



THE COLLEGE OF  
FAMILY PHYSICIANS  
OF CANADA



LE COLLÈGE DES  
MÉDECINS DE FAMILLE  
DU CANADA

---

SECTION OF TEACHERS • SECTION DES ENSEIGNANTS

---

# CanMEDS-Family Medicine

A Competency Framework for  
Family Medicine Education and  
Practice in Canada

# Objectives

---

- Explain the rationale leading to the development of CanMEDS-FM
- Describe the content of CanMEDS-FM
- Demonstrate how CanMEDS-FM can be used across the learning continuum

Frank JR, ed. The CanMEDS 2005 physician competency framework. Better standards. Better physicians. Better care. Ottawa: The Royal College of Physicians and Surgeons of Canada; 2005 [cited 2009 Dec 14]. Available from: <http://rcpsc.medical.org/canmeds/index.php>.

2

# Background

---

- The Triple C Competency-based Curriculum was developed to train Canadian family medicine residents to meet societal needs using the best available educational evidence
- To deliver this, a framework to organize the competencies for family physicians was necessary

# What is a Competency Framework?

---

## Competencies in family medicine

= What a family physician must know and do in order to be effective

## Competency framework

= Organization and categorization of competencies

# Selecting a Framework

Existing attempts to describe the different roles of physicians:

- **Canadian**

- The Four Principles of Family Medicine (CFPC)\*
- EFPO Project
- CanMEDS 2005 (RCPSC)

- **International**

- EURACT Tree (Europe)\*
- ACGME (USA)
- IIME (USA)
- RACGP (Australia)\*
- Dundee Outcome Model (Scotland)
- RCGP (UK)\*

\*Developed for Family Medicine

# Selecting a Framework

- Focus given to those developed in the Canadian context
- The Four Principles of Family Medicine (CFPC) (1985)
  - Describes the discipline of family medicine and the work of family physicians
  - Not intuitive or operational
- CanMEDS 2005 (RCPSC)
  - Contribution of family physicians through EFPO
  - Common language across specialties and throughout the continuum of learning
  - Operational, educationally speaking

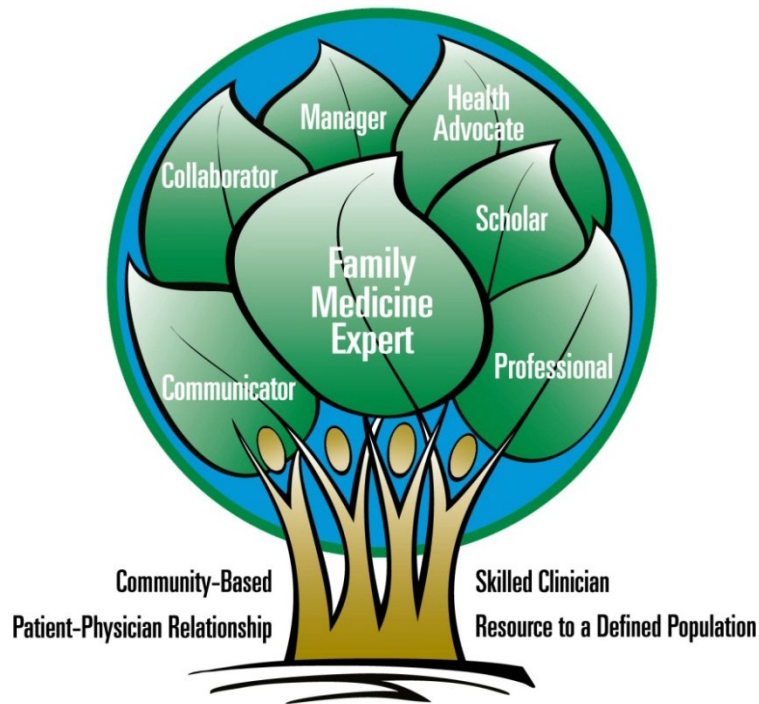
6

# Selecting a Framework

---

- No existing competency framework adequately described family medicine in Canada and was educationally operational
- A novel framework for family medicine was developed, based on CanMEDS 2005

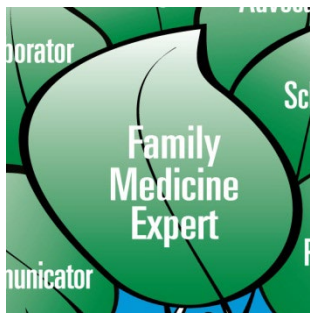
# Introducing ... CanMEDS - Family Medicine (CanMEDS-FM)



- Seven Roles with FM Expert as integrating Role
- Four Principles inspire and inform the Roles as “roots”

Adapted from the CanMEDS Physician Competency Diagram with permission of the Royal College of Physicians and Surgeons of Canada. Copyright © 2009.





