

McGill University

Clinical Complex Care Fellowship Program

Program Description

And

Learning Objectives

Introduction

The Pediatrics Residency Program of McGill University offers advanced training for Pediatric residents who aim to pursue a clinical career in general Pediatrics. The Clinical Complex Care Fellowship Program is a one year program designed for the candidate wishing to develop expertise in the care of children with complex care needs. The educational experiences focus on clinical training, and also include medical education, administration and research opportunities.

Candidates to this program are required to have completed a fourth year of training in general Pediatrics and to meet eligibility requirements of McGill University.

Training coordinator

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Governance and oversight of advanced training in pediatrics at McGill

The pedagogic needs of fellows in Advanced Pediatric Training differ significantly from residents in core pediatric training. This program is overseen by the Advanced Pediatric Training Committee (APC), administratively functioning as a sub-committee of the Pediatric Residency Training Committee. The APC is also responsible for the coordination of the fourth year of Pediatrics, and for each of the other fellowships which may be offered to graduated Pediatrics trainees. The APC sub-committee is composed of the following members:

- Pediatric Residency Program Director (Chair)
- Coordinators of the fourth year of Pediatrics and of each fellowship
- Director of the Division of General Pediatrics
- Research Coordinator
- One Resident Representative for the fourth year of training and one per fellowship program
- Other Division of General Pediatrics Faculty may be invited to sit on the committee as appropriate

The Mandate of this committee is to assist the Pediatric Residency Program Director in overseeing the quality of the educational experiences of all advanced pediatrics fellows, and for the fourth year of residency, ensuring that the program meets the training requirements from the RCPSC and the CMQ. As such the committee addresses training problems and assesses resident's performance and progress through the advanced pediatric training.

In addition to the Pediatric Program Director, a staff representative and a resident representative from the APC also sit on the Pediatric Residency Training Committee and act a liaison to this committee.

The minimum frequency of meeting for the Advanced Pediatrics Training Committee is four times/year.

Training components

The desired goal of the Clinical Complex Care Fellowship Program is to equip the senior pediatric resident with a specific set of skills required to pursue a career in the care of the child with complex medical needs, similar to the pediatric “hospitalist” model. This fellowship program aims to train “builders”, who will develop Complex Care Pediatrics at the regional and national levels in the creation and evaluation of clinical care, curriculum and research domains. Training components, described below, may be tailored to the unique needs of each candidate.

A. Clinical component

The clinical experiences are geared towards broad exposure to children with complex care needs and the health care infrastructure that supports or is required to support the needs of this growing subsegment of the pediatric population. Exposures will be concentrated in the Complex Care Service (previously known as the Intensive Ambulatory Care Service/Homecare) and include: inpatient, outpatient, home and community based care. Fellows will develop the knowledge, skills and attitudes required to provide high quality collaborative care. Specifically, the infrastructure of multidisciplinary teams, care coordination and communication will be emphasized. Children with complex care needs include vulnerable and fragile populations; for eg, post solid-organ transplant recipients, technology dependent children, those with progressive neuromuscular conditions and those at high risk of frequent and recurrent hospitalization. Clinical training is expected to comprise approximately 10 of the 12 months of advanced pediatric training, with the remaining 2 months allocated to the completion of a scholarly project such as a small scale research project or a quality improvement project.

Specific training activities include:

- Complex Care Service rotations (10-11 blocks):
 1. Longitudinal exposure to children with complex conditions, focused in the Complex Care Service, formerly known as the Intensive Ambulatory Care Service
 2. Complex care consultations
 3. Participation in multidisciplinary clinics and weekly Complex Care Service teaching rounds
 4. Home and community (CLSC, Rehab Centre) visits
- Scholarly project (2-3 blocks)
- Call duties: NICU, ICU, ED and/or general pediatric wards; 3 to 4 in house calls/block

- Supervision of a Residents Continuity Clinic group OR participation to a Fellows' Consultation Clinic
- Attendance at a national/international conference which focuses on the care needs of medically fragile/complex children.

B. Academic component

Specific to this fellowship program, is the expectation that trainees will develop, implement and complete a scholarly project, suitable for presentation at a national/international conference on the care of children with complex medical needs. This project may take the form of a research project (chart review, retrospective case-control, or prospective survey, for example), a quality assurance or advocacy project.

In addition, all Clinical Complex Care fellows will also be expected to join the Pediatric Health Research Epidemiology Statistics Curricula (PHRESCA)
 Course Director: Evelyn Constantin MD
 Associate Course Directors: Elise Mok PhD and Robert Brouillette MD
 Course Coordinator: Ms Sofia Bamboulas

Which includes the following curriculum of interactive teaching sessions:

1. Introduction to epidemiology and study design
2. Searching and managing medical literature
3. Developing a research question / designing a study
4. Introduction to statistics
5. Randomized controlled trials
6. Cohort studies
7. Case control studies
8. Cross-sectional studies
9. Research writing skills
10. Presentation skills
11. Research ethics
12. Curriculum vitae preparation (Common CV)
13. Time management workshop
14. Career planning

C. General principles

- Clinical exposures to pediatric complex care will be the focus of the fellowship
- Fellows will be expected to have call duties in a variety of settings where the issues and needs of children with complex care are emphasized
- Fellows will be expected to complete a scholarly project, as described above.
- Fellows may act as junior supervisors for the Pediatric Residents' Continuity Clinic throughout the 12 months of fellowship

CanMEDS Competencies specific to Clinical Complex Care Fellows

This set of competencies complement the Objectives of Training in Pediatrics published by the Royal College of Physicians and Surgeons of Canada in 2008.

