Social commitment and change processes in physician training program.

Sherbrooke (Canada) committed journey towards training Family Physicians.

Paul Grand’Maison
Martine Morin
Paul Grand’Maison, MD, MSc, FCFP, FCAHS
- Director, Office of International Relations (05-2012)
- Director, WHO/PAHO CC (since 2001) on the development of health human resources responsive to the health needs of the population
- 2002 to 2011: Vice-dean for UGME

Martine Morin, MD, FCFP
- Co-Director of the WHO/PAHO CC (since 2009) on the development of health human resources
- Co-coordinator of the Sherbrooke-Uruguay regional partnership project
Canada health care organizations

• Universal and public system
• Integration/complementarity of levels of care
• Health and social services
• Major role for PHC
• Quebec (2002) : Family Medicine Groups (GMF):
  – MDs (> 5) + other professionals
  – A list of registered patients
  – Wide variety of services and on-call systems
  – Various and mixed remuneration systems
  – Rigorous evaluation
Social commitment and change process
« The direction in which education starts a man will determine its future mind »

-Platon
Canada, Québec, Sherbrooke
Sherbrooke Faculty of Medicine and Health Sciences
Faculty History

- Founded in the 60’s to respond to the needs of communities out of large cities
- Recognized for its educational innovations
- Since 2001: A WHO/PAHO CC
- 2006: Faculty of Medicine and Health Sciences
- Numbers (2012):
  - 525 full time teachers / 1200 part time teachers
  - 3 500 students
  - 1 000 employees
Sherbrooke : social commitment to PHC

- Since its beginning of activities
- Mission and/or 4-year strategic plans include the term Social Responsibility (since end of 90’s)
- Family Medicine Residency program in community-based educational sites
- Committed expected results since 2005 for its MD graduates:
  - Family Medicine : 50%
  - «Generalist specialties »: 25%
- International collaboration
Training physicians

College (2 years)

University (Variable)

MD Program (4 or 5 years)

Family Medicine – CFPC
(2 years)
3rd year optional

Specialities – RCPSC
(4 to 7 years)
Fellowship optional

Postgraduate Medical Education

Practice
Sherbrooke MD Program

• 1966: First students. System-based with a basic and clinical sciences integrated curriculum

• 1987: Major reform: Small groups, problem-based learning (PBL) and community-oriented education (COE)

• 1998-2010: ↑ number of 1st year students (90 to 210)

• New pipelines, new approach to admission

• 2006: 2 outside campuses (whole program)

• 2014: curriculum reform
MD Sherbrooke : 3 sites

Saguenay
Québec
Sherbrooke
Montréal
Moncton

Avril 2011
Sherbrooke MD Program
2006 : Major Clerkship reform

• Focus on basic general competencies

• CanMeds roles

• Task-based program: 100 most relevant and “trans-disciplinary” (not specialty-based) clinical situations (abdominal pain, fever, etc.) for which
  – appropriate differential diagnoses for a “general physician” are outlined
  – expected tasks to be completed by graduates are delineated
  – level of competencies defined
Learning opportunities for PHC
Clinical experiences and results
4 years MD program

Phase I
1st year
- IPM
- Biologie médicale I
- Biologie médicale II
- Stage immersion clinique

Phase II
- Santé et médecine des âges
- Système nerveux
- Sciences psychiques
- Appareil locomoteur
- Médecine preventive et santé publique

Phase III
2nd year
- Appareil cardio-vasculaire
- Appareil respiratoire ORL
- Appareil digestif
- Appareil urinaire
- Hématologie
- Maladies infectieuses
- Stage APP en communauté
- Système endocrinien
- Appareil de reproduction et sexualité humaine

Phase IV
3rd year
- Unité d'intégration multidisciplinaire Préexternat
- Electif I
- Electif II
- Electif III
- Médecine de famille et soins aigus (anesthésie)
- Chirurgie générale
- Sélectif I

Externat (Stages)
4th year
- Psychiatrie
- Santé communautaire
- Médecine interne spéc.
- Pédriatrie générale
- Sélectif II
- Obstétrique Gynécologie
- Sélectif III
- Préparation à l'examen terminal
- Examen terminal
- Electif IV

