



# Care of the Elderly Program: Training Future Physicians and Promoting Research and Clinical Excellence for the Medically Complex Senior

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# Disclosure

- I have no relationship that could be perceived as placing me in a real or apparent conflict of interest in the context of this presentation.

# Learning Objectives

- Participants will be able to:
  - Describe Care of the Elderly (COE) Programs
  - Describe the development of incremental Core Competencies for Family Medicine residents and COE residents

# Background

- North America's population is aging
- Current and projected increases in seniors have important implications for delivery of health care services
  - 15% of the current Canadian population are aged 65+
  - % projected to increase to 27% by 2056
  - Projections in United States similar
    - By 2040, 21% of the population will be 65+
- Demographic changes have resulted in a need to provide Family Physicians with the needed skills for caring for an aging population

# Care of the Elderly (COE) Programs

## - Established

- COE Programs officially established in Canada in 1989
- Currently, there are 15 COE Programs in Canada
- The COE Program was established and accredited at the University of Alberta in 1993<sup>1</sup>

1. *Specific Standards for Family Medicine Residency Training Programs Accredited by the College of Family Physicians of Canada* (Commonly known as the 'Red Book') – Available at <http://www.cfpc.ca/uploadedFiles/Red%20Book%20English.pdf>.

# COE Programs

## - Supplementary Training

- “Provide elective, supplementary training in care of the elderly for 6 or 12 month’s duration, available after the 2-year core Family Medicine residency”
- Joint program at the University of Alberta between the Division of Geriatric Medicine and Division of COE
  - Joint Residency Program Committee and Academic Half Day

# COE Programs

## - Length

- 6 months to 1 year Enhanced Skills Diploma Program
  - Core program requirements including geriatric inpatient, geriatric psychiatry, ambulatory, continuing care, and outreach
  - Longitudinal outpatient geriatric assessment and management clinic weekly
  - Research project requirement

# Research Project

- Residents are required to do a research project; usually a retrospective chart review
- They are required to obtain an ethics approval
- Residents present their research at Geriatric Grand Rounds which are telehealthed across the province of Alberta
- Supported by Director of Research (PhD) and a Research Coordinator



# COE Programs

## - Core Competencies

- Program designed to cover 85 Core Competencies encompassing the CanMEDS-Family Medicine Roles<sup>2</sup>
  - Cognitive and Functional Assessments; Incontinence; Medication Management; Adverse Events and Safety; Transitions of Care, Professionalism, etc.

2. *CanMEDS 2005 Physician Competency Framework: <http://rcpsc.medical.org/canmeds/CanMEDS2005/CanMEDS2005e.pdf>*

# COE Programs

## - Training Capacity

- 4 one-year positions each year
- 54 residents have completed the COE program to date
- Majority have completed the 6 month program
- Program recently expanded
  - 1 year program with an Exit Examination

# COE Programs

## - Employment Following Graduation

- 80% of COE graduates work as COE physicians
- 0.7 Full Time Equivalent (FTE)

# Location of COE Graduates



# COE Practice

- Primary care geriatric practices:
  - Senior Clinics
  - **C**omprehensive **H**ome **O**ption **I**ntegrated **C**are of the **E**lderly Programs (CHOICE)
  - **G**eriatric **E**valuation & **M**anagement Teams (GEM)
  - Supportive Living
  - Continuing Care Teams
- Functions typically done by Geriatricians:
  - Consultations
  - **A**cute **C**are of the **E**lderly units (ACE Units)
  - Geriatric rehabilitative teams
  - Academic contribution to many university-based training programs
  - Non-clinical teaching, administration, and research

# Core Competencies

## - The Need

- Historically, COE *Enhanced Skills Diploma* relied on clearly defined educational objectives
  - Provides residents with requisite medical knowledge and clinical assessment skills
- Core competencies needed to:
  - Define expected levels of overall competence for practice;
  - Directly assess residents' clinical competence; and
  - Demonstrate the added benefit of further training

# Core Competencies

## - Development (1)

- Selection of committee members
- Identification of potential Core Competencies
  - Review of the pertinent literature (e.g., PubMed/Medline)
  - Review of guidelines (e.g., American/Canadian Geriatrics Society)
  - Initial core competencies based on 20 core competencies for medical students developed by the Medical Education Committee of the Canadian Geriatrics Society<sup>3</sup>
  - Also based core competencies at the PGY-I and -2 level for Family Medicine residents (Health Care of the Elderly Committee)

3. Parmar J (on behalf of the Medical Education Committee of Canadian Geriatrics Society). Core Competencies in the Care of the Older Persons for Canadian Medical Students. *The Journal of Canadian Geriatrics Society*.2009:12(2);70-73.

# Core Competencies

## - Development (2)

- Iterative Process
  - Core Competencies selected for the two groups (Post Graduate Year-1/2 Family Medicine and Post Graduate Year-3 COE)
  - Core Competencies then reviewed by a group of six experts in the area
  - Final set of Core Competencies based on formalized consensus process (e.g., meeting, reviewing, discussing, and reaching agreement)



# Core Competencies

## - 'Results'

- Built on the 20 agreed for medical students and an additional 7 that were added by the Health Care Of the Elderly Committee
- 30 added for a total of 57 Post Graduate Year-1/2 Family Medicine Core Competencies
- 28 further added for a total of 85 Post Graduate Year-3 COE Core Competencies

# Conclusions (1)

- University of Alberta Division of COE
  - Infrastructure and training program provides innovative team-based models of care
- Introduction of Core Competencies
  - Will assist in further refinement of the program
- Ongoing evaluation
  - Allows for assessment of the effectiveness of the Core Competencies

## Conclusions (2)

- 85 Core Competencies instituted in our COE Program at the University of Alberta
- 57 Core Competencies also instituted for PGY-II Family Medicine residents
- Future Directions
  - National Adoption
- How
  - College of Family Physicians Canada Working Group on the Assessment of Competence in Health Care of the Elderly