

# The Assessment Verification Period

A Requirement for all IMGs

# Background

- July 2004: first IMGs entering postgraduate training via direct entry at PGY-1 level through CaRMS
- Medical schools and CPSO developed structure of AVP (based on existing PEAP)
- All IMGs since July, 2004 required to pass AVP to continue training
- Duration initially 8-12 weeks; since 2006 standardized at 12 weeks

# Purpose of the AVP

- To determine if candidates can function at their appointed level of training prior to acceptance into the program
- Allows program director to assess candidate's basic skills in IM, OB/GYN, peds, psychiatry, and general surgery (appropriate for practice in chosen discipline)

# Purpose of the AVP

Opportunity for PD to ensure candidate...

- Is mentally competent to practice
- Has ability to practice with decency, honesty, and integrity in accordance with the law
- Has sufficient knowledge, skills, and judgment
- Communicates effectively
- Displays a professional attitude

# AVP Supervision

- AVP must occur within appropriate, supervised clinical activity
- Supervision includes not only appropriate level of support, but also **direct observation** of clinical performance

# Licensure

- Candidate must have valid certificate of registration:  
Pre-entry Program Certificate of Registration
- Once AVP completed, final assessment form needs to be sent to CPSO
- CPSO then issues postgraduate certificate

# Important!

- AVP certificate will expire automatically after 12 weeks!
- Final report **MUST** be received to ensure transition to regular PG certificate from CPSO to allow continued training
- If unsure, **ASK** your program administrator (or the PGE Office) if the final report has been sent to CPSO

# Status of AVP Candidates

- Not residents
- Paid
- Supported by PAIRO
- Training will count IF AVP successful



# Assessment Format

- AVP may include several rotations
- Regular evaluations, written feedback

# AVP: Process

- Documented face-to-face meetings and formal evaluations at 2, 8, 12 weeks
- May extend AVP if needed for remediation

# Remediation

- 6 week period of remediation can be added with support of PG program
  - Requires a remediation plan and an extension of the AVP certificate from CPSO
- Extension of the AVP certificate to enable a further 6 week remediation period MAY be requested from CPSO
  - Approval of CPSO's Registration Committee required

# Outcomes of the AVP

## Satisfactory

- Candidate continues in PG training program
- Training counts

## Unsatisfactory

- Remediation

## Withdrawal

- May impact ROS agreements

# Appeals

- Unsatisfactory evaluations may be appealed on process issues
- PGE website has link to AVP Policy outlining appeals process

# Consequences of Failure

If an AVP candidate is unsuccessful in the 12-week AVP AND performance remains unsatisfactory following 6-12 week remediation period...

- Training appointment is terminated and training does not continue
- Candidate cannot apply again to same specialty at same level of entry
- Candidate may apply to different specialty

# Vacation

- Discouraged during AVP

# Before the AVP

- Family medicine: candidates must complete FM-pre-residency program through CEHPEA
  - 13.5-15 weeks
  - Phase 1 – structured workshops in Toronto
  - Phase 2 – structured clinical placement orientation (at UWO)
- Specialties: Orientation to Training and Practice in Canada through CEHPEA
  - 4 weeks
  - Toronto



# Program Responsibilities

- Careful supervision
- Well-informed assessment
- Regular feedback
- Meticulous documentation

# What to Expect

- Regular feedback
  - 2,8, and 12 weeks *at a minimum*
  - Don't be afraid to **ask** for feedback
- Reasonable expectations
  - Preceptors know the environment is new and stressful
  - Don't be afraid to discuss challenges with preceptors

# Problems?

- Talk to your preceptor or program director **early** if you are struggling
- Involve PGE Office at any time if you are concerned
- PG Dean (Dr. Watling) available to meet on request

