

**Physical Medicine and Rehabilitation
University of Toronto
Rotation Specific Goals and Objectives
Musculoskeletal Rehabilitation**

For this rotation, please FOCUS the evaluation on the following CanMEDS roles: 1) Medical Expert; 2) Manager; 3) Professional

General Requirements:

- Know the role of each inpatient and outpatient team member – clinical and administrative - and how they function in the rehabilitation team
- Demonstrate diagnostic and therapeutic skills for ethical and effective patient care
- Demonstrate effective consultation skills with respect to patient care, education and medical-legal opinions

Medical Expert

Definition:

As Medical Experts, Physiatrists integrate all of the CanMEDS Roles, applying medical knowledge, clinical skills, and professional attitudes in their provision of patient-centered care. *Medical Expert* is the central physician Role in the CanMEDS framework. The Physiatrist is a medical specialist, expert in the comprehensive diagnosis, management and rehabilitation of people of all ages with neuromusculoskeletal disorders and associated disabilities.

1. Function effectively as consultants, integrating all of the CanMEDS Roles to provide optimal, ethical and patient-centered medical rehabilitative care

- Demonstrate compassionate and caring professional attitude in dealings with patients and family members
- Demonstrate respect for other team members
- Demonstrate patient focused approach in the management of patients suffering from MSK diseases
- Demonstrate commitment to learning and evidence based practice
- Demonstrate ethical behaviour and sensitivity to gender, cultural and social issues

2. Establish and maintain clinical knowledge, skills and attitudes appropriate to their practice

- Demonstrate knowledge of the anatomy and physiology of bone, muscle, tendons, ligaments and cartilage
- Demonstrate knowledge of the origins and insertions of all muscles in the human body
- Demonstrate knowledge of the anatomy of peripheral nerves and the brachial plexus

- Be able to diagnose and treat common musculoskeletal conditions of the neck, shoulders, elbows, wrists, hands, hip, knees, ankles
- Discuss pain syndromes including myofascial pain syndrome, fibromyalgia and CRPS
- Demonstrate knowledge of rheumatologic disorders including the following:
 - Osteoarthritis
 - Rheumatoid arthritis
 - Psoriatic arthritis
 - Seronegative Spondyloarthropathies
 - Crystal induced arthropathy
 - Juvenile rheumatoid arthritis
 - Connective tissue disorders and systemic arthritic disorders
 - Vasculitis
 - Sjogren's syndrome
- Demonstrate knowledge of common bone disorders including the following
 - Heterotopic ossification
 - Primary and secondary bone tumors
 - Osteomyelitis
 - Metabolic bone disease (osteoporosis)
- Describe congenital joint disorders (i.e. club foot, congenital hip problems)
- Demonstrate an awareness of cancer rehabilitation
- Demonstrate knowledge of common orthopaedic fractures
- Discuss the common surgical procedures used in the management of MSK conditions (i.e. arthrotomy, osteotomy, arthroplasty arthrodesis etc...)
- List early and late complication following joint arthroplasty

3. Perform a complete and appropriate assessment of a patient

- Obtain a focused musculoskeletal history
- Perform a focused musculoskeletal physical examination of the following areas:
 - Cervical spine
 - Shoulder
 - Elbow
 - Forearm, wrist, and hand
 - Thoracic spine
 - Lumbar spine
 - Pelvis/Hip
 - Knee
 - Lower leg ankle and foot
- Be able to interpret laboratory investigations, imaging studies and other types of investigations commonly utilized in MSK medicine
- Demonstrate knowledge of normal and abnormal gait patterns

4. Use preventive and therapeutic interventions effectively

- Manage daily medical and rehabilitation needs of patients with MSK disorders
- Describe the use of interventional therapeutic procedures for pain including:
 - Epidural injections

- Medial branch blocks
 - Percutaneous high frequency neurotomy
- Demonstrate how to stretch important muscles and muscle groups
- Demonstrate the difference between open chain and closed chain exercise

5. Demonstrate proficient and appropriate use of procedural skills, both diagnostic and therapeutic

- Demonstrate effective, appropriate, and timely performance of the following diagnostic and therapeutic procedures:
 - Arthrocentesis
 - Intra-articular injections
 - Soft tissue injections
 - Superficial surgical debridement of wounds
- Document and disseminate information related to procedures performed and their outcomes

6. Seek appropriate consultation from other health professionals, recognizing the limits of their expertise

- Demonstrate effective, appropriate, and timely consultation of another health professional as needed for optimal patient care
- Arrange appropriate follow-up care

Communicator

Definition:

As Communicators, Psychiatrists effectively facilitate the doctor-patient relationship and the dynamic exchanges that occur before, during, and after the medical encounter.

