

***Goals and Objectives for the Core Orthopaedic Surgery Resident
McGill Orthopaedic Surgery Residency Program***

At the completion of the rotation, the resident will have acquired the following competencies and will function effectively as:

1. Medical Expert/Clinical Decision-Maker

General Requirements:

- a. Demonstrate diagnostic and therapeutic skills for ethical and effective patient care.
- b. Access and apply relevant information and therapeutic options to clinical practice.
- c. Demonstrate effective consultation services with respect to patient care, education and legal opinions.
- d. Recognise personal limits of expertise.

Specific Requirements:

Knowledge and surgical skill as previously listed

2. Communicator

General Requirements:

- a. Establish therapeutic relationships with patients/families.
- b. Obtain and synthesise relevant history from patients/families/communities.
- c. Listen effectively.
- d. Discuss appropriate information with patients/families and the health care team.

Specific Requirements:

- a. Understand that effective patient-physician communication can foster patient satisfaction and compliance as well as influence the manifestations and outcome of a patient's illness and surgical intervention.
- b. Establish relationships with the patients that are characterized by understanding, trust, respect, empathy and confidentiality.
- c. Deliver information to the patient and family in a humane manner and in such a way that it is understandable; encourage discussion and promote patient's participation in decision-making to the degree that they wish.
- d. Obtain informed consent; appreciate alternative means of achieving consent if the patient is incompetent to provide consent, be it on the grounds of age or mental status, or other disqualifier.
- e. Understand and demonstrate the importance of cooperation and communication among health professionals involved in the care of individual patients such that the roles of these professionals are delineated and consistent messages are delivered to patients and their families.
- f. Maintain clear, accurate and appropriate written records.
- g. Write well-organized and legible orders and progress notes.
- h. Complete concise hospital discharge summaries promptly.

3. **Collaborator**

General Requirements:

- a. Consult effectively with other physicians and health care professionals.
- b. Contribute effectively to other interdisciplinary team activities.

Specific Requirements:

- a. Participate in an interdisciplinary team, demonstrating the ability to accept, consider and respect the opinions of other team members, while contributing specialty-specific expertise.

4. **Manager**

General Requirements:

- a. Utilize resources effectively to balance patient care, learning needs, and outside activities.
- b. Allocate finite health care resources wisely.
- c. Work effectively and efficiently in a health care organisation.
- d. Utilize information technology to optimise patient care, life-long learning and other activities.

Specific Requirements:

- a. Have ability to access and apply a broad base of information to the care of patients in ambulatory care, hospitals and other health care settings.
- b. Be open to working effectively as a member of a team or a partnership and to accomplish tasks whether one is a team leader or a team member.

5. **Health Advocate**

General Requirements:

- a. Identify the important determinants of health affecting patients.
- b. Contribute effectively to improved health of patients and communities.
- c. Recognise and respond to those issues where advocacy is appropriate.

6. **Scholar**

General Requirements:

- a. Develop, implement and monitor a personal continuing education strategy.
- b. Critically appraise sources of medical information.
- c. Facilitate learning of patients, house staff/students and other health professionals.
- d. Contribute to development of new knowledge.

Specific Requirements:

1. Demonstrate the following clinical skills:
 - a. Pose a clinical question.
 - b. Recognize and identify gaps in knowledge and expertise around the clinical question.
 - c. Formulate a plan to fill the gap including to:
 - i. conduct an appropriate literature search based on the clinical question;
 - ii. assimilate and appraise the literature;

- iii. develop a system to store and retrieve relevant literature;
 - iv. consult others (physicians and other health professionals) in a collegial manner.
 - d. Propose a solution to the clinical question.
2. Acquire the following educational experience:
- a. Demonstrate knowledge of, and the ability to apply, the principles of adult learning, with respect to oneself and others.
 - b. Demonstrate knowledge of preferred learning methods in dealing with students, residents, and colleagues.

7. Professional

General Requirements:

- a. Deliver highest quality care with integrity, honesty and compassion.
- b. Exhibit appropriate personal and interpersonal professional behaviours.
- c. Practise medicine ethically consistent with obligations of a physician.

Specific Requirements:

- 1. Achieve the following discipline-based objectives:
 - a. Display attitudes commonly accepted as essential to professionalism.
 - b. Use appropriate strategies to maintain and advance professional competence.
 - c. Continually evaluate his/her abilities, knowledge and skills and know his/her limitations of professional competence.
- 2. Achieve the following personal/professional boundary objectives:
 - a. Adopt specific strategies to heighten personal and professional awareness and explore and resolve interpersonal difficulties in professional relationships.
 - b. Consciously strive to balance personal and professional roles and responsibilities and to demonstrate ways of attempting to resolve conflicts and role strain.
- 3. Achieve the following objectives related to ethics and professional bodies:
 - a. Recognize, analyze and attempt to resolve in clinical practice ethical issues such as truth-telling, consent, advanced directives, confidentiality, end-of-life care, conflict of interest, resource allocation, research ethics, etc.
 - d. Recognize, analyze and know how to deal with unprofessional behaviors in clinical practice, taking into account local and provincial regulations.