



Policy Name:	Essential Skills and Abilities (Technical Standards) for Admission, Promotion and Graduation in Medicine
Application/ Scope:	Candidates for Admission, Promotion or Graduation in the MD and the MPAS Program
Approved (Date):	April 2009
Review Date:	One year from the last revised date
Revised (Date):	June 26, 2019
Approved By:	Reviewed at Dean's Council, Max Rady College of Medicine: June 19, 2018 Reviewed at MPAS Curriculum Committee: June 22, 2018 Reviewed at UGME Curriculum Executive Committee: July 3, 2018 College Executive Council, Max Rady College of Medicine: August 21, 2018 Faculty of Graduate Studies: February 14, 2019 Senate: June 26, 2019

1. PURPOSE

- 1.1 The Max Rady College of Medicine at the University of Manitoba is responsible to society to provide a program of study so that graduates have the knowledge, skills, professional behaviours, and attitudes necessary to enter the regulated practice of medicine in Canada. Graduates must be able to diagnose and manage health problems, and provide comprehensive, compassionate care to patients across the spectrum of the health care system. Accordingly, students must possess the cognitive, communication, sensory, motor, and social skills necessary to interview, examine, and counsel patients, and competently complete certain technical procedures in a reasonable time, all the while ensuring patient safety.
- 1.2 In addition to obtaining an MD degree and completing an accredited residency training program, an individual must pass the examinations of the Medical Council of Canada in order to be eligible for licensure to practise medicine. Prospective candidates should be aware that cognitive, physical examination, management skills, communication skills, and professional behaviours are all evaluated in timed simulations of patient encounters. Critical skills needed for the successful navigation of core experiences are outlined below, and are referred to as technical standards.
- 1.3 Graduates of the Masters of Physician Assistant Program (MPAS) are awarded their degree from the Faculty of Graduate Studies and must meet the CPSM Physician Assistant requirements to practise in Manitoba. Prospective candidates should be aware that all categories of skills and abilities are evaluated in timed simulations of patient encounters.
- 1.4 On occasion, reasonable accommodations may be required by individual candidates to meet these technical standards. Requests for University-provided accommodations will be granted if the requests are reasonable, do not cause a fundamental alteration of the medical education program, do not cause an undue hardship on the University, are consistent with the standards of the medical profession, and are recommended by Student Accessibility Services of the University of Manitoba. The Max Rady College of Medicine is required to follow the Accessibility Policy and Student Accessibility Procedure.

2. POLICY STATEMENTS

2.1 All students must have the following essential skills and abilities ("Technical Standards"):

Observation and Perception Skills: A student must be able to acquire required information as presented through demonstrations and experiences in the basic sciences. The student must also participate progressively in patient encounters and observe a patient accurately and acquire relevant health and medical information from written and electronic documents, images, and digital or analog representations of physiologic data. The required observation and information acquisition and analysis necessitate the functional use of visual, auditory and somatic sensation. Candidates may demonstrate the ability to acquire essential observational information with or without accommodation that may include the use of assistive technology.

Communication Skills: In the course of study for the MD and MPAS degree the student must be able to progressively create rapport and develop therapeutic relationships with patients and their families, and establish effective communication with all members of the medical school community and healthcare teams. A student must be able to effectively elicit and clarify information from individuals and groups of individuals. A student must also be able to progressively acquire the ability to coherently summarize and effectively communicate a patient's condition and management plan verbally, and in written and electronic form. Candidates may demonstrate effective communication with patients and teams with or without accommodation that may include the use of assistive technology.

Motor Skills: A student must possess sufficient motor function to develop the skills required to safely perform a physical examination on a patient, including palpation, auscultation, percussion, and other diagnostic maneuvers. The examination must be done independently and competently in a timely fashion. Such actions may require coordination of both gross and fine muscular movements, equilibrium, and functional use of the senses of touch. A student must be able to execute motor movements reasonably required to attain the skills necessary to perform diagnostic procedures, and provide general and emergency medical care to patients in outpatient, inpatient and surgical venues. Candidates may demonstrate the ability to complete and interpret physical findings with or without accommodation that may include the use of assistive technology.