1. Develop rapport, trust, and ethical therapeutic relationships with patients and families

- Demonstrate effective communication skills with all team member and patients/families to optimize outcomes (patient adherence, patient/family satisfaction, team satisfaction)
- Develop a patient centered psychiatric care plan that acknowledges the unique psychosocial, cultural and economic needs of the patient
- Respect patient confidentiality (medical records), privacy (physical examination technique) and autonomy
- Demonstrate active listening:
 - appropriately identifies and prioritizes patient issues;
 - synthesizes and presents the patient's concerns, clinical examination findings, and creates an appropriate action plan
 - negotiate between therapeutic goals identified by the team and patient identified goals
- Gather information about a disease and how it affects patient's beliefs, concerns, expectations and illness experience

- Seek out and synthesize relevant information from other sources, such as a patient's family/caregivers and other professionals and review of relevant documentation (specialist consultations, blood work, imaging and operative reports)
- Synthesize the information gathered for the diagnosis and management of a particular patient problem and concisely articulate and document appropriately (i.e. team rounds/individual team members, family members, dictations, chart notes)

2. Convey relevant information and explanations accurately to patients and care givers, colleagues and other professionals

- Deliver information to a patient and their care givers, in a humane, respectful, clear, concise and accurate manner so that it is understandable and encourages discussion and participation in decision-making
- Deliver information to colleagues and other health professionals in a respectful, clear, concise and accurate manner to encourage and facilitate inter-professional person-centered collaborative practice
- Communicate in a timely, respectful, and effective manner with the family physician regarding patient care issues and identifying roles and expectations appropriate to each patients' needs
- Address challenging communication issues effectively, such as obtaining informed consent, delivering bad news, and addressing anger, confusion and misunderstanding with the patient, family members, and caregivers
- Update the patient's surgeon and other specialists of new urgent medical issues in a timely and respectful manner.

3. Develop a common understanding on issues, problems and plans with patients, care givers, and other professionals to develop a shared plan of care

- Engage patients, care givers, and relevant health professionals in shared decision- making to develop a plan of care and promote patient autonomy.

4. Convey effective oral and written information about a medical encounter

- Prepare and maintain clear, complete, accurate, and appropriate records of clinical encounters and plans
- Present verbal reports of clinical encounters and plans effectively
- Present medical information effectively to the public about a medical issue

Collaborator

Definition:

Collaborators, Physiatrists effectively work within a health care team to achieve optimal patient care.

1. Participate effectively and appropriately in an interprofessional health care team

- Work with others to assess, plan and provide integrated care for individual patients (or groups of patients)

- Participate effectively in interprofessional team meetings, family conferences and discharge planning conferences
 - Display behaviour in keeping with attitudes which value the unique professional contributions of the other health care professionals on the team
- Enter into interdependent relationships with other professions for the provision of quality care
- Demonstrate the ability to lead and/or facilitate a rehabilitation team including team and family conferences

2. Work effectively with other health professionals to prevent, negotiate, and resolve interprofessional conflict

- Demonstrate a respectful attitude towards other colleagues and members of an interprofessional team
- Work with other professionals to prevent conflicts

Manager

Definition:

As Managers, Psychiatrists are integral participants in health care organizations, organizing sustainable practices, making decisions about allocating resources, and contributing to the effectiveness of the health care system.