MEDICAL EXPERT

The fellow will:

- Demonstrate understanding of when and how to perform a pertinent and focused history and physical exam
- Apply to practice the concept of developmental trajectory in children, especially those with complex medical needs
- Understand and apply the concept of the medical home to children with chronic illnesses and/or complex medical needs
- Develop expertise in the assessment and management of specific health problems and models of care for tertiary care pediatrics populations, focusing on children with complex needs (both inpatients and outpatients)
- Develop expertise in the assessment and management of specific health problems for medically fragile and vulnerable populations, including models of care that are community sensitive and community empowering
- Consolidate a broad base of general pediatrics knowledge to allow for autonomous function as a consultant in pediatrics
- Develop enhanced knowledge of the structure and maintenance of program that support continuous, comprehensive and coordinated care; also known as the Medical Home model of collaborative care

COMMUNICATOR

The fellow will:

- Develop a know-how of communications with written and electronic medias, including the use of documents developed specifically for children with complex medical needs such as an electronic care summary and urgent care plan
- Become an expert in communicating complex medical concepts to the patient and his family in lay terms, including discussion of end of life care
- Refine skills in communicating effectively across a diverse patient population, including medically fragile and vulnerable populations and diverse populations in terms of life experience, culture, national origin, marginalization, and socio-economic status
- Demonstrate honest and effective delegation to other key players involved in the care of a child
- Act as, or communicate with, the primary care coordinator of children with medically complex needs
- Further develop skills in telephone triage and consultation referrals

COLLABORATOR

The fellow will refine the following competencies:

- Ability to work in “case-manager” role in a multidisciplinary team for children with complex needs and problems
- Skills in conflict negotiation and resolution; interprofessional and interdisciplinary communication including, but not limited to (effective consultation, liaison with community organizations and schools, telephone consultation, etc.)
- To be a resource-person for institutional and community organisms devoted to children development and well-being
- Know well the environment’s contributors to allow integrated services: CSSS (hospital, CLSC, CHSLD...), palliative care services, community organizations, youth protection (“Centre jeunesse”), schools, medical and/or adapted transportation, rehabilitation centers...
- Master the principles of teamwork, acquired through curriculum training, self-learning and outside training (for example, the Canadian Medical Association’s Physician Manager Institute, or McGill University Continuing Education Career and Management Studies)

MANAGER

Attendance and involvement of the residents in the General Pediatrics Divisional meetings is expected, which provide a great opportunity to gain experience in the Collaborator and Manager roles involved in the practice of Pediatrics.

The fellow will:

- Develop expertise in assuming roles of leadership within organizations and interprofessional health care, including: principles of change and change management, leading vs. managing, basic organization of the health care system, management of time and resources, practice management
- Develop an understanding of management principles relating to independent practice and inpatient and ambulatory care services
- Develop knowledge of the principles ruling the relationship between the clinician and the RAMQ (medication insurance, billing, non-insured medical services)
- Develop an understanding of the existing mechanisms for Quality Assurance and the development of practice guidelines and protocols
- Balanced management of career and family life
- Be able to find collaborative solutions when conflicts arise in team work
- Demonstrate effective time management in clinical encounters

HEALTH ADVOCATE

The fellow is expected to:

- Demonstrate a family-centered approach to medical decision-making
- Display an advanced understanding of health advocacy at the institutional and community level, particularly for medically complex and technology dependent children
- Through his/her own example and direct teaching to children and their parents, promote primary prevention in the aspects of nutrition, regular practice of physical activity, and accident prevention
- Promote of healthy use of the environment

SCHOLAR

Fellows are expected to contribute to the learning of peers and junior trainees as part of their training. The following activities are examples of opportunities for this purpose:

- In-training OSCE for pediatrics residents
- Chief of service rounds
- Teaching to medical students and junior pediatrics residents: wards, PCC, RCC (put full terms for abbreviations)
- Case-based discussions, including bioethics cases
- NRP and/or PALS instructor certification
- Outreach education

In addition, fellows will:

- When facing clinical dilemmas, display autonomy in the performance of literature reviews and critically use the literature to inform their practice
- Display effective knowledge translation with the child and his family, and/or other players involved in the child's care
- Develop advanced academic skills to contribute to knowledge growth in pediatrics
- Develop advanced skills to develop as an expert appraiser of the pediatric literature, and as an effective teacher
- Advance skills and habits to assure the maintenance of competencies

PROFESSIONAL

The fellow must:

- Operate within the highest standards of professionalism
- Develop ethical analysis of clinical situations
- Display 'professional' behaviours and develop a practice ruled by clear ethical values in conformity with the regulations and social norms