Integration I
Integration II

Examen terminal
Examens d'aptitude du Conseil médical du Canada
Période d'examens
Promotion
Diplôme

2012-12-03 PAHO PHC Buenos Aires

UNIVERSITÉ DE SHERBROOKE
Faculté de médecine et des sciences de la santé
Curriculum and PHC

- Y-1: 2 w. of clinical immersion in community based sites
- Y-2: 2 w. of clinical immersion in community based sites
- Preclinical years small group teachers:
  - ~25% by family physicians
  - ~25% by « generalist specialists »
- Leadership role of family physicians:
  - Program director
  - Phase and unit directors
  - Evaluation and promotion committee
  - Clerkship director
Curriculum and PHC

Clerkship: total number of rotation weeks: 64

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<tbody>
<tr>
<td>Family Medecine</td>
<td>8 weeks</td>
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<tr>
<td>« Generalist specialities »</td>
<td>20 weeks</td>
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<tr>
<td>Public Health</td>
<td>4 weeks</td>
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<tr>
<td>Electives (16 weeks) : mean number of weeks in PHC</td>
<td>4 weeks</td>
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Training sites network

- Comprehensive and integrated
- 1 university hospital: Sherbrooke. Pop.: 150,000. Region of 325,000 people
- 3 major affiliated teaching hospitals in our major sites in Longueuil, Saguenay and Moncton. Pop.: 150,000
- 3 community hospitals in cities of approx. 50,000 habitants
- 10 community sites in cities less than 25,000 habitants
<table>
<thead>
<tr>
<th>Discipline</th>
<th>%*</th>
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<tr>
<td>Family Medicine</td>
<td>~ 45% / 50%**</td>
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<tr>
<td>« Generalist » specialities (General Internal Medicine, General Surgery, Psychiatry, Pediatrics, Ob-Gyn)</td>
<td>~ 30%</td>
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<tr>
<td>SubSpecialties</td>
<td>~ 20%/25%</td>
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* Mean for the last 5 years (2007-2012)
** 1st choice (2007-2012) for Family Medicine : 32% to 38%
Sherbrooke MD : Graduates location of practice

• Out of larger cities in Quebec (Sherbrooke, Québec, Montréal) and in New-Brunswick (Moncton): approximately 65%

• Award from Canadian Association for Rural Medicine: medical school with the higher percentage of graduates staying in rural regions after 5 years of practice
Residency in Family Medicine

- Initial program: 1970 (first FM teacher)
  - A 2 year integrated program
- A university department of FM: 1975 (5 teachers – 15 residents)
- Progressive increase of graduates taking the program
- Compulsory program for family practice: 1988
- 2012: 200 residents, 60 full time teachers, 500 part time teachers
- 9 FM teaching units (all GMF)
  - 4 in cities of 150,000 inhabitants
  - 5 in cities of less than 50,000 inhabitants
PHC : Nursing education at FMSS

- Bachelor degree since 1979
- Master and PhD since end of the 80s
- Since 2005 3 pathways
  - Acute care (in hospital)
  - Community based care (PHC)
  - Chronic diseases : adaptation and rehabilitation
- Since 2008 : Specialised nurse practitioner program in PHC (extensive collaboration with department of Family Medicine)
International commitment for PHC

• CC WHO/PAHO, Network-TUFH, THE Net, others

• Projects supporting development of PHC and Family Medicine (MD program and residency)
  – Mali (15 years, $$$)
  – Uruguay (6 years, $$)
  – Haiti (2 years, $)

• Leadership for an international project (2011 - 2015) of francophone medical schools (n = 28 out of 130) on social accountability
Conclusion
The repeated actions of each of all, their acts, how minimal they are, and the commitment of all are those elements that make a generational change.

Robert Kennedy
« DOING IT IS COSTLY »

« NOT DOING IT WILL BE MUCH MORE COSTLY »
Sherbrooke Faculty of Medicine and Health Sciences