

Guidelines for Recommending Redeployment of Residents from a clinical rotation, experience, and/or training site in the General Psychiatry Residency Program

Background

Redeployment of residents from a rotation or training site refers to the removal of trainees either for a time-limited period or longer-term based on serious safety concerns and/or major deficits in the educational environment.

This Guideline outlines the rationale for redeployment of residents from a clinical rotation, experience, or training site that are considered by the Psychiatry Residency Program Committee (PRPC) in close collaboration with Department of Psychiatry and Postgraduate Medical Education (PGME) leadership.

Residents may be redeployed from a site for the following reasons:

1. Serious safety concerns in the learning and work environment
2. Inadequate supervision

The decision to redeploy residents from a clinical rotation, experience or site is serious given the interdependence between the residency program and its training sites. As such, in considering the recommendation to redeploy residents, the Program Director and PRPC require comprehensive feedback and a principle-based approach as outlined below.

Principles

The following principles are considered by the PRPC when determining the recommendation of redeploying residents from a clinical rotations, experience and/or training site.

Safety Concerns

- Persistent safety concerns identified in the learning and/or work environment at the training site.
- The training site does not meet residency program and/or UofT PGME safety guidelines/policies.

Please also note the following **RCPSC Standards of Accreditation** for programs in Psychiatry to which all residency training programs must be in adherence.

STANDARD 5: Safety and wellness are promoted throughout the learning environment.

Element 5.1: The physical, psychological, cultural, and professional safety and wellness of patients and residents are actively promoted.

- **Requirement 5.1.2:** Residency education occurs in a physically, psychologically, culturally, and professionally safe learning environment.

- Indicator 5.1.2.1: Safety is actively promoted throughout the learning environment for all those involved in the residency program.
 - Indicator 5.1.2.8: Concerns with the safety of the learning environment are appropriately identified and remediated.
 - Indicator 5.1.2.9: Residents are supported and encouraged to exercise discretion and judgment regarding their personal safety, including fatigue.
 - 5.1.2.10: Residents and teachers are aware of the process to follow if they perceive safety issues.
- Requirement 5.1.3: Residency education occurs in a positive learning environment that promotes resident wellness.
 - Indicator 5.1.3.1: There is a positive learning environment for all involved in the residency program.

Supervision

Inadequate supervision that does not meet CPSO policy on Professional Responsibilities in Medical Education and/or RCPSC standards related to resident supervision.

STANDARD 3: Residents are prepared for independent practice.

Element 3.3: Teachers facilitate residents' attainment of competencies and/or objectives.

- Requirement 3.3.1: Resident learning needs, stage or level of training, and other relevant factors are used to guide all teaching to support resident attainment of competencies and/or objectives.
 - Indicator 3.3.1.1: Teachers use experience-specific competencies and/or objectives to guide educational interactions with residents.
 - Indicator 3.3.1.2: Teachers align their teaching appropriately with residents' stage or level of training, and individual learning needs and objectives.
 - Indicator 3.3.1.3: Teachers contribute to the promotion and maintenance of a positive learning environment.
 - Indicator 3.3.1.4: Residents' feedback to teachers facilitates the adjustment of teaching approaches and learner assignment, as appropriate, to maximize the educational experiences.

STANDARD 5: Safety and wellness are promoted throughout the learning environment.

Element 5.1: The physical, psychological, cultural, and professional safety and wellness of patients and residents are actively promoted.

- Requirement 5.1.1: Residents are appropriately supervised.
 - Indicator 5.1.1.1: Residents and teachers follow institution policies and any program-specific policies regarding the supervision of residents, including ensuring the physical presence of the appropriate supervisor, when mandated, during acts or procedures performed by the resident, and ensuring supervision is appropriate for the level or stage of training.
 - Indicator 5.1.1.2: Teachers are available for consultation regarding decisions related to patient care in a timely manner.
 - Indicator 5.1.1.3: Teachers follow the policies and processes for disclosure of resident involvement in patient care, and for patient consent for such participation.
 - Indicator 5.1.2.1: Safety is actively promoted throughout the learning environment for all those involved in the residency program.

Please note: While often less serious than the safety and supervision issues noted above, all hospital training sites must also have sufficient resources to support residency training including appropriate clinical experiences and facilities (e.g. on-call rooms, workspaces, internet etc.)¹.

Process for redeployment

1. Data collection (e.g. internal and external review data) with evidence of pervasive and persistent serious safety and supervision concerns that have not been remediated by the site with repeated feedback from the residency program and/or more acute serious safety² concerns that require immediate redeployment.
2. Review at PRPC with support for redeployment based on data and relevant residency program and UofT PGME guidelines and policies.
3. Support from Vice Chair Education and Chair for redeployment.
4. Support from Associate Dean, PGME for redeployment.

References and Resources

1. UofT PGME Guidelines for the Assignment and Removal of Trainees from Training Sites <https://pgme.utoronto.ca/policies-guidelines>
2. CPSO Professional Responsibilities in Medical Education <https://www.cpso.on.ca/Physicians/Policies-Guidance/Policies/Professional-Responsibilities-in-Medical-Education>
3. RCPSC Standards of Accreditation – Psychiatry <https://www.royalcollege.ca/>

Acronyms

CPSO – College of Physicians and Surgeons of Ontario

PGME – Postgraduate Medical Education

RCPSC- Royal College of Physicians and Surgeons of Canada

UofT – University of Toronto

Created by: Program Director with input from VC Education and Associate Program Director with UofT PGME review February 2025

Approved at PRPC: June 2, 2025

Next review: 2028-29

¹ Please see *Standard 4 - The delivery and administration of the residency program are supported by appropriate resources* from *Standards of Accreditation for Residency Programs in Psychiatry*.

Persistent failure to meet key elements of Standard 4 may also result in either a reduction in the number of trainees or a temporary pause in resident assignment until the issues are addressed.

² *Residents may be temporarily redeployed from a site, clinical rotation or experience by the Program Director if there is evidence of a more acute serious safety or supervision concern. The expectation in this case is that further data collection and guidance from the VC Education, Chair, and Associate Dean, PGME as needed would occur in a timely manner following such redeployment, with input from the PRPC as needed.