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## PGME Quota and Allocation of Training Positions Subcommittee Terms of Reference

<b>Office of Accountability:</b>	Faculty of Medicine & Dentistry (FoMD)
<b>Office of Administrative Responsibility:</b>	Postgraduate Medical Education (PGME)
<b>Approver:</b>	Postgraduate Medical Education Committee (PGMEC)
<b>Classification:</b>	Terms of Reference
<b>Scope:</b>	Members of the Committee

### Overview

As outlined in the General Standards of Accreditation for Institutions with Residency Programs set by the Canadian Residency Accreditation Consortium (CanRAC), Indicator 2.2.1.4 states:

“Where the postgraduate dean and postgraduate education committee are involved in the allocation of residency positions for individual programs, such allocation occurs in a fair and transparent manner, and with consideration of the needs of the population(s) served”.

### Purpose

The Alberta Ministry of Health (Alberta Health) decides the total number of residency positions for which they will provide resident salary and benefits funding. Within this total, the Postgraduate Medical Education Quota and Allocation of Training Positions Subcommittee helps promote the right mix, distribution and number of physicians to meet the societal needs for Alberta by allocating the number of training positions to each residency program while understanding that other factors influencing the physician workforce may play an even greater role and are beyond our control. This requires periodic reassessment and may require possible adjustment of the positions in a training program while acknowledging that the total number of residency positions cannot increase without a commensurate increase in Alberta Health funding for residency positions. To help inform this reassessment, the committee works in partnership with its key stakeholders - including Alberta Health Services and the Alberta Ministry of Health - who provide their input on Alberta’s physician workforce needs to address the diverse health needs of persons and communities.

Our guiding principles are as follows:

- Ensure excellence in postgraduate medical education across a broad spectrum of disciplines.
- Graduate physicians who have knowledge and skills to meet the health needs of Albertans.
- Allocate the residency positions funded by Alberta Health in a fair and transparent manner and in consideration of the interests of stakeholders including Albertans, Alberta Health, Alberta Health Services, qualified medical school graduates, and local, provincial, and national needs.

## TERMS OF REFERENCE

### 1. RESPONSIBILITIES

- a. This committee is advisory to the Associate Dean, PGME.
- b. The committee annually reviews the allocation of residency positions to two enrolment categories - the R1 entry match and the match of other residency programs unrelated to R1 entry.
  - i. R1 entry match: For the R1 entry match allocation, the committee annually reviews and determines the distribution of the following:
    - Canadian Medical Graduate (CMG) residency positions
    - Alberta International Medical Graduate (AIMG) residency positions
  - ii. Other matches: For the match allocation of other residency programs unrelated to R1 entry, the committee annually reviews and determines the distribution of the following (refer to Appendix A for match participation details):
    - Total number of positions for the Family Medicine Enhanced Skills match (the distribution of spots within this total is left to the Department).
    - Total number of positions for the Pediatric Subspecialty Match (the distribution of spots within this total is left to the Department);
    - Total number of positions for subspecialties of Internal Medicine within the Medicine Subspecialty Match (the distribution of spots within this total is left to the Department of Medicine);
    - Other residency programs that participate in the Medicine Subspecialty Match for which entry is not limited to completion of Internal Medicine; and
    - Residency programs that do not use the AFMC-identified match vendor.
- c. At the discretion of the Associate Dean PGME, the committee may review and advise of other allocation and/or CaRMS-match related issues (e.g. reversions, blended/unblended matches, etc.).
- d. Following the guiding principles outlined above, there may be instances when the Associate Dean PGME will need to alter the allocation based on factors including changes to the circumstances of a residency program.

### 2. MEMBERSHIP (Refer to Appendix B for current committee members)

- a. Associate Dean, PGME (Chair)
- b. Assistant Dean, PGME (Vice Chair)
- c. Education Team Lead, PGME
- d. Administrator, PGME (non-voting)
- e. At least one representative from Alberta Health, knowledgeable about Alberta's physician resource needs as voiced by the citizens of Alberta to their elected representatives and the Government of Alberta.
- f. At least one representative from Alberta Health Services, knowledgeable about AHS's perspective regarding physician workforce forecast and planning.
- g. The Dean of FOMD or designate knowledgeable about academic workforce planning.
- h. Residency program directors from the following programs (programs with co-program directors designate one person to attend):
  - i. Anesthesiology
  - ii. Diagnostic Radiology
  - iii. Emergency Medicine (RCPSC)

