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| Policy Name: | Allocation of Residency Program Positions |
| Application/ Scope: | All PGME Residency Programs |
| Approved (Date): | PGME Executive Committee, Sept. 17, 2013; Dean's Council, Oct. 8, 2013; PDC: August 23, 2016; PGME Executive Committee, June 11, 2019; Dean's Council, August 27, 2019 |
| Review Date: | Dec. 10, 2015; August 25, 2015; Policy Development Committee (PDC): August 23, 2016; March 3, 2021 |
| Revised (Date): | PDC: February 14, 2017 |
| Approved By: | Faculty Executive Council, Dec. 10, 2013 College Executive Council, Sept. 17, 2019 College Executive Council: April 27, 2021 |

BACKGROUND

There is a need for the transparent allocation of residency positions for PGY-1 and subspecialty CaRMS matches, as well as for other intake streams such as re-entry, transfers and specially-funded non-CaRMS opportunities.

For Medical Residency Programs, national, regional and provincial health human resources priority needs will be considered, but ultimately, it is the Provincial Ministry of Health that decides on and funds the total number of residency positions available for postgraduate training on an annual basis. This policy will deal with the principles and procedures for allocating those residency positions for the short-term and for making predictions for long-range planning.

The CanERA Standards of Accreditation for Institutions with Residency Programs Standards mandate the involvement of the Associate Dean, PGME and PGME Executive Committee in the allocation of residency positions for individual Residency Programs that such allocation occurs in a fair and transparent manner and with consideration of the needs of the population(s) served.

DEFINITIONS

Allocation – determination and assignment of residency positions within the postgraduate medical education program at large

APPIC – Association of Psychology Postdoctoral and Internship Centres

CanERA – means Canadian Excellence in Residency Accreditation and refers to the system of residency education accreditation developed by CanRAC

CanRAC – is the Canadian Residency Accreditation Consortium, comprised of the three medical residency education accrediting colleges in Canada: Royal College of Physicians and Surgeons of Canada (RCPSC), College of Family Physicians of Canada (CFPC) and Collège des médecins du Québec (CMQ)

CaRMS – Canadian Residency Matching Service

- **R-1** – Main, first iteration Match
- **R-2** – Second iteration Match
- **FM/ES** – Family Medicine – Enhanced Skills Match for Category 1 Programs accredited by CFPC and offering a Certificate of Added Competence (CAC). These Programs include but are not limited to the following:
 - Addictions Medicine
 - Care of the Elderly
 - Clinician Scholar (Research Stream)
 - Emergency Medicine
 - Family Practice Anesthesia
 - Obstetrical Surgical Skills
 - Palliative Care
 - Sport and Exercise Medicine
- **MSM** – Internal Medicine Subspecialty Match
- **PSM** – Pediatric Subspecialty Match

CMG – Canadian Medical Graduate

IMG – International Medical Graduate

PGME Allocations Committee – is the subcommittee of the PGME Executive Committee responsible for overseeing and determining the allocation of residency positions on an annual basis as well as for long-range health human resources and for social accountability

PGME-ARET – Alternate Resident Entry & Transfer Committee is the PGME committee responsible for managing alternate resident routes of entry to Residency Programs

Residency Position – represents a designated period of time during which a trainee should attain the competencies required for certification in their chosen discipline

1. PURPOSE

- 1.1 Provide oversight of, and guidance to the annual allocation of residency positions at the University of Manitoba

2. POLICY STATEMENTS

2.1 The allocation of residency positions will be reviewed on an annual basis to facilitate optimal allocation of positions and responsiveness to capacity and health human resource needs. The Allocations Committee will annually review and recommend to the Dean, Max Rady College of Medicine the allocation of residency positions (see Terms of Reference for PGME Allocations Committee)

2.2 It is the mandate of the PGME Allocations Committee to be involved in allocation of residency positions including but not limited to the following Residency Program matches:

