

**McGill University**

Pediatric Complex Care Fellowship  
Program Description  
And  
Learning Objectives

Updated June 2022

## **Introduction**

The Pediatrics Residency Program of McGill University offers advanced training for pediatrics trainees who aim to pursue a clinical career in General Pediatrics. The Pediatric Complex Care Fellowship is a one-year program designed for the candidate wishing to develop expertise in the care of children with medical complexity (CMC). The educational experiences focus on clinical training, and also include medical education, administration, advocacy 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. Completion of training in Pediatrics at the Royal College level or equivalent is expected prior to undertaking the fellowship.

## **Application**

The application period opens **May 15 – September 1** for training to start on July 1 of the following year. Full details including information on eligibility criteria and funding available at: <https://www.mcgill.ca/pgme/programs/fellowship-programs>

The Division of General Pediatrics offers funding for up to three fellowship positions, allocated on a competitive basis to the core fellowship programs including the Pediatric Complex Care Fellowship. Applicants are strongly encouraged to also apply for the "Clinical Bursary Award" in Pediatrics (**September 30** deadline for training to start in July of the following year).

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## **Governance and oversight of advanced training in Pediatrics at McGill**

The pedagogic needs of fellows in General Pediatrics differ significantly from residents in core Pediatrics training. The Pediatric Complex Care fellowship is overseen by the General Pediatrics Fellowship Committee which reports to the Pediatrics Residency Training Committee. It is composed of the following members:

- Chair: Administrative Director of the General Pediatrics fellowships
- Director of each of the General Pediatrics fellowships
- Director of the Pediatrics Residency Program
- 1 – 2 General Pediatrics fellow representatives

The mandate of the committee is to supervise and coordinate the training of fellows in the various General Pediatrics Fellowships. As such, the committee addresses crosscutting pedagogical, administrative and scheduling issues, reviews the academic progress of General Pediatrics fellows in training, and addresses work and union issues as they relate to fellowship education and training.

The minimum frequency of meeting for the General Pediatrics Fellowship is three times/year.

The fellows in the Pediatric Complex Care program are closely supervised by the program director and formal feedback is provided every 3 months.

### **Training components**

The desired goal of the Pediatric Complex Care Fellowship is to equip the senior pediatrics trainee 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, incorporating longitudinal care, both for inpatients and outpatients. This fellowship program aims to train “builders”, who will develop expertise at regional, national and international levels in the creation and evaluation of clinical care, curriculum, advocacy and research domains. Training components, described below, may be individualized to the unique needs and career path 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 (CCS) and include: inpatient, outpatient, home- and community-based care. Candidates will participate in longitudinal, acute, scheduled and consultation care clinics. 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 such as 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 9-10 of the 12 months of advanced pediatrics training, with the remaining 2-3 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 (9-11 blocks):
  1. Longitudinal exposure to children with complex conditions, focused in the Complex Care Service
  2. Complex care consultations
  3. Participation in multidisciplinary clinics and weekly Complex Care teaching rounds
  4. Home and community (Community clinics, Rehabilitation Centre) visits
- Scholarly project (2-3 blocks)
- Call duties: Complex care service (one week of “home call” per block when on CCS service, under the supervision of the attending staff on service); up to 2 additional inpatient calls/block may be required.
- Attendance at a national/international conference which focuses on the care needs of medically fragile/complex children.
- Options include: elective rotations (2-4 weeks) with Palliative Care, Chronic Pain Service, Feeding Clinic, Medical Day Hospital

## **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.

Twice monthly individualized teaching sessions will be provided to Fellows, focused on common clinical issues in children with medical complexity (eg. Dystonia, Sialorrhea, Enteral feeding, etc.) and on academic medicine topics (eg. preparing a CV, teamwork, conflict management and negotiation, etc.). In addition, all Complex Clinical Care fellows will also be expected to participate in:

Weekly Complex Care Service Rounds

Weekly Grand Rounds of the Department of Pediatrics

Monthly CanMEDS Rounds for Pediatric Subspecialty

## **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

### **CanMEDS Competencies specific to Complex Clinical 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 2015.

#### **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)

## **LEADER**

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

The complex care clinical 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 the 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, Pediatric Consult Clinic, Resident Continuity Clinic
- 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