The Future of Generalism: SPRC - Specialists

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April 2015

Proposed Plan

• Define the issues
• Outline barriers
• Propose solutions and future discussions

Results: Proposed Definitions

**Generalism**

• A philosophy of care that is distinguished by a commitment to the breadth of practice within each discipline and collaboration with the larger health care team in order to respond to patient and community needs.

**Generalist**

• A specific set of physicians and surgeons with core abilities characterized by a broad-based practice. Generalists diagnose and manage clinical problems that are diverse, undifferentiated, and often complex. Generalists also have an essential role in coordinating patient care and advocating for patients.
Current Training Model
- R1
- R2
- R3
- R4
- R5
- Subspecialty/fellowship training

Perspectives on Healthcare Delivery
- The Specialist
- The Generalist
- The Patient
- The Regulator
- The Payer

How are we doing?
- Every system is perfectly designed to achieve its obtained results
Some issues

• STR
• Accreditation
• Support
• AHSC reliance
• Role model

Source of the problem?

AN ACADEMY CLASSIC
On the folly of rewarding A, while hoping for B

Enhanced Areas of Expertise

• Objectives of Training should facilitate the achievement of exit competencies that match skills required for independent practice
• Process requires a reconsideration of the entire five year General Surgery Residency program
New World: Competence by Design (CBD)

Figure 2. Spectrum of skills acquisition (Broyles & Dreyfus 1992).

Figure 3. General core of skills acquisition reproduced from ten Cate (2010).
**Areas of Focus**

- Competency based training
- Mid point foundational achievement
  - Fit for purpose conclusion
- Transition to practice
- Facilitate further training
- Hospital credentialing
- MOC considerations
- Fee schedules
- Communities of practice

**Perspectives**

- National standards
- More healthcare should be delivered closer to home
- Outcomes are important
- Health and disease is a spectrum, not a dichotomy
- No physician starts the day with a desire to harm
- Professionalism (CanMEDS)

**Questions**

- What is the best combination of:
  - Intense, immersive experience
  - Longitudinal experience
- What are the barriers to training for generalism
- What recommendations can be made to improve current models of training
- Are there changes required to MOC/CPD
- What are our next steps
Definitions

• **Generalists** are a specific set of physicians and surgeons with core abilities characterized by a broad-based practice. Generalists diagnose and manage clinical problems that are diverse, undifferentiated, and often complex. Generalists also have an essential role in coordinating patient care and advocating for patients.

• **Generalism** is a philosophy of care that is distinguished by a commitment to the breadth of practice within each discipline and collaboration with the larger health care team in order to respond to patient and community needs.