - b. Provide a letter to the resident verifying the modification in training.
6. If there are any performance or professional conduct concerns, residency program support for a modification in training can be withdrawn.

Please note the following:

1. Time for deliberation – The PRPC must have sufficient time to deliberate on requests for modifications in training. Given the operational demands at the residency program level in implementing modifications in training, the residency program maintains a *high standard* for approval of any modifications in training such that only a *small number* may be approved per academic year. Residents are advised to contact the Program Director at least 3 months in advance of the proposed experience in order to ensure the proposal is scheduled into an upcoming PRPC meeting.
2. Research/Scholar tracks - Residents in the Clinician-Researcher Track (CResT), Clinician Scientist and Scholar Programs (CSPs) have specific curricular requirements to support research and scholarship and residents in these programs are advised to consult with research/scholarship leadership about their training program prior to proposing any modifications to their training.
3. Graduate Degrees – Graduate degrees outside of our research/scholarly tracks are *unfunded* experiences which can be completed by taking an Educational Leave of up to 1-year from residency training.

Resources

RCPSC Information by Discipline (including Standards of Accreditation)

<https://www.royalcollege.ca/en/standards-and-accreditation/information-by-discipline.html>

Residency Program

-Committees and Subcommittees <https://psychiatry.utoronto.ca/postgraduate-committees>

-Policies and Guidelines <https://psychiatry.utoronto.ca/policies-and-guidelines>

Temerty Faculty of Medicine – Leaves of Absence – Postgraduate Medical Education

<https://meded.temertymedicine.utoronto.ca/leaves-absence>

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