This document applies to those who begin training on or after July 1st, 2009.

(Please see also the "Policies and Procedures.")

DEFINITION

Dermatology is that branch of medicine concerned with the study and clinical management of the skin, its appendages and visible mucous membranes, both in health and disease.

GOALS

Upon completion of training, a resident is expected to be a competent specialist in Dermatology capable of assuming a consultant's role in the specialty. The resident must acquire a working knowledge of the theoretical basis of the specialty, including its foundations in the basic medical sciences and research.

These elements of competence are expanded as detailed objectives, for greater clarity, in the following pages. Throughout this document the term “skin” is understood to refer to the skin, its appendages and the visible mucous membranes.

The detailed objectives describe minimal standards and in no way exclude the necessity for mastery of additional knowledge, skills or attitudes necessary for the most effective management of patients with skin disorders.

Residents must demonstrate the requisite knowledge, skills, and attitudes for effective patient-centered care and service to a diverse population. In all aspects of specialist practice, the graduate must be able to address issues of gender, sexual orientation, age, culture, ethnicity and ethics in a professional manner.

DERMATOLOGY COMPETENCIES

At the completion of training, the resident will have acquired the following competencies and will function effectively as a:
Medical Expert

**Definition:**

As Medical Experts, Dermatologists 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.

**Key and Enabling Competencies: Dermatologists are able to...**

1. **Function effectively as consultants, integrating all of the CanMEDS Roles to provide optimal, ethical and patient-centered medical care**
   1.1. Perform a consultation, including the presentation of well-documented assessments and recommendations in written and/or verbal form in response to a request from another health care professional
   1.2. Demonstrate the ability to prioritize professional duties when faced with multiple patients and problems
   1.3. Demonstrate compassionate and patient-centered care
   1.4. Recognize and respond to the ethical dimensions in medical decision-making
   1.5. Demonstrate medical expertise in situations other than patient care, such as providing expert legal testimony or advising governments, as needed

2. **Establish and maintain clinical knowledge, skills and attitudes appropriate to Dermatology**
   2.1. Apply knowledge of the clinical, socio-behavioural, and fundamental biomedical sciences relevant to Dermatology
      2.1.1. A Dermatologist must demonstrate a detailed knowledge and understanding of:
         2.1.1.1. Basic sciences related to Dermatology (anatomy, biochemistry, embryology, genetics, histology, immunology, microbiology, physics, and physiology)
         2.1.1.2. Clinical skills required to diagnose cutaneous disease (skin, mucous membranes and appendages) including history, physical examination and pertinent investigative procedures
         2.1.1.3. The cutaneous manifestations of systemic diseases in patients of all ages
         2.1.1.4. Dermatopathology and immunodermatopathology, and relevant electron microscopy
         2.1.1.5. The formulation of an appropriate differential and provisional diagnosis
         2.1.1.6. The efficient use of appropriate laboratory investigations
         2.1.1.7. The development of an appropriate treatment plan taking into account matters such as the patient’s age, general health, epidemiology and natural history of the disease, risk and cost of investigative procedures, and therapeutic interventions

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2.1.8. Dermatological therapy (percutaneous absorption, the pharmacology and side effects of topical and systemic medications, and the use and complications of electrosurgery, cryotherapy, immunotherapy, phototherapy, ionizing radiation, laser, and dermatological surgery)

2.1.2. The dermatologist must be able to describe or discuss the:

2.1.2.1. Clinical features, including presenting signs and symptoms, morphologic features, natural history, and prognosis, for inflammatory, traumatic, vascular, infectious, neoplastic, infiltrative, degenerative and genetic disorders of the skin

2.1.2.2. Embryological development of the skin and how congenital disorders and anomalies arise from this process

2.1.2.3. Histopathology of the skin in health and disease

2.1.2.4. Function and dysfunction of the immune system as it relates to skin disease

2.1.2.5. Anatomic and physiologic basis for the normal skin examination at all ages

2.1.2.6. Basic principles underlying the interpretation of the major clinical tests such as potassium hydroxide (KOH) preparations, scrapings for mites, Tzanck smear, Gram stain, fungal culture, Wood’s light examination, patch and photopatch testing, minimal erythema dose testing and dermoscopy; give the indications for, potential value of, limitations and contraindications for the above tests

2.1.2.7. Indications for, mechanisms of action, side effects, interactions and dosages of the topical and systemic agents used in dermatological therapy

2.1.2.8. Basic principles of clinical epidemiology as it relates to skin diseases

2.1.2.9. Therapeutic and toxic effects of irradiation of the skin

2.1.2.10. Normal phases and mechanisms of wound healing

2.1.2.11. Indications and contraindications for current wound dressing technologies for both acute and chronic wounds

2.1.2.12. Anatomy of the skin in terms of location of blood vessels, nerves, muscles/tendons bony landmarks, lymphatic drainage, sites prone to complications, orientation of surgical wounds, and importance of maintaining facial cosmetic units

2.1.2.13. Use of surgical instruments, anesthetics, suturing material, hemostatic devices/agents, antisepptic technique, instrument sterilization and maintenance of a sterile operating field

2.1.2.14. Indications and technique for, and possible complications of skin biopsy, curettage, cryosurgery, electrