Postgraduate Board of Medical Assessors

What the BMA Can Do for You and Your Residents
And
How to Refer

David Tannenbaum MD, Chair
Susan Edwards MD, Director, Resident Wellness
Purpose of BMA:

- To consider and determine whether there is a medical condition that affects, or may affect, the ability of a trainee to participate, perform or continue in the training program.

- To make recommendations regarding such matters to the Dean.
  - Advisory role of the BMA.

- 2 sub-boards: UG and PG.
Membership and Meetings

- Broad representation from faculty
- Core and alternate members
- Monthly meetings of 1.5-2 hours
- Quorum = 5
  - Rep from specialty
    - Has not supervised trainee
  - Psychiatrist
  - Chair or Vice-Chair
  - Director of Resident Wellness
Referrals

- Board of Examiners
- Programs, via Director of Resident Wellness
- Details of referral process will be described by Dr. Edwards
Procedures:

- Relevant materials including reports from treating physicians are gathered - with resident consent
- Circulated confidentially in advance of meetings
- Case is discussed with specific attention to questions posed by referring source
Procedures (cont’d)

- Board will determine whether a medical condition is affecting ability to participate in the program, and decide on a recommendation,

Or,

- Board will determine that further assessment is required, and will discuss the resident again once reports are received.
Possible Outcomes:

a. Trainee is required to withdraw either permanently or until appropriate investigations have been completed and effective treatment is in place

b. Trainee continues in the program while investigations and/or treatments are initiated

c. Trainee continues in the program with specified modifications or accommodations

d. Trainee continues without modifications or accommodation
Themes Among Cases Reviewed

Clinical skills or professionalism concerns

- In the context of medical or mental health issue
  - Is assessment complete, management optimized
  - Learning abilities

Accommodation questions

- Extent required
- Competency acquisition within accommodated program
- Evaluation of the resident under accommodation
- Patient safety

Role of Physician Health Program, OMA

- Monitoring requirements
Resources for Assessment

- Personal physicians of the resident
- OMA Physician Health Program
- Independent medical examiners
- Allied health professionals
- CAMH Work, Stress and Health Program
PROCESS OF A BMA REFERRAL

Susan Edwards
Director of Resident Wellness
PD contacts my office
- Is a BMA referral necessary?
- What are the issues that have led to the need for a referral?
- What are the exact questions you want the BMA to answer?

Referral received
- Consider BMA meeting dates- second Friday of the month

BMA-PG Chair made aware of referral through Faculty Affairs Officer

To consider: what is your “script” to let resident know you are referring him/her?
INFORMATION GATHERING PHASE

- DRW meets with resident
  - Review BMA Terms of Reference
  - Collection of medical information-discussion and signing of consent
  - Reports sent to BMA members via Faculty Affairs Officer
POST MEETING PROCESS

- Board report sent to Vice Dean for approval then to referral source, resident, DRW
- DRW meets resident to discuss recommendations
- DRW arranges recommended assessments
- Assessment reports reviewed at next available BMA meeting
CHALLENGES AND RATE LIMITING STEPS

- Ensuring the referral clearly identifies the problems and poses the key questions for the BMA to answer
- Face to face meetings with resident pre and post

GETTING MEDICAL INFORMATION

- In a timely way
- That helps the BMA make recommendations
- Arranging the right assessments that move the process forward
- Getting reports in timely way
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| Consider whether there is a medical condition that affects or may affect ability of trainee to perform in program  
- doesn’t evaluate performance  
- makes recommendations about continuation in program | Reviews cases of residents in academic difficulty and determines appropriate course(s) of action  
Assesses resident’s performance (academic, professional…)  
Makes recommendations on progression of resident through program. |
HOW YOU CAN HELP

- Talk to DRW before making your referral
- Gather your evidence, formulate your questions
- Explain to resident initial stage of process
- Patience....
HOW BMA HELPS YOU

- Offers independent evaluation of medical conditions possible affecting performance
- Support development of accommodated training schedules
- Allows PD to be the educator/administrator and not the physician