**Specialist Enhanced Skills Program in Palliative Medicine Proposal**

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The Enhanced Skills Program in Family Medicine began in 1995 in an effort to meet the medical skill needs of underserviced communities of British Columbia. Since that time, many physicians have identified needs in their communities, both rural and urban, that would be well met by family physicians with appropriate focused training. The Program was open to graduates of Royal College residency programs until the establishment of the 2-year Royal College Subspecialty Palliative Medicine Program in 2017, and since then has been restricted to only graduates of a Family Medicine program. There is a gap in training opportunities for specialists in a variety of disciplines who do not intend to become full-time palliative medicine specialists but would like to enhance their skills to deliver a palliative approach to care within their own specialty.

The Koerner-Owen Endowment has been under-utilized in recent years, and the balance available for distribution to residents has accumulated to approximately $80,000, with an anticipated surplus after Palliative Medicine residents have met their needs of up to $10,000 per year. This sufficient to fund two 3-month residencies, depending on the level of salary required for the applicant. Once the surplus in the account is used up, additional sponsorship can be sought to be able to offer this on an ongoing basis, possibly one specialist physician per year.

**Program Overview**

The Division of Palliative Care in the Departments of Medicine and Pediatrics at the University of British Columbia would like to make available 2 three-month enhanced training positions for specialist physicians in the province of British Columbia for the purpose of developing specific advanced skills in Palliative Medicine. These positions represent a commitment on the part of Division to respond to community needs in an effective way. They will be supported initially by the Koerner Owen Endowment Fund for Palliative Care Education, and subsequently additional funding will be sought.

This will be a flexible program aimed to accommodate a practicing specialist physician’s requirements for enhanced training, linked to an identified need within a specific specialty or a geographic area. Depending on the residency, and the goals and objectives of the resident, training may take place completely in major teaching hospitals, or there may be opportunities for training in community hospitals or other appropriate community sites throughout the province with physicians skilled in Palliative Medicine. Teaching is interdisciplinary and focused on the specific needs of the candidate.

**Objectives**

Specific learning objectives will need to be developed between the candidate, their preceptors, the Division of Palliative Care and the Department of Medicine. There will be no set curriculum for this program as prior experience and learning needs are expected to vary between trainees.

**Program Benefits**

A Letter of Completion will be provided to residents following their training. This program will not lead to eligibility for any formal Royal College qualification, but may be considered as a contributing component of eligibility for sitting the Subspecialty Palliative Medicine examination via the practice-eligible route, if a physician decided to pursue that in the future.

**Salary**

Successful candidates will be registered and paid as a UBC resident at the rate assigned to the residency year most appropriate considering their prior training. For information on salary and benefits for medical residents in BC, please see the [Collective Agreement from Resident Doctors of BC](https://residentdoctorsbc.ca/bargaining-benefits/collective-agreement/), chart on salaries from April 2019 onwards abstracted here:

|  | **Annual** | **Monthly** | **Bi-Weekly** |
| --- | --- | --- | --- |
| **Resident V** | $77,184.09 | $6,432.01 | $2,957.24 |
| **Resident VI** | $82,405.65 | $6,867.14 | $3,157.30 |
| **Resident VII** | $87,819.41 | $7,318.28 | $3,364.73 |

A 12-week program would draw a salary of:

R5 $17,743.44

R6 $18,943.80

R7 $20,188.38

Teaching with patient care payments come to approximately $150 per week, so the for a 12-week program $1,800 would need to be budgeted to pay preceptors.

Benefits would also be necessary, estimated approximately 20% of salary.

The total cost per trainee would therefore vary between $23,092 and $26,026.

**Eligibility**

We require all candidates to satisfy the following criteria:

1. FRCPC certification, or
2. Eligibility for FRCPC certification or a resident in their final year of a Specialty/Subspecialty residency, or a physician who is practice-eligible to sit the RCPSC certification examination during the ES residency year.

Applications will be considered and approved in the following priority order according to training time and training spots available:

* Licensed physicians practicing in British Columbia for a minimum of 6 months already, seeking to develop enhanced skills to meet an identified community need.
* Physicians straight from a UBC residency program with an interest in a particular area of enhanced skills where there is a clear and urgent identified need, with or without links to a specific community.

**Application Process**

Applications may be made at any time using the form [Insert link to the application form]. A Curriculum Vitae will be required, and two letters of reference will be required, sent directly from the referee to the Program Administrator, Kathryn Inman at ksinman@mail.ubc.ca.

A letter of community support from a health authority senior executive will be required to support the need for this expertise from the community of practice in which the resident will be providing service following their Enhanced Skills training, and the community’s willingness to utilize the skills of the physician once acquired.

Applications will be reviewed no more than twice a year by a committee created for this purpose, only when sufficient funding is available. The timelines will be clearly indicated on the Division of Palliative Care website once the program is approved.

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