

PRE- ENTRY ASSESSMENT PROGRAM (PEAP) POLICY

Purpose

The Pre-entry Assessment Program (PEAP), is an assessment period mandated by the College of Physicians and Surgeons of Ontario as part of the Medicine Act, 1991, regulation 865/93. This legislative requirement stipulates that a PEAP is required for graduates from a non-CACMS medical school registered as an International Medical Graduate (IMG) and must be assessed as successfully completing the PEAP prior to continuing in the residency program. This assessment applies to those entering:

- A residency program within Ontario outside of the Canadian Resident Matching Service (CaRMS),
- A fellowship program within Ontario after completing residency training outside Canada or the United States, or
- A postgraduate elective if the home residency program is outside Canada or the United States.

The assessment process is delegated to the training school where the resident/fellow has an appointment and is managed by the program.

The PEAP provides an opportunity for the Program to:

- Assess the resident/fellow's basic skills appropriate for supervised practice in the chosen discipline.
- Ensure that the resident/fellow has the ability to practice professionally, including but not limited to, practicing with decency, integrity and honesty, and in accordance with the law; with sufficient knowledge, skills and judgment to engage in the kind of medical practice authorized by the certificate, and an ability to communicate and collaborate effectively.

The resident PEAP training period is counted towards the completion of their training program. These individuals are not normally intended to be part of a Canadian PG output pool.

Scope

This guideline does not apply to the Assessment Verification Period (AVP). For more information on the AVP please see the AVP policy.

Supervision

- The PEAP assessment must take place within supervised clinical activity appropriate to the specialty.
- PEAP residents/fellows may sign their own orders; however, there may be PGME or learning site policies which require PEAP candidates to have their orders co-signed throughout the PEAP.

Licensure

The resident/fellow must hold a valid certificate of registration. The PEAP candidate:

- Must have a valid CPSO number.
- Must have a letter of appointment to a postgraduate training program in Ontario. Residents/fellows may be assigned to different rotations/experiences and/or different locations during the assessment period.

Once the PEAP is complete, PGME offices will inform CPSO if the resident/fellow is unsuccessful. For those who are successful, the Postgraduate Education Certificate will be extended.

Assessment Format

Assessments and meetings must be well-documented, and take place at regular intervals. The PEAP must be a minimum of four and a maximum of twelve weeks in duration (dependent on progress made and at the program directors' discretion). Completion of the PEAP requires successful completion of a summative assessment demonstrating attainment of all required competencies at 12-weeks. If a candidate is successful after the 12-week mark the final assessment is to be completed by the Program Director, on the PEAP form, who will review the assessment and obtain signatures from the resident before it is forwarded to the PG Dean's Office for authorization.

PEAP extensions must not be for the purpose of remedial training. Extensions of up to 4 weeks training time is acceptable only in circumstances where something happened during the initial 12 weeks (e.g. illness of trainee or temporary unavailability of supervisor) that prevented full and fair opportunity for 12 weeks of assessment. Requests for PEAP extensions (beyond 12 weeks) can be processed at CPSO staff level and will require an updated letter of appointment and letter from the Program Director which outlines the reason for extension.

Possible Outcomes

1. **Satisfactory**

PEAP candidates continue in the postgraduate training program. A successful PEAP counts towards training time.

2. **Unsatisfactory**

If the PEAP is not completed successfully, the PEAP certificate of registration immediately expires and cannot be re-issued. Enrolment in a subsequent PEAP in the same discipline is not permitted.

3. **Withdrawal**

A PEAP candidate may choose to withdraw from the PEAP at any time.

4. **Other**

Candidates should refer to individual school and hospital policy regarding suspension or other potential outcomes.

Appeals

PEAP residents may choose to appeal the unsatisfactory assessment based on policies and processes of the institution. If the appeal is upheld by the school, the resident would repeat the PEAP up to a maximum of 12 weeks. There are no further opportunities for extension.

Vacation Requests during the PEAP

Residents in the PEAP remain entitled to vacation and other leave provided in the PARO-OTH Collective Agreement. The PEAP is a high stakes assessment over a short timeframe and any leave requests must be discussed with the Program Director.