DEPARTMENT OF PATHOLOGY AND LABORATORY MEDICINE

RECOMMENDATION AND PLAN FOR A PERIOD OF A REPEAT ROTATION

Dr ........, a PGY ..... in the Anatomical Pathology Residency Program requires a period of repeat rotation. This period of repeat rotations has been recommended by the Residency Program Committee at its meeting held on ............... The decision was based on the following sources of information: (check all that apply and include copies or a summary of all documents with the exception of ITERs available in One45)

ITERs
   Standardized exams
   OSCE’s
   Direct Observation.
   Multi-source Feedback.
   Other (please specify):

Based on these observations, Dr. ...............strengths include: (see completed ITER).
Based on these observations, Dr. .......... weaknesses include: (see completed ITER).

Please provide details of how the RPC came to the decision for the need for the repeat rotation:

........................................................................................................................................................................
........................................................................................................................................................................
........................................................................................................................................................................
........................................................................................................................................................................
Does the trainee’s performance require the involvement of the Professionalism Committee?

Does the trainee’s performance meet the mandatory reporting requirements under Schedule 2 of the Regulated Health Professions Act (for incompetence, incapacitation or sexual abuse)?

Were there any issues involving the educational environment (including but not limited to workload, complexity of cases, level of responsibility, lack of orientation) and/or teaching faculty (including but not limited to inappropriate or unclear expectations, supervision, lack of feedback or personal perceptions) that may have affected the resident’s performance?

If yes, describe how these will be addressed in the remediation period:

Were there any issues involving the resident’s personal wellbeing that may have affected the resident’s performance?

If yes, describe how these will be addressed in the remediation period:
The proposed repeat rotation is scheduled to begin ............. until ............... 

The primary supervisor for this period will be Dr .................. being secondary supervisors......... The primary supervisor will ensure that the activities and assessments of the period are carried out as planned, and is responsible for submitting the results of those assessments to the Residency Program Committee. **The RPC will decide the results and outcome of the remediation period.**

Complete the table below linking a specified area for improvement (learning issue) with a learning objective. Document the method by which the trainee will achieve the objective (the learning strategy) and state the assessment methods, frequency, timing and expectations that will be used to evaluate whether the resident has achieved the objectives (the expected outcome). The learning strategy and expected outcomes should be SMART *(example provided in italics)*

Specific – *are there specific steps and plans on how to accomplish each step?*
Measurable – *are there measurable outcomes?*
Accountable – *is the plan linked to the issues that were identified?*
Realistic – *is it realistic for the resident and program to carry out this plan?*
Timeline – *does the plan outline a timeline?* : 


**Identified learning issue**
(list specific performance issue, include CanMEDs role and/or personal issue)

**Example:**
Competent Completion of Routine Coronial Post mortem Examinations in Cases of Sudden Natural and Unnatural Death excluding Homicide (Expert)

<table>
<thead>
<tr>
<th><strong>Learning objective</strong></th>
<th><strong>Learning Strategies</strong></th>
<th><strong>Outcome Expected</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>Dr.X…..will complete thorough post mortem examinations (conduct both external and internal examinations, inclusive of dissection of the heart, lungs, abdominal and pelvic organs in the fresh state) in routine coronial cases appropriate to his level of training and experience, as determined and assigned by his supervisor/a delegate of his supervisor, to determine any anatomically evident medical cause of death at least 80% of the time.</td>
<td>Gradual re-introduction of the standard systematic organ dissection techniques, beginning with the cardiovascular system (with an emphasis on the heart) and culminating with the performance of at least one complete post mortem examination by the end of Week 1 with consolidation of knowledge and skills gained during Weeks 2-4.</td>
<td>Dr.X.. will demonstrate competence in performing post mortem examinations and determining any anatomically evident causes of death at least 80% of the time in appropriate routine cases.</td>
</tr>
<tr>
<td>Identified learning issue</td>
<td>Learning objective</td>
<td>Learning Strategies</td>
</tr>
<tr>
<td>--------------------------</td>
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<tr>
<td>Competent Completion of Routine Coronial Post-mortem Examinations in Cases of Sudden Natural and Unnatural Death excluding Homicide (Expert)</td>
<td>Dr. X. will complete thorough post-mortem examinations (conduct both external and internal examinations, inclusive of dissection of the heart, lungs, abdominal and pelvic organs in the fresh state) in routine coronial cases appropriate to his level of training and experience, as determined and assigned by his supervisor/a delegate of his supervisor, to determine any anatomically evident medical cause of death at least 80% of the time.</td>
<td>Gradual re-introduction of the standard systematic organ dissection techniques, beginning with the cardiovascular system (with an emphasis on the heart) and culminating with the performance of at least one complete post-mortem examination by the end of Week 1 with consolidation of knowledge and skills gained during Weeks 2-4.</td>
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</table>
Potential outcomes of this period of Repeat Rotation

