Transition to Practice

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What is Resident Doctors of Canada?

- Established in 1972
- Represents over 9,000 resident doctors
- At 13 universities across Canada
- Provides a unified national voice
How do we prepare for jobs?
RDoC’s view

Practice management is an important and necessary part of a physician training yet current training is lacking.
Practice Management Training in Canada

Percent of Residents Per Program Type Across Canada Not Receiving or Receiving PM Training

*Based on 2015 National RDoC Resident Survey, 1,676 participants

- Family Medicine:
  - Unsure: 4
  - No PM training: 11
  - Received some PM training: 85

- Medical Specialty:
  - Unsure: 8
  - No PM training: 36
  - Received some PM training: 56

- Surgical Specialty:
  - Unsure: 7
  - No PM training: 34
  - Received some PM training: 59

- Other Specialties:
  - Unsure: 8
  - No PM training: 36
  - Received some PM training: 56

[Diagram showing percentages and counts for each program type]
Principles on Practice Management

1 Universal

2 Comprehensive
Principles on Practice Management

3. Evidence-based

4. Collaborative
How do we ensure the right mix of doctors?
RDoC’s view

The mix of PGME entry disciplines, and their ability to serve the needs of the Canadian health care system, must be continually re-evaluated and adapted.
Principles on Entry Disciplines

1. Social Accountability

2. Coordination of Decisions
Principles on Entry Disciplines

3 Versatility

4 Relevance to Future Practice
How do we protect learner information while collecting the right data?

Data Collection & Learner Privacy Principles
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An increasingly wide range of personal information is collected about resident physicians during their training. RDoC recognizes that learner personal information is frequently collected in the effort to improve medical education and wellness initiatives in Canada. This personal information is frequently sensitive in nature, and it is critical it is appropriately stored and protected. While RDoC expects that most organizations will treat data with appropriate processes to ensure anonymity, RDoC is aware that this may not always be the case and has developed the following Principles to promote learner privacy.

Wherever learner personal information is collected, RDoC encourages:

1. The development of clear and explicit purpose prior to any personal information being collected.
2. That collected learner data be anonymized wherever possible. Where this is not possible, RDoC encourages the appropriate protection of the identities of those individuals whose personal information was collected.
3. That the learner be given an opportunity to consent to the collection, use or disclosure of their personal information.
4. Transparency regarding the use, storage, disclosure and access to learner personal information.
5. That security safeguards be implemented and used to protect against unauthorized access to learner data.
6. The right of learners to maintain ownership of their personal data, including straightforward pathways to access that data, both during and after their training.
7. That wherever personal information is collected, stored, or analyzed on a non-Census service, such services should ideally be secured by service providers that host their servers in Canada. Wherever this is not possible, service providers should be selected that hosts their servers in countries with robust and rigorous privacy legislation.

RDoC will not support and discourages:

1. The disclosure of personal information to third parties, including provincial learning bodies, without the expressed consent from the learner in question.
2. The collection of any learner personal information that could potentially be used for discriminatory or unfair profiling practices.
3. The collection of learner personal information that lacks a clear, ethical, articulated, and legitimate purpose (i.e., training, phishing or profiling).
4. The collection or sharing of learner personal information by instructors directly involved in learner career or learning paths where such sharing or collection is not linked to the institution’s core mission or mandate.
5. The use of learner personal information for purposes other than the purpose that has been explicitly stated and articulated prior to its collection.
6. The retention of learner personal information for any period of time other than the duration necessary to fulfill the purpose associated with its collection.
7. The use of third-party services with servers in the United States, or other countries with legislation similar to the US Patriot Act unless no alternatives are available and the service is deemed necessary to meet the needs of learners. In these cases, the location of the servers should be disclosed.

For more information on Data Collection & Learner Privacy, visit our website at residentdoctors.ca
Learner Data

An increasingly wide range of data is collected about resident physicians during the course of their training. Much of this data may be sensitive in nature, and it is critical that such data is appropriately used, stored and protected.
Data Collection & Learner Privacy Principles

1. Clear and explicit purpose prior to any personal information being collected

2. Collected learner data be anonymized wherever possible
Data Collection & Learner Privacy Principles

3. Opportunity to consent to the collection, use or disclosure of their personal information

4. Transparency regarding the use, storage, disclosure and access to learner personal information
Industry-best security safeguards be implemented and used to protect against unauthorized access to learner data

Right of learners to maintain ownership of their personal data, including straightforward pathways to access that data, both during and after their training
Wherever personal information is collected, stored, or analyzed on a cloud-based service, such services should ideally be secured by service providers that house their servers in Canada.
Questions and Ideas?
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