# Family Medicine Expert

- Major modifications from CanMEDS 2005’s “Medical Expert” Role
- Defines family physician as the personal physician in a long-term relationship of trust with patients and families
- Highlights include
  - The patient-centred clinical method
  - Comprehensive, continuing care
  - Management of complex situations
  - Coordinating care and collaboration



# Communicator

- Significant modifications from CanMEDS 2005
- Highlights include:
  - Centrality of the patient–physician relationship
  - Understanding patients’ experience of illness
  - Developing common understanding
  - Effective use of oral and written communication
  - Empowering patients to “take charge” of their own health
  - Communication with different type of patients and challenging situations



# Collaborator

- Moderate modifications from CanMEDS 2005
- Highlights include
  - Participating in collaborative team-based models of care and interprofessional health care teams
  - Engaging patients and families as active participants in care
  - The family physician as community-based
  - Work with consulting professionals and community agencies
  - Management of scarce resources and understanding of the health care system

11



# Manager

- Moderate modifications to CanMEDS 2005 Role
- Highlights include
  - First-contact nature of family medicine
  - Coordinating patient care and FP as a resource to one's patient population
  - Contributing to effectiveness in health care systems
  - Working in different primary care models
  - Practice and career management, and effective use of resources
  - Serving in administrative and leadership roles

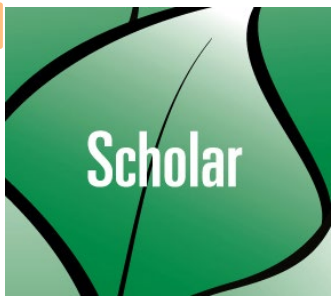
12



# Health Advocate

- Minor modifications from CanMEDS 2005
- Highlights include:
  - Respond to patients' needs
  - Respond to community needs
  - Identify determinants of health
  - Identify means of promoting health of patients and communities





# Scholar

- Minor modifications from CanMEDS 2005
- Highlights include:
  - Self-directed learning
  - Critical appraisal
  - Educating others
  - Contributing to new knowledge and approaches

- Moderate modifications from CanMEDS 2005
- Highlights include:
  - Commitment to patient well-being
  - Integrity, commitment and ethical practice
  - Respecting colleagues and team members
  - Demonstrating reflective practice
  - Physician self-care
  - Using evidence-based medicine and critical appraisal
  - Participating in profession-led regulation

# CanMEDS-FM

---

*Is Relevant to all Stages of Learning and Practice*

- Undergraduate
  - Medical students learn the Roles as outlined in CanMEDS-FMU
- Postgraduate
  - Residents are trained in the CanMEDS-FM Roles across the Domains of Clinical Care, through a Triple C Curriculum
- Practice
  - Family physicians demonstrate Roles in practice
  - May prove useful to organize CPD objectives

16



# Acknowledgment

---

This PowerPoint presentation was authored by Andrew Organek, on behalf of the Working Group on Curriculum Review.

David Tannenbaum, MD, CCFP, FCFP (Chair)

Jill Konkin , MD, CCFP, FCFP

Ean Parsons, MD, CCFP, FCFP

Danielle Saucier MD, MA (Ed), CCFP, FCFP

Liz Shaw, MD, CCFP, FCFP

Allyn Walsh, MD, CCFP, FCFP

Jonathan Kerr, MD, CCFP

Andrew Organek, MD, CCFP

Suggested citation: Organek A, Tannenbaum D, Kerr J, Konkin J, Parsons E, Saucier D, Shaw E, Walsh A. CanMEDS-Family Medicine: a framework of competencies in Family Medicine. [PowerPoint presentation]. Mississauga ON: College of Family Physicians of Canada; 2011.

17

# Based Upon

---

## CanMEDS-Family Medicine: A Framework of Competencies in Family Medicine

Tannenbaum D, Kerr J, Konkin J, Organek A, Parsons E, Saucier D, Shaw L, Walsh A . *CanMEDS-Family Medicine. Report of the Working Group on Postgraduate Curriculum Review-Part 1*. Mississauga ON: College of Family Physicians of Canada; 2011 [Available Here](#)

18

# For More Information

Tannenbaum D, Kerr J, Konkin J, Organek A, Parsons E, Saucier D, Shaw L, Walsh A. *Triple C Competency-based Curriculum. Report of the Working Group on Postgraduate Curriculum Review-Part 1*. Mississauga ON: College of Family Physicians of Canada; 2011 [Available Here](#)

Frank JR, ed. The CanMEDS 2005 physician competency framework. Better standards. Better physicians. Better care. Ottawa: The Royal College of Physicians and Surgeons of Canada; 2005 [cited 2009 Dec 14]. Available from: <http://rcpsc.medical.org/canmeds/index.php>.

Tannenbaum D, Kerr J, Konkin J, Organek A, Parsons E, Saucier D, Shaw L, Walsh A. *Triple C competency-based curriculum Report Part 2*. Mississauga ON: College of Family Physicians of Canada; 2011; in press. [Available Here](#)

Tannenbaum D, Kerr J, Konkin J, Organek A, Parsons E, Saucier D, Shaw L, Walsh A. *Scope of Training*. Mississauga ON: College of Family Physicians of Canada; in press.

Donoff M, Iglar K, Oandason I, Saucier D, Schipper S, Wong E. *Alignment Statements. Report of the Alignment sub-committee of the Triple C Task Force Executive*. Mississauga ON: College of Family Physicians of Canada; in press.

Allen T, Bethune C, Brailovsky C, Crichton T, Donoff M, Laughlin T, Lawrence Kl. *Defining Competence in Family Medicine for the Purposes of Certification by the College of Family Physicians of Canada: The Evaluation objectives in Family Medicine (updated December 2010)*. [Available Here](#)

Please visit [www.cfp.ca](http://www.cfp.ca) for a series of articles on the Triple C Competency-based Curriculum, published in *Canadian Family Physician*

19