



## **Max Rady College of Medicine**

### **Postgraduate Medical Education Allocations Committee (a subcommittee of the PGME Executive Committee) Terms of Reference**

#### **1. PURPOSE AND MANDATE**

**1.1. Purpose/Mandate:** The Allocations Committee ("**Committee**") is a subcommittee of the Postgraduate Medical Education (PGME) Executive Committee, established to:

- (a) Advise on the short and long-term allocation of residency positions in accordance with the long-range health human resource needs of the population served and in consideration of the vision and mission of the PGME and the Max Rady College of Medicine, including social accountability goals.
- (b) Recommend the yearly allocation of residency positions in concordance with the Max Rady College of Medicine PGME Policy on Allocation of Residency Program Positions. These responsibilities include but are not limited to the following:
  - i. Reviewing annually the allocation of all residency positions, including Canadian Resident Matching Service (CaRMS), transfer, re-entry and specially funded non-CaRMS positions to optimize the use of educational capacity and to respond to health human resource needs in Manitoba and Canada.
  - ii. Collaborating with the PGME Alternate Resident Entry and Transfer Subcommittee (PGME-ARET) regarding discretionary residency positions for:
    - Family Medicine-Enhanced Skills Category 2 Programs
    - Gynecologic Oncology
    - Maternal Fetal Medicine
    - Neonatology Perinatology alternate route
    - Vascular Surgery-Pathway 2
    - Forensic Pathology
    - Post-Doctoral programs involved in a national match including:
      - Clinical Biochemistry
      - Genetic and Genomic Diagnostics
      - Clinical Microbiology
    - Clinical Health Psychology
    - Dental Programs
      - Oral and Maxillofacial Surgery
      - Dental Internship

- Pediatric Dentistry
- Re-entry positions
- Transfer positions
- Unfilled CaRMS Match Second Iteration positions
- Unmatched University of Manitoba medical students

(c) Conduct continuous quality improvement on resident allocation through:

- i. Conducting an annual survey of Programs to determine program-teaching resources, training capacity and other Health Human Resource factors related to training capacity.
- ii. Reviewing the annual allocation process and identifying weaknesses needing improvement.
- iii. Maintaining an inventory of past annually allocated residency program positions.
- iv. Identifying Residency Programs with history of no successful matches or no resident allocated.
- v. Reviewing annually the ratio of graduating Max Rady College of Medicine medical students to available PGME residency positions and recommending changes to meet the short- and long-term health human resource priorities.
- vi. Reviewing periodically the PGME *Policy on Allocation of Residency Program positions*.

**1.2. Clarification on Purpose/Mandate:** This Committee is intended to complement existing University resources which address matters of PGME Allocations of Residency positions and to foster collaboration on such matters relating to the PGME. This Committee is not intended to act as a substitute, duplicate or alternate forum to address issues over which other areas of the University have specific jurisdiction.

## **2. REPORTING AND ACCOUNTABILITY**

**2.1. Accountability:** The Committee is established by, and accountable to, the PGME Executive Committee.

**2.2. Reporting:** The Committee, through the Chair, shall provide a monthly verbal report and at least annually, provide a written report to the PGME Executive Committee.

## **3. CHAIRPERSON AND COMMITTEE MEMBERSHIP**

**3.1. Chair:** The Committee Chair (the “**Chair**”) shall be the Assistant Dean, PGME Accreditation.

**3.2.** The Chair is responsible for the following at Committee meetings:

- (a) Calling the meeting to order;
- (b) Establishing an agenda and ensuring agenda items are addressed;
- (c) Ensuring the minutes from prior meeting(s) are reviewed and approved by the Committee (with or

without modification);

- (d) Facilitating discussion to reach consensus on matters under consideration in a professional manner;
- (e) Adjourning meetings after business is concluded; and
- (f) Acting as the main representative of the Committee.

**3.3 Membership:** The Committee membership shall consist of the following members, all of whom are voting members (unless stated otherwise) including the Chair:

- Associate Dean, PGME
- Assistant Dean, PGME Student Affairs & Wellness
- PGME Team Lead
- Business Manager, PGME
- Chair, PGME Alternate Route of Entry and Transfer Committee
- Director, Equity, Diversity and Inclusion
- Residency Program Directors or a delegate from the following Residency Programs:
  - Family Medicine
  - Family Medicine Enhanced Skills
  - Internal Medicine
  - Pediatrics
  - Psychiatry
  - Obstetrics and Gynecology
  - Diagnostic Radiology
  - Anesthesiology
  - General Surgery
- Two (2) residents appointed by the Professional Association of Residents and Interns of Manitoba (PARIM), for a one (1)-year term, or delegate
  - The Executive Director of PARIM may be a voting delegate in lieu of one (1) resident
- One (1) Executive Director, Compensation & Medical Remuneration Strategies
- Manitoba Health, Seniors and Long Term Care
- One (1) Executive Director, Health Human Resource Planning Health Workforce, Shared Health
- Other members (non-voting) as necessary, invited by the Chair

**3.4 Equitable, Inclusive and Diverse Membership:** PGME strives to achieve equitable, inclusive and diverse membership on its committee that is reflective of its commitment to equity, diversity and inclusion and this should be considered in the appointment of Committee members.

