UBC Family Practice *Residency Program*

RESIDENT BENCHMARKS - Year 1

BEGINNING 1ST YEAR - *GOALS*

- » Consult preceptor on each case
- » Step-wise approach to investigations - not all at once
- » Getting comfortable with uncertainty
- » Becoming aware of long-term relationship with patients
- » Acquiring effective communication skills
- » Time for interviewing: 30-45 minutes
- » Resident to explain thinking patterns and to make a most likely diagnosis.
- » Resident to use SOAP record keeping
- » Resident to read around cases
- » Acquisition of a professional approach

BEGINNING 1ST YEAR - *ABILITIES*

- » "Hospital-based" style: History & examination - prolonged, unfocussed
- » Large gaps in knowledge
- » Limited deductive ability
- » Scant knowledge of therapeutics
- » Often does not articulate awareness of psychosocial issues of patients or education may have focused on psychosocial approach to the neglect of other competencies
- » Interacts mainly with Preceptor in office setting - no consistent communication (re management issues) with office staff yet.
- » Does not yet manage own cohort of patients

END OF 1ST YEAR - *ABILITIES*

- » Very comfortable with Fam. Practice setting
- » Good rapport with patients
- » Interview within 30 minutes
- » Prioritize patient needs/issues
- » Cues into "red flag" symptoms & signs
- » Able to formulate a reasonable management plan
- » Still tends to over-investigate
- » Much better grasp of therapeutics
- » Respectful relationships with office/hospital staff
- » Able to confidently and reliably deal with lab results, phone calls, consultation with colleagues/specialists
- » Consistently aware of need for office communication: schedule, lieu days, vacations etc.
- » Starts to schedule and manage own cohort of patients.

Supported by direct observation, feedback (field notes), reflection

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UBC Family Practice *Residency Program*

RESIDENT BENCHMARKS - Year 2

BEGINNING 2ND YEAR - *GOALS*

» Identify and address gaps in knowledge base and organize appropriate electives.
» Identify an evidence informed approach to information management
» Work gradually towards autonomy in handling patients.
» Be clear about when to involve your preceptor in patient care.
» Aim to see most patients within 15 minutes for a regular appointment
» Ensure integration in to the practice "on-call" system
» Continue solicitation of constructive feedback from preceptor.
» Incorporate practice management skills in to learning activities.

BEGINNING 2ND YEAR - *ABILITIES*

» Able to appreciate limitations
» Able to see patients independently and make therapeutic decisions in most cases.
» Able to and wants to assume responsibility for decision making related to patient visit as much as possible.
» Continue to review selected cases by the end of the day
» Distinguish patient problems that require timely consultation with the preceptor
» Able to prioritize patient concerns and rebook when time is insufficient
» Independent in managing most "call" situations.
» Able to confidently identify when to contact preceptor.
» Able to incorporate feedback and demonstrate change.
» Practice management abilities are nascent.

END OF 2ND YEAR - *ABILITIES*

» Able to address knowledge and skills gaps sufficient for independent practice
» Reliably find relevant and quality sources of information to answer clinical questions.
» Investigates appropriately, not excessively.
» Manages the majority of patients independently
» Consults only on difficult cases.
» Able to schedule and manage full patient load within the Office context.
» Competent to locum in your practice.
» Interacts comfortably with clinic physicians and preceptors on a collegial basis
» Able to demonstrate basic practice management skills.

Supported by direct observation, feedback (field notes), reflection