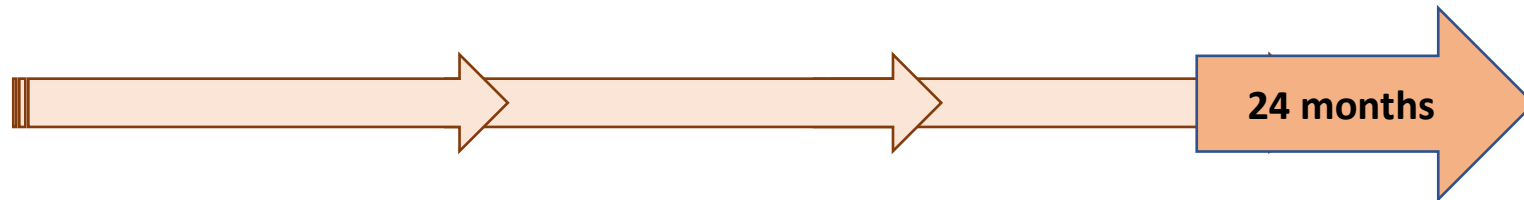


Performance Benchmarks According to Level of Training



CanMED role	Benchmarks
FAMILY MEDICINE EXPERT	<ul style="list-style-type: none"> <input type="checkbox"/> Able to manage patients on their own with minimal supervision <input type="checkbox"/> Demonstrates efficiency & selectivity in performing clinical assessment <input type="checkbox"/> Demonstrates comfort and skill with patient-centred clinical approach, integrating psychosocial context and illness experience into clinical assessment and involving patient in creating plan <input type="checkbox"/> Exhibits sound clinical reasoning in formulating assessments and creating management strategy <input type="checkbox"/> Combines best practices with individual patient needs and expectations in selecting diagnostic and treatment modalities, and prioritizes problems appropriately <input type="checkbox"/> Able to manage complex cases independently; deals effectively with patients with multiple/complex medical and social problems <input type="checkbox"/> More comfortable in caring for patients from vulnerable groups <input type="checkbox"/> Has solid knowledge of therapeutics; considers side effects, drug interactions, contraindications, patient factors (e.g. age, renal function) and cost when prescribing <input type="checkbox"/> Deals appropriately with medical uncertainty <input type="checkbox"/> Makes sound clinical judgments even in the face of incomplete information

<p>COMMUNICATOR</p>	<ul style="list-style-type: none"> <input type="checkbox"/> Able to set agenda with patient <input type="checkbox"/> Adapts interview to clinical situation (location, acuity of situation, use of interpreter, etc.) <input type="checkbox"/> Recognizes and responds to patient cues <input type="checkbox"/> Uses open and closed-ended questions appropriately <input type="checkbox"/> Consistently demonstrates empathy and active listening <input type="checkbox"/> Allows time for appropriate silences <input type="checkbox"/> Checks with patient to ensure understanding <input type="checkbox"/> Provides information in a way the patient understands <input type="checkbox"/> Adjusts communication style as needed (age, education, cognitive abilities, hearing loss, etc) <input type="checkbox"/> Communicates with families where appropriate <input type="checkbox"/> Able to handle complex or challenging patient interactions with sensitivity and skill <input type="checkbox"/> Maintains an appropriate attitude in response to inappropriate/offensive language or comments made by the patient <input type="checkbox"/> Able to convey benefits, risks and uncertainty <input type="checkbox"/> Charting is accurate, focused and organized <input type="checkbox"/> Written communication is accurate, organized and to the point
<p>PROFESSIONAL</p>	<ul style="list-style-type: none"> <input type="checkbox"/> Arrives on time and appropriately dressed for clinical situation <input type="checkbox"/> Follows up laboratory and other results, responds to messages, and completes letters and other documents in a timely manner. <input type="checkbox"/> Completes charts in a timely manner; charting is accurate, focused and organized <input type="checkbox"/> Notifies appropriately in event of absence because of illness or emergency <input type="checkbox"/> Arranges coverage for practice when away and communicates appropriately when signing over responsibilities <input type="checkbox"/> Aware of own limitations and asks for help when needed, but does not avoid challenging clinical situations <input type="checkbox"/> Accepts feedback as constructive and a springboard for further learning <input type="checkbox"/> Reflects on gaps in his/her medical knowledge and professional practice; if there is a critical incident, the resident is forthcoming and demonstrates self-reflection <input type="checkbox"/> Shows respect for colleagues, staff, other team members and patients

	<input type="checkbox"/> Is honest <input type="checkbox"/> Aware of and respects confidentiality of patients and colleagues <input type="checkbox"/> Aware of and respects boundaries of the professional role including applicable Codes of Conduct
COLLABORATOR	<input type="checkbox"/> Demonstrates an understanding and respect for the roles of each member of the team <input type="checkbox"/> Works well in a multidisciplinary environment demonstrating cooperation and respectful communication <input type="checkbox"/> Considers when referrals are appropriate. Shows a good balance between autonomy and referral <input type="checkbox"/> Consultation requests include clear reasons for consultation and an effective summary of all relevant clinical information <input type="checkbox"/> Facilitates handover of care with appropriate information to ensure continuity and patient safety <input type="checkbox"/> Prepares clear summary notes to assist in effective practice handover at end of residency
HEALTH ADVOCATE	<input type="checkbox"/> Consistently takes a patient's social history. <input type="checkbox"/> Recognizes impact of determinants of health and adapts treatment to the social and personal factors that influence compliance and health outcomes <input type="checkbox"/> Regularly and appropriately uses the resources in their FMU setting for the benefit of their patients Supports patient and families in accessing community resources and navigating the health care system <input type="checkbox"/> Consistently applies preventive health screening and health promotion guidelines for both adults and children. Recognizes when the screening guidelines for average risk patients does not apply to their patient. <input type="checkbox"/> Takes opportunities to incorporate health promotion in patient encounters
SCHOLAR	<input type="checkbox"/> Identifies own learning needs and creates a learning plan <input type="checkbox"/> Identifies knowledge gaps that arise in clinical encounters and able to frame clinical questions that will facilitate search for answers in the medical literature <input type="checkbox"/> Knows how to access the peer reviewed literature; able to assess a journal article critically <input type="checkbox"/> Integrates best available evidence into practice

	<ul style="list-style-type: none"> <input type="checkbox"/> Aware of limitations in applying evidence from clinical trials to individual patients; able to use evidence in clinical decision making along with the patient's values and preferences <input type="checkbox"/> Actively participates in their site's scholarly activities <input type="checkbox"/> Demonstrates ability to teach junior learners
LEADER	<ul style="list-style-type: none"> <input type="checkbox"/> Able to see 6 - 8 patients per half day with minimal delays <input type="checkbox"/> Demonstrates flexibility and adapts their schedule to match the needs of their patients when necessary; promotes continuity of care <input type="checkbox"/> Plans appropriate follow-up of patients <input type="checkbox"/> Provides comprehensive care <input type="checkbox"/> Considers effective use of health care resources when planning investigations and treatment <input type="checkbox"/> Understands basic principles of practice management and billing <input type="checkbox"/> Able to follow and adapt strategy for maintaining personal wellness <input type="checkbox"/> Considers the wellness needs of other team members <input type="checkbox"/> Able to protect time for personal needs without compromising responsibilities <input type="checkbox"/> Able to prioritize competing professional responsibilities