**3.5 Liaisons:** Committee members shall serve as liaison persons with others in the areas from which they are appointed.

**3.6 Best Interests:** Committee members shall deal with matters before the Committee in such a way that the best interests of PGME take precedence over the interests of any of its constituent parts in the event that those interests are in conflict or appear to be in conflict.

**3.7 Consultation:** In carrying out its role, the Committee may call upon various resources as it deems required.

#### **4. TERM OF OFFICE**

**4.1.** The term of office of each Committee member shall be until the first of the following occurs:

- (a) The individual no longer holds the position noted in 3.3;
- (b) The term of the appointment ends;
- (c) The appointment is rescinded by the appointer; or
- (d) The individual resigns from the Committee (applies only to members not appointed by position).

#### **5. FUNCTIONS AND ACTIVITIES OF COMMITTEE**

**5.1.** As part of its Mandate, the Committee will engage in the following activities:

- (a) **Make Decisions:** The Committee will make decisions respecting its mandate that do not require higher levels of approval.
- (b) **Make Recommendations:** The Committee shall have the power to make recommendations to the PGME Executive Committee or to appropriate persons or bodies with respect to any matters of concern to the Committee.
- (c) **Receive Recommendations:** The Committee will receive recommendations from the PGME Executive Committee, its working groups or other stakeholders.
- (d) **Referral to Working Groups:** The Committee may refer issues connected to its Mandate to Committee working groups.

#### **6. MEETINGS**

**6.1. Number of Meetings:** The Committee shall meet sufficiently frequently to fulfill the mandate/purpose of the committee. This will typically be three (3) to four (4) meetings per year with meetings generally occurring in the period from post-CaRMS match to mid-July of each year.

**6.2. Notice of Meetings:** Notice of a Committee meeting must be provided to Committee members, at least five (5) business days in advance of the meeting, unless waived by the Committee members at the meeting.

**6.3. Agenda:** The agenda should be prepared and distributed to the members of the Committee at least forty-eight (48) hours prior to the meeting.

**6.4. Quorum:** A simple majority of the voting members of the Committee shall constitute a quorum.

**6.5. Decision-Making:** The preferred model for decision-making is consensus. If consensus cannot be reached, a vote shall be held. A majority of the votes cast by Committee members in attendance at the meeting is required to be in favour of the issue under consideration in order to definitively decide the issue. The Chair will not vote unless to break a tie.

**6.6. Electronic Discussion and Meetings:** The Chair may consult with Committee members electronically, and may arrange email, telephone or other electronic meetings, instead of in-person meetings, as the circumstances may require.

**6.7. Committee Meeting Guests:** All Committee meetings will be limited to members only unless the Chair otherwise grants approval for certain individuals to attend all or a portion of the meeting.

**6.8. Confidentiality:** All Committee members, resource persons, consultants, guests, and administrative support persons who may be in attendance at a Committee meeting or privy to Committee information, are required to protect and keep confidential any protected information (e.g., classified or privileged information) received through participation on the Committee, unless such information is otherwise approved for public information.

**6.9. Minutes & Confidentiality:** Minutes are to be taken of business occurring during Committee meetings. However, the Committee may move “in camera” to deal with certain items if the subject matter being considered relates to personal and confidential matters that are exempt from disclosure under applicable access and privacy legislation.

## **7. COMMITTEE ADMINISTRATIVE SUPPORT**

**7.1.** The Committee shall receive administrative support from the PGME Office. The administrative support shall be provided through an individual whose duties shall include:

- (a) Assisting the Chair with preparation of Committee meeting agendas and distributing notification of meetings;
- (b) Ensuring follow-up of Committee action items;
- (c) Information gathering;
- (d) Preparation and distribution of meeting material;
- (e) Minute-taking; and
- (f) Maintaining Committee records.

## **8. WORKING GROUPS**

- 8.1. Referral to Working Groups:** The Committee may refer issues to one 1) or more working groups as the circumstances require. Each working group shall have its own mandate, approved by the Committee.
- 8.2. Working Group Reports:** A report from its working groups shall be a standing item on the Committee meeting agenda.

## **9. AMENDMENTS TO TERMS OF REFERENCE**

- 9.1.** Amendments to these Terms of Reference may be proposed by the Committee to the PGME Executive Committee.

## **10. DATES OF APPROVAL, REVIEW AND REVISION**

- 10.1. Date approved:** February 9 2021 – PGME Executive Committee; June 18 2024 – PGME Executive Committee; June 17, 2025 - PGME Executive Committee
- 10.2. Review:** Formal review of these terms will be conducted every four (4) years. In the interim, these terms of reference may be revised or rescinded if the PGME Executive Committee deems necessary, or if the Committee recommends revisions or rescission to the PGME Executive Committee.
- 10.3. Supersedes:** PGME-Allocations Advisory Committee Terms of Reference (May 31 2019)
- 10.4. Committee Administrative Support:** PGME Office
- 10.5. Effect on Previous Statements:** These terms shall supersede all previous PGME terms on the subject matter herein.