Intellectual-Conceptual and Integrative Skills: A student must demonstrate higher-level cognitive abilities necessary to measure, calculate, and reason in order to conceptualize, analyze, integrate and synthesize information. In addition, the student must be able to comprehend dimensional and visual-spatial relationships. All of these problem-solving activities must be achieved progressively in a timely fashion. These skills must contribute to sound judgment based upon clinical and ethical reasoning.

Behavioural Attributes, Social Skills and Professional Expectations: A student must consistently display integrity, honesty, empathy, compassion, fairness, respect for others, professionalism, and dedication. Students must take responsibility for themselves and their behaviours. The student must promptly complete all assignments and responsibilities attendant not only to the study of medicine, but also to the diagnosis and care of patients. It is essential that a student progressively develop mature, sensitive and effective relationships with patients and their families, all members of the medical school community, and healthcare teams. The student must be able to tolerate the physical, emotional, and mental demands of the program and function effectively under stress. It is necessary to adapt to changing environments, and function in the face of uncertainties that are inherent in the care of patients. A student must care for all individuals in a respectful and effective manner regardless of gender, age, race, sexual orientation, religion, or any other protected status identified in the University of Manitoba Respectful Work and Learning Environment Policy.

- 2.2 All applicants to the undergraduate program of the Max Rady College of Medicine and the MPAS program are required to review this document to assess their ability to meet these standards. All applicants offered admission will be required to acknowledge such review and assessment.
- 2.3 Any candidate for the MD degree or MPAS degree who cannot attain the required skills and abilities through their course of study may be requested to withdraw from the program.
- 2.4 Students requesting accommodation shall register with Student Accessibility Services and follow the process in accordance with the University of Manitoba Student Accessibility Procedure. The Max Rady College of Medicine will consider each Student's accommodation request in accordance with the University of Manitoba Student Accessibility Procedure. Given the clinical nature of our programs, additional time may be needed to implement accommodations. Accommodations are never retroactive; therefore, timely requests are essential and encouraged.
- 2.5 Students are expected to complete the MD degree within four years. Students may request an extension of time within which to complete the MD program; such requests are considered on a case-by-case basis. Students should refer to the UGME Promotion and Failure Policy for guidance. The MPAS degree requirements are identified in the MPAS Supplemental Regulations.
- 2.6 Regulations are issued from time to time by the Medical Council of Canada regarding the accommodation of candidates undertaking examinations as a component of eligibility for licensure: such regulations are supplemental to general information available to all candidates. Accordingly students are encouraged to contact the Medical Council of Canada regarding accommodations for disability.

3. **REFERENCES**

- 3.1 This policy document is guided by the following AAMC documents including:
- Special Advisory Panel on Technical Standards for Medical School Admission. 1979.
 - Medical Students with Disabilities: A Generation of Practice. 2005.
 - Accessibility, Inclusion, and Action in Medical Education Lived Experiences of Learners and Physicians with Disabilities. March 2018.
- 3.2 The following documents have been reviewed in the creation of this policy:
- The Council of Ontario Faculties of Medicine (COFM) Policy Document: Essential Skills and Abilities Required for Entry to a Medical Degree Program. October 2016.
 - The University of Michigan Medical School Technical Standards 2016
 - Medical Schools' Willingness to Accommodate Medical Students with Sensory and Physical Disabilities: Ethical Foundations of a Functional Challenge to "Organic" Technical Standards. McKee M et al.
- 3.3 Medical Council of Canada: <https://mcc.ca/>
- 3.4 Student Accessibility Services: <http://umanitoba.ca/student/saa/accessibility/>
- 3.5 The University of Manitoba Accessibility Policy:
http://umanitoba.ca/admin/governance/media/Accessibility_Policy_-_2017_09_01.pdf
- 3.6 The University of Manitoba Student Accessibility Procedure:
http://umanitoba.ca/admin/governance/media/Student_Accessibility_Procedure_-_2017_09_01.pdf

- 3.7 UGME Promotion and Failure Policy:
[http://umanitoba.ca/faculties/health_sciences/medicine/education/undergraduate/media/Promotion_and_Failure_Policy_Final\(1\).pdf](http://umanitoba.ca/faculties/health_sciences/medicine/education/undergraduate/media/Promotion_and_Failure_Policy_Final(1).pdf)

4. **POLICY CONTACT**

Please contact the Associate Dean, Undergraduate Medical Education or the Director, Master of Physician Assistant Studies with any questions respecting this policy.