

## Max Rady College of Medicine

## Postgraduate Medical Education

## Probation Agreement – Part A

This Agreement shall be completed for every Resident receiving postgraduate medical education training at the University of Manitoba who has been placed on Probation, prior to the start of each period of Probation. The arrangements described in this agreement are subject to the Max Rady College of Medicine Postgraduate Medical Education (PGME) group of policies collectively entitled**: PGME Resident Assessment, Promotion, Remediation, Probation, Suspension and Dismissal Policy**.

Any resident placed on probation is strongly encouraged to access a mentor, who is not involved in the resident’s direct evaluation and, if necessary, to pursue appropriate counseling. Should the resident request a mentor, it is the responsibility of the Residency Program to appoint one.

A copy of this Agreement will be sent to the Associate Dean, PGME and Chair, PGME Committee for Education Support and Remediation (PGME-CESaR).

By signing this Agreement, the Resident indicates that he/she understands the nature and structure of the Probation period. This does not in anyway, preclude the Resident from pursuing an appeal of the decision for Probation.

### IDENTIFICATION OF PARTICIPANTS

Dr. Click here to enter text. (hereafter referred to as the resident), a resident enrolled in the Click here to enter text. Program, which is a Time-Based Program ☐or CBD/CCC Program☐.

This resident requires a Probation, between the dates of Click here to enter text. and Click here to enter text. inclusive.

The Probation Supervisor will be Dr. Click here to enter text..

The **current** anticipated End of training Date is Click or tap to enter a date..

The **revised** anticipated End of Training Date is Click or tap to enter a date..

The **current** anticipated Step Change Date is Click or tap to enter a date..

The **revised** anticipated Step Change Date is Click or tap to enter a date..

### RATIONALE FOR PROBATION ROTATION

This Probation rotation is required on the basis of one or more of the following:

***Time Based Programs***

An unsatisfactory assessment on a remediation between the dates of:

Click here to enter text. to Click here to enter text.

One unsatisfactory final assessment on the following regular rotation, in which the clinical, academic or professional deficiency is considered by the Program RPC to warrant immediate probation, as documented in the RPC meeting held on Click or tap to enter a date..

Rotation Click here to enter text. Between - Click here to enter text. and Click here to enter text.

Two borderline final assessments on the following regular rotations, in which the clinical, academic or professional deficiency is considered by the Program RPC to warrant immediate probation, as documented in the RPC meeting held on Click or tap to enter a date..

Rotation Click here to enter text. Between - Click here to enter text. and Click here to enter text.

Rotation Click here to enter text. Between - Click here to enter text. and Click here to enter text.

An unsatisfactory assessment on the Resident’s summary assessment, in which the clinical, academic or professional deficiency is considered by the Program RPC to warrant immediate probation, as documented in the RPC meeting held on Click or tap to enter a date..

An unsatisfactory or a failing grade on a Residency Program examination taken on:

Click or tap to enter a date.

***CBD & CCC Programs***

Resident is deemed to be  “*not progressing as expected*” or  “*failing to progress”* in the following EPA or curriculum element to the extent that they are considered likely to exceed the maximum allowable time for the element for which the trainee is undergoing Remediation in the following EPA or curriculum element Click here to enter text.

Resident is deemed to be  “*not progressing as expected*” or  “*failing to progress”* on an assessment related to a remediation and it has been determined by the Competence Committee that further remediation is not appropriate, as documented in the CC meeting on: Click here to enter text.

*All Programs*

A single egregious event or failure to maintain the standards of professionalism as described in the University of Manitoba, Max Rady College of Medicine, standards of ethical and professional behavior, including, in particular the following issues:

1. Click here to enter text.

2. Click here to enter text.

3. Click here to enter text.

### PURPOSE/OBJECTIVES OF THE PROBATION ROTATION

The purpose of the Probation Rotation includes the following:

To provide a period of focused education to enable the Resident to meet the Click here to enter text. Goals and Objectives for PGY Click here to enter text. Level

To provide a period of focused education to enable the resident to attain and demonstrate competence in the following EPA(s)

1. Click here to enter text.
2. Click here to enter text.
3. Click here to enter text.

To undertake a focused assessment of clinical, technical, communication or other skill

Click or tap here to enter text.

Other:

Click or tap here to enter text.

### PROBATION PLAN/FOCUSED LEARNING PLAN

During the Probation period, the Resident agrees to complete the objectives indicated in this section, as follows:

1. Continue to meet all of the goals and objectives of the Residency Program appropriate to the level of training
2. Continue to meet all specific rotational goals and objectives of the particular rotation for which Probation is required (if applicable)
3. Meet the specific Probation Plan goals and objectives outlined in **Table 1.**

The Remediation Supervisor/Preceptor will be available to the resident to provide advice and guidance with meeting the Remediation goals and objectives/Competencies.

Specifically, the Residency Program Director and the Remediation Supervisor/Preceptor will assist the resident in meeting the goals and objectives of the Remediation by providing or by coordinating the resources outlined in **Table 1.**

**TABLE 1**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **CanMEDs Competency/**  **EPA** | **Goals and**  **Objectives/**  **Milestone** | **Learning or Teaching strategy** | **Assessment of Achievement** | **Date of Assessment** |
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### MONITORING OF PROBATION ROTATION AND RESIDENT ASSESSMENT

The Resident will meet with the Probation Supervisor at Click or tap here to enter text. intervals to discuss progress, the degree to which the goals of the Probation rotation are being met, and what the Resident needs to do to meet them by the end of the Probation rotation.

The Probation Supervisor will provide a written summary of these meetings and a Progress Report/Table to the **Chair of the Probation Committee**.

The Probation Supervisor will complete and sign the Final Assessment (Part B) to attest to whether the Resident has achieved a pass, borderline or unsatisfactory assessment for the Probation rotation.

The Resident will participate in any examinations or assessment strategies as outlined in **TABLE 1.**

### OUTCOME OF THE PROBATION ROTATION

When the Resident has completed the Probation rotation, the Probation Committee will recommend one of the following outcomes to the Associate Dean, PGME, based on the Resident’s performance and the extent to which the goals of the Probation rotation were met by the Resident:

Reinstatement as a Resident in the Program, with the period of training extended. For the purposes of determining the end of training date, the success of the Probation will be considered to result in a pass on the original failed rotation (if any), and the time Probation will not count toward the fulfillment of the requirements of training.

Extension of the Probation, the specific time frame and additional goals of which will be detailed in the Probation rotation assessment.

Dismissal from the Residency Program

### SIGNATURES

By signing this Agreement, the Resident indicates that he/she understands the nature and structure of the Probation rotation. This does not preclude the Resident from pursuing an appeal of the decision for remediation.

*Signature of the Chair of the Probation Committee Date*

*Signature of the Resident Date*

*Signature of the Probation Supervisor Date*

*Signature of the Residency Program Director Date*

*Signature of the Associate Dean, PGME Date*