



# Understanding the Competency Continuum

The Royal College of Physicians and Surgeons has developed a framework of competence or training stages which range from entry into residency through to continuing professional development and transition out of professional practice.

CBD provides guidance for teaching and learning at each stage and includes frequent, in the moment, low stakes assessments of competencies.

This graphic illustrates those stages.



## EPA Tool

One of the key innovations in CBD is the introduction of **EPAs** – a method used to assess residents during their clinical rotations. *Entrustable Professional Activities* are the essential tasks of the "discipline" that an individual can be trusted to perform independently in a given context. Each competency stage is assessed using a series of EPAs. Residents must now demonstrate EPA competence in order to progress through their stages of training.

## EPAs & CBD Quality Improvement

During the implementation of the PGY1 Springboard, we received important feedback from Residents and PG Hospital Site Directors that it was not always feasible to complete the 2 EPAs required at the *Transition to Discipline* stage of competency (TTD1 and TTD2). *Not to worry!* If Residents do not complete the EPAs during this first month, they can get them done when the LAE experiences start in months 2 and 3. In addition, we will be carefully reviewing OSCE results to see if EPAs were entrustable during that experience. If so, we will let Residents know the EPAs that are complete.

We are also aware that the second EPA (TTD2 - writing an admission note) may be difficult to complete even during the first three months, except on an ER rotation or on call. We will be adjusting the language of the milestones to allow this EPA to be completed in a broader variety of contexts, making it easier to complete.

The Competency Committee will be informed regarding these issues and will adjust expectations accordingly. So for now, Residents, please continue to drive your own learning and ask for the EPAs to be assessed by your supervisors, as opportunities arise.

Please be in touch with us at [cbd.psych@utoronto.ca](mailto:cbd.psych@utoronto.ca) to provide your feedback on the language of the *Transition to Discipline* EPAs.

## EPA Progress

62 EPAs have been completed to date for the 2018/19 academic year!

- Cristina Balaita is the PGY1 CBD Resident with the most EPAs entered.
- Brett Jones is the PGY2 Pilot CBD Resident with the most EPAs entered.
- Roisin Byrne is the Supervisor who has participated in completion of the most EPAs!

Every month, the Residents and Supervisor with the most completed EPAs receive a Tim Horton's Gift Card!

CONGRATS!  
Call Kristen to  
receive your  
Tim Horton's  
gift card 😊



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