1. Participate in activities that contribute to the effectiveness of their health care organizations and systems

- Work collaboratively with others in their organizations
- Describe the structure and function of the health care system as it relates to psychiatry and the role of the Psychiatrist, including the management and administration of hospitals, clinical programs, academic institutions and licensing bodies
- Describe the structure and function of the health care system as it relates to patients with functional impairments, activity limitation and/or participation restriction, their community support and advocate groups
- Describe principles of health care financing, including physician remuneration, budgeting and organizational funding

2. Manage their practice and career effectively

- Set priorities and manage time to balance patient care, practice requirements, outside activities and personal life

3. Allocate finite health care resources appropriately

- Recognize the importance of just allocation of health care resources, balancing effectiveness, efficiency and access with optimal patient care for individuals and disabled populations
- Apply evidence and management processes for cost-appropriate care

4. Serve in administration and leadership roles, as appropriate

- Chair or participate effectively in committees and meetings
- Plan relevant elements of health care delivery (e.g., work schedules)
- Perform managerial and administrative functions in an efficient and organized fashion

Health Advocate

Definition:

As Health Advocates, Psychiatrists responsibly use their expertise and influence to advance the health and well-being of individual patients, communities, and populations.

1. Respond to individual patient health needs and issues as part of patient care

- Identify the health needs of an individual patient with a musculoskeletal injury or disorder
 - Assist patients and families in accessing health and social resources in the community, for example patient support groups, outpatient psychiatry referrals and other specialist clinic referrals.
- Identify opportunities for advocacy, health promotion and disease prevention

2. Respond to the health needs of the communities that the attending staff serves

- Describe the practice communities served
 - Rural vs. urban
 - Seniors
 - Athletes
 - Chronic vs acute pain etc.
 - Socio economic status
- Identify opportunities for advocacy, health promotion and disease prevention

3. Identify the determinants of health for the populations that they serve

- Identify the determinants of health of persons with disabilities, including barriers to access to care and resources
- Identify vulnerable or marginalized populations within those served and respond appropriately

4. Promote the health of individual patients, communities, and populations

- Promote a heightened awareness of the challenges and abilities of persons with disabilities including environmental and attitudinal barriers
- Describe how public policy impacts on the health of the populations served
- Appreciate the possibility of conflict inherent in their role as a health advocate for a patient or community with that of manager or gatekeeper

5. Identify biases with in the team that may affect patient health care

- Patient populations associated with negative stigmas i.e. patients with substance abuse, fibromyalgia patients, patients with ABI, and patients labeled “difficult”.

Scholar

Definition:

As *Scholars*, Physiatrists demonstrate a lifelong commitment to reflective learning, as well as the creation, dissemination, application and translation of medical knowledge.

Some specific domains would include:

Osteoporosis
DVT prophylaxis
Opioid management
Interventional techniques

1. Maintain and enhance professional activities through ongoing learning

- Access and interpret the relevant evidence
- Integrate new learning into practice
- Evaluate the impact of any change in practice
- Document the learning process

2. Evaluate medical information and its sources critically, and apply this appropriately to practice decisions

- Critically appraise retrieved evidence in order to address a clinical question
- Integrate critical appraisal conclusions into clinical care thereby demonstrating a commitment to lifelong learning

3. Facilitate the learning of patients, families, students, residents, other health professionals, the public and others, as appropriate

- Demonstrate the ability to facilitate learning using a variety of teaching methods (for example, presentation/lecture, bedside teaching and small group interactive teaching)
- Assess and reflect on a teaching encounter
- Receive and provide feedback effectively

Professional

Definition:

As *Professionals*, Physiatrists are committed to the health and well-being of individuals and society through ethical practice, profession-led regulation, and high personal standards of behaviour.

1. Demonstrate a commitment to their patients profession, and society through ethical practice

- Exhibit appropriate professional behaviors in practice, including honesty, integrity, commitment, compassion, respect and altruism
- Demonstrate a commitment to delivering the highest quality care and maintenance of competence

- Manage conflicts of interest appropriately
- Maintain appropriate relations with patients

2. Demonstrate a commitment to their patients, profession and society through participation in profession-led regulation

- Demonstrate knowledge and an understanding of the professional, legal and ethical codes of practice to which physicians are bound
- Recognize and respond appropriately to others' unprofessional behaviours in practice

3. Demonstrate a commitment to physician health and sustainable practice

- Balance personal and professional priorities to ensure personal health, to ensure a sustainable practice and to optimize patient care
- Recognize other professionals in need and respond appropriately

4. Demonstrate professional communication.

- Appropriate communication of vacation, sick, personal and absences.
- Demonstrate respect to start time
- Timely completion of dictations
- Transparency and accountability of daily scheduling

5. Demonstrate professional behavior

- Wear appropriate attire
- Appropriate hygiene such as hand washing, adherence to universal precautions
- Proper disposal of used equipment and tools