- iv. Family Medicine
- v. Family Medicine Enhanced Skills
- vi. General Surgery
- vii. Internal Medicine
- viii. Obstetrics and Gynecology
- ix. Pediatrics
- x. Psychiatry
- xi. Surgical Foundations
- xii. One of the lab medicine specialties (chosen amongst themselves or chosen by the committee Chair if requested)

### **3. MEETINGS**

- a. The Committee will meet once in approximately the spring of each year to allocate positions for matches that assign residency positions that start on or after July 1 of the following calendar year.

### **4. PROCEDURES**

- a. Prior to the meeting the Chair invites Residency Program Directors to submit changes from the previous year's quotas.
- b. Requests to change the quota must be accompanied by an examination of workforce planning relative to the appropriate geographical distribution of specialists i.e. municipal, regional, provincial, national, as well as the resources required to oversee the program.
- c. The committee also considers the anticipated size of the graduating MD class at the University of Alberta in its determination.
- d. Agenda and meeting materials will be pre-circulated
- e. Quorum will be 30% of membership.
- f. Decisions will typically be made by consensus. If a consensus cannot be reached, a vote will be held and motions will be carried with more than 50% of the vote.

### **5. GUIDELINES FOR ALLOCATION OF POSITIONS FOR CaRMS PGY1 Canadian Medical Graduates (CMG)**

- a. Applicants include Canadian citizens with MD training from either an accredited Canadian Medical School or a Liaison Committee on Medical Education (LCME) accredited medical school and funded by Alberta Health.
- b. Program capacity guidelines include the following:
  - i. PGME strives to offer up to 20% more entry level CaRMS positions than the graduating University of Alberta MD class size.
  - ii. Family Medicine positions strive to equal approximately 45%-50% of the graduating MD class, with approximately 20-25% of these positions to rural training sites.
  - iii. Program capacity considerations include the number of available teachers, rotation pinch-points which limit the capacity to accept learners, residency program quality of the learning experiences, optimizing the educational experience by considering the total number of learners, service requirements of AHS, job availability, residency program accreditation status, and other factors arising.

**6. GUIDELINES FOR ALLOCATION OF POSITIONS FOR CaRMS PGY1 Alberta International Medical Graduates (AIMG)**

- a. Applicants must apply through the AIMG program and meet their eligibility criteria.
- b. Matched candidates must complete 4-8 weeks of Externship depending on the residency program's requirements.
- c. Residency training can begin only after successful completion of an externship overseen by the AIMG program.
- d. To align with Alberta Health's workforce goals, position allocation strives to consist of the following:
  - i. Approximately 50% to Family Medicine
  - ii. Approximately 35% to generalist Royal College programs including Anesthesiology and Pain Medicine, Internal Medicine, Neurology, Pediatrics, Psychiatry, and Public Health & Preventive Medicine
  - iii. Approximately 15% positions to non-generalist specialties or lab medicine specialties

**7. GUIDELINES FOR ALLOCATION OF POSITIONS FOR OTHER PROGRAMS**

- a. The total number of positions for Family Medicine-Enhanced Skills programs strives to equal approximately 20-25% of current PGY2 Family Medicine positions
- b. The total number of positions for the Pediatrics Subspecialty Match typically equals the number of final year (PGY4) Pediatrics positions. Eligible programs include the pediatric subspecialty residency programs offered at the University of Alberta. The Department of Pediatrics allocates positions amongst the individual subspecialties prior to the subspecialty CaRMS match.
- c. The total number of positions for subspecialties of Internal Medicine within Medicine Subspecialty Match typically equals the number of PGY3 Internal Medicine positions. Eligible programs include the medicine subspecialty residency programs offered at the University of Alberta that have direct entry solely via Internal Medicine. The Department of Medicine allocates positions amongst the individual subspecialties prior to the subspecialty CaRMS match.

## **DEFINITIONS**

Definitions are listed in the sequence they occur in the document (i.e. not alphabetical).