Upon completion of this period of training, the Residency Program Committee will review the resident’s performance and complete the Final Outcome form. Possible outcomes of this period of remediation are:

- Reinstatement with no loss of time or extension of training
- An additional period of repeat rotation
- A formal remediation through PGME which may extend overall training period of the specialty

The Residency Program Committee’s decision will be based on the achievement of the expected outcomes stated in the table above.

These concerns were discussed with the resident at a meeting with him/her held on ______________, 20_____.

Dr……………., MD

______________________________________________________________
Supervisor of the rotation    Print name    Date
Shahid Islam, MD, PhD, FRCPC

_____________________________________

Signature of Program Director       Date
(on behalf of the RPC)
I acknowledge that these concerns about my performance have been discussed with me. By signing this document, I am still able to disagree with or appeal this decision.

__________________________ __________________ _________________
Signature of trainee Print Name Date

Check this box if resident refused to sign

In signing this document, I am indicating that I understand the nature and structure of this period of remediation and am agreeing to provide and/or oversee the described supervision and assessment.

_______________________________________ ______________ _________________
Signature of primary remediation supervisor Print Name Date
OUTCOME OF REPEAT ROTATION

Dr __________________, a PGY ____ in ___________________(name of program) has completed a period of repeat rotation dated ______________ until ________________.

<table>
<thead>
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Prior to indicating the trainee’s success in achieving the objectives of this period, comment on whether the learning strategies were able to be completed in the planned time frame. If not done, or only partially completed indicate the reason (including but not limited to lack of resources, lack of time, adherence to plan and/or personal issues).

Identified learning issue (list specific performance issue, include CanMEDs role and/or personal issue)

Learning objective

Learning Strategies (include Strategy, Frequency, Individual responsible)

Outcome Expected (State planned assessment method(s); frequency, timing and performance standard to be used to evaluate outcome)

objectives of the repeat rotation? Comments must be provided if the answer is "no"
The Residency Program Committee used the following additional sources of information in making its decision regarding the result and outcome of repeat rotation: (check all that apply and include copies or a summary of all documents with the exception of ITERs available in One45)

a. no additional sources used
b. ITER’s
c. Standardized exams
d. OSCE’s
e. Direct Observation.
f. Multi-source Feedback.
g. Other (please specify):

Were there any issues involving the educational environment (including but not limited to workload, complexity of cases, level of responsibility, lack of orientation) and/or teaching faculty (including but not limited to inappropriate or unclear expectations, supervision, lack of feedback or personal perceptions) that may have affected the resident’s performance?

Yes  No

If yes, describe how these were addressed in the retraining period

Were there any issues involving the resident’s personal wellbeing that may have affected the resident’s performance?

Yes  No
If yes, describe how these were addressed in the remediation period
New areas for improvement requiring further intervention (if any) identified during this period include:
1.
2.

Based on this information, was the result of this repeat rotation is satisfactory?

Yes
No, please explain below (eg. due to unsatisfactory performance, absence, other reasons)

The RPC’s decision regarding the outcome of this period is:

Reinstatement with no loss of time or extension of training
An additional period of repeat rotation
Other (specify)

This outcome of this repeat rotation was discussed by the Residency Program Committee in _________________ at the RPC meetings dates ________________________________ (attach relevant excerpts from those RPC meetings).
The RPC’s outcome decision was discussed with the resident at a meeting held with him/her on_________________, 20_____.

_________________________ _________________________  ____________________________
Signature of program director  Print name  Date

I am aware of the results of the remediation and the decision(s) of the RPC. By signing this document, I am still able to disagree with or appeal this decision.

_________________________ _________________________  _________________________  
Signature of resident  Print name  Date

☐  Check this box if resident refused to sign