- R-1 Main CaRMS Match
- PSM – Pediatric Subspecialty CaRMS Match
- MSM – Internal Medicine Subspecialty CaRMS Match
- Family Medicine – Category 1 Enhanced Skills Programs CaRMS Match
- Family Medicine – Category 2 Enhanced Skills Programs Match (Programs accredited by CFPC without a Certificate of Added Competence (CAC). These Programs include but are not limited to the following:
 - Cancer Care
 - Obstetrics and Women’s Health
- Adult Critical Care Medicine Match
- Gynecologic Oncology Match
- Maternal Fetal Medicine Match
- Neonatology Perinatology alternate route Match
- Thoracic Surgery Match
- Vascular Surgery – Pathway 2 Match
- Colorectal Surgery Match
- Child and Adolescent Psychiatry Match
- Geriatric Psychiatry Match
- Forensic Pathology Match
- Hematopathology Match

2.2.1 The decision for allocation of the following residency/internship positions resides outside of the PGME Allocations Committee:

- Post-Doctoral Residency Programs National match including:
 - Clinical Biochemistry
 - Genetic and Genomic Diagnostics
 - Clinical Microbiology

- Master of Dentistry Programs
 - Oral and Maxillofacial Surgery Residency Program
 - Dental Internship
 - Clinical Health Psychology Residency Program: match through APPIC
- 2.2.2 The PGME Allocations Committee may make long-range recommendations for residency position allocation that can inform future decision-making
- 2.2.3 The PGME Allocations Committee will collaborate with PGME-ARET on overall allocations of residency positions
- 2.3 With respect to the allocation of residency positions, the PGME Allocations Committee will consider the following criteria:
- Provincial, regional and national health human resources priority needs and social accountability
 - Capacity of the Residency Program to provide effective training and supervision, including the following:
 - Time and resources for clerical staff, Program Administrator and Residency Program Director(s)
 - Availability of teaching faculty
 - Clinical resources/sufficiency of cases for teaching
 - Residency Program success, as measured by but not limited to the following:
 - Recruitment of trainees and resident transfers
 - Retention of trainees following completion of training
 - Residency Program Accreditation status
 - Examination success rates
 - Resident “critical mass” may be a key factor in a Residency Program experiencing deficiencies
 - Where the addition of incremental positions may help a struggling Residency Program to be successful, the onus would be on the Residency Program Committee to demonstrate how additional positions would be used to strengthen the Residency Program
- 2.4 The Committee may make recommendations to review the viability of Residency Programs for which discontinuation may be appropriate

3. PROCEDURES

- 3.1 For medical residency positions, all Residency Programs must make a submission to the PGME Allocations Committee by June 15 annually, requesting their allocation of residency positions. The following information must be provided:

- Current quota for CMG medical residency positions and IMG medical residency positions
 - Requested quota for CMG medical residency positions and IMG medical residency positions for the following academic year
 - Total capacity for training within the Residency Program or intake to subspecialty residency positions
- 3.2 The PGME Allocations Committee will meet to review submissions and to make recommendations for residency positions allocation for the following academic year
- 3.3 Changes to recommended residency position allocations will be considered and approved by the Dean, Max Rady College of Medicine
- 3.4 The PGME Allocations Committee will meet as required at the call of the Chair or the Associate Dean, PGME to discuss long-range planning for residency positions allocation

POLICY CONTACT: Associate Dean, PGME

REFERENCES

Max Rady College of Medicine, Postgraduate Medical Education Allocations Committee Terms of Reference

https://entrada.radyfhs.umanitoba.ca/community/pgmepoliciescommunit:pgme_committees_and_meetings

Max Rady College of Medicine, Postgraduate Alternate Resident Entry and Transfer Committee (ARET) Terms of Reference

https://entrada.radyfhs.umanitoba.ca/community/pgmepoliciescommunit:pgme_committees_and_meetings

Royal College of Physicians and Surgeons of Canada and Canadian College of Family Physicians General Standards of Accreditation

<http://www.royalcollege.ca/rcsite/accreditation-pgme-programs/accreditation-residency-programs-e>

McMaster University, Allocation of Residency Positions, December 2020

<https://pgme.mcmaster.ca/app/uploads/2020/12/Residency-Allocation-Policy- FINAL-DEC-2020.pdf>

University of Saskatchewan, College of Medicine, Allocations of Ministry Funded Post Graduate Medical Education Training Positions <https://medicine.usask.ca/policies/allocation-of-ministry-funded-postgraduate-medical-education-positions.php>