Any definitions listed in the following table apply to this document only with no implied or intended institution-wide use.	
<b>General Standards of Accreditation for Institutions with Residency Programs</b>	The General Standards of Accreditation for Institutions with Residency Programs are national standards that apply to the accreditation of institutions with residency programs. These standards are maintained by the Canadian Residency Accreditation Consortium which includes the Royal College of Physicians and Surgeons of Canada (RCPSC), College of Family Physicians of Canada (CFPC), and Collège des médecins du Québec (CMQ). The standards apply to faculties of medicine, postgraduate offices, and learning sites, written to provide a framework which aims to provide clarity of expectations, while maintaining flexibility for innovation.
<b>Canadian Residency Accreditation Consortium or CanRAC</b>	The Canadian Residency Accreditation Consortium is composed of the three residency education accrediting colleges in Canada: Royal College of Physicians and Surgeons of Canada (RCPSC), College of Family Physicians of Canada (CFPC) and Collège des médecins du Québec (CMQ).
<b>Alberta Health</b>	Alberta Health is the Alberta government’s ministry responsible for setting policy, legislation and standards for the health system in Alberta and allocating health funding.
<b>Alberta Health Services</b>	Alberta Health Services is the health authority responsible for planning and delivering a variety of health services in Alberta.

**APPENDIX A: Program Details (non-R1 match entry)**
*Most recent update: 2024-05-23*

Match	Participating Programs
Pediatric Subspecialty Match (PSM)	Cardiology (Pediatric) Critical Care Medicine (Pediatric) Developmental Pediatrics Emergency Medicine (Pediatric) Endocrinology and Metabolism (Pediatric) Gastroenterology (Pediatric) Pediatric Hematology/Oncology Infectious Diseases (Pediatric) Neonatal-Perinatal Medicine Nephrology (Pediatric) Neurology (Pediatric) Respiriology (Pediatric)
Medicine Subspecialty Match (MSM) - Entry solely via Internal Medicine	Cardiology (Adult) Endocrinology and Metabolism (Adult) Gastroenterology (Adult) General Internal Medicine Geriatric Medicine Hematology (Adult) Infectious Diseases (Adult) Nephrology (Adult) Respiriology (Adult) Rheumatology (Adult) Medical Oncology
Medicine Subspecialty Match (MSM) - Entry not limited to the completion of Internal Medicine	Critical Care Medicine (Adult) Forensic Psychiatry Geriatric Psychiatry Occupational Medicine Palliative Medicine (Adult) Thoracic Surgery
Family Medicine - Enhanced Skills (FM ES)	FM ES Addiction Medicine FM ES Care of the Elderly FM ES Emergency Medicine FM ES Enhanced Surgical Skills FM ES Family Practice Anesthesia FM ES Palliative Medicine FM ES Sport and Exercise Medicine
Non-Match Specific	Child and Adolescent Psychiatry Clinician Investigator Program FM ES Category 2 Programs Forensic Pathology Maternal-Fetal Medicine Nuclear Medicine (Accelerated) Pediatric Radiology

**APPENDIX B: Current membership**
*Most recent update: October 15, 2024*

<b>POSITION</b>	<b>MEMBER</b>	<b>TERM</b>
Associate Dean, PGME (Chair)	Dr. L. Cheung	Voting
Assistant Dean, PGME (Vice-Chair)	Dr. S. Koski	Voting
Education Team Lead, PGME	Ms. T. Cocchio	Voting
Administrator, PGME	Mx. E. Sekulich	Non-Voting
Alberta Health Representative	Mr. T. Risbey	Voting
Alberta Health Services Representative	Ms. T. Leskewich	Voting
Dean, Faculty of Medicine & Dentistry	Dr. B. Hemmelgarn	Voting
Anesthesiology	Dr. G. Steel	Voting
Diagnostic Radiology	Dr. C. Ferguson	Voting
Emergency Medicine (RCPSC)	Dr. D. Ha	Voting
Family Medicine	Dr. M. Morros	Voting
Family Medicine, Enhanced Skills	Dr. N. Dhaliwal	Voting
General Surgery	Dr. M. McCall	Voting
Internal Medicine	Dr. T. Carpenter	Voting
Obstetrics and Gynecology	Dr. V. Capstick	Voting
Pediatrics	Dr. J. Foulds	Voting
Psychiatry	Dr. Y. Zhang	Voting
Surgical Foundations	Dr. J. Nagendran	Voting
Lab Medicine Specialty Representative	<i>Vacant</i>	Voting