



## What is CBD?

**Competency By Design** is the Royal College's model of Competence-Based Medical Education (CBME) which is an educational model that is...

- More oriented to **outcomes** rather than time in training (i.e. what trainee can DO)
- More **flexible** to learners' prior skills and current needs
- Training using a **coaching** approach with more regular feedback & entrustment decisions
- Enhanced **tracking** of learners' progress and performance

## What is an EPA?

An Entrustable Professional Activity is a **unit of work** actually done during the clinician's day (e.g., admit a patient to hospital, carry out a procedure, lead a family meeting)

- There are **29 EPAs** for the PGY1-4 Internal Medicine training program
- Each EPA gets **assessed several times** for each resident
- Each EPA is made up of several "**milestones**"
- The EPAs increase in **complexity** through stages

## Learn more about EPAs and CBD:

### READ Factsheets:

CBD Terminology Click [here](#)

Improving feedback tips: Click [here](#)

### WATCH an eModule on:

CBD in Internal Medicine: Click [here](#) to watch

EPAs 101: Click [here](#)

### VISIT

[www.deptmedicine.utoronto.ca/cbme](http://www.deptmedicine.utoronto.ca/cbme)

for general information on resources and events.

Questions? CONTACT us at

[im.cbd@utoronto.ca](mailto:im.cbd@utoronto.ca)

Primer for EPA FOD 3 - **CONSULTING SPECIALISTS** and other health professionals, synthesizing recommendations, and integrating these into the care plan

*This EPA focusses on the ability to consult specialists and other health professionals, synthesize their recommendations, and integrate these into the care plan. The assessor can be the supervisor, the physician specialist being consulted or another health professional. Setting will include ambulatory care, inpatient and the emergency department.*

*It is usually done in the **Foundations of Discipline (FOD)** stage (last 9 blocks of PGY1). It can be done in **Transitions to Discipline (TTD)** stage (first 4 blocks of PGY1).*

### EPA MILESTONES: FOD3 Consulting Specialists

1. Recognize limits in abilities and scope of practice, and consult specialists and/or other health care professionals when needed
2. Develop and prioritize well defined questions to be addressed with a consultant or other health care professional
3. Incorporate consultant recommendations into diagnostic and treatment plans
4. Coordinate investigation, treatment, and follow-up plans when multiple physicians and healthcare professionals are involved
5. Ensure follow-up on the results of consultation requests and/or recommendations
6. Apply knowledge of the roles and scopes of practice of other health care professionals for optimal patient care

### HOW TO COMPLETE AN EPA ASSESSMENT:

1. You or the resident initiate the assessment. The assessment may be based on direct observation or case discussion.
2. You or the resident sign onto Elentra, and provide the assessment demographics. This can be done on the mobile phone or computer top.
3. From the list of milestones pertinent to the EPA, choose 2-3 milestones that are relevant to the activity, and indicate their performance level on each milestone you assessed, using the entrustment scale. You are not required to cover all milestones, but are welcome to.
4. Using the global entrustment scale, decide whether the resident can be entrusted overall to perform this activity with a similar case in the future. In general, residents are not expected to be entrustable early in a new stage of training, although this particular tool verifies skills that should have been learned in medical school.
5. Describe 2-3 strengths and 2-3 actions, or areas for improvement. Please provide detailed and actionable comments based on your observations of their performance.
6. Discuss your feedback with the resident.



**GLOBAL ENTRUSTMENT SCALE**  
(Autonomous and Consultancy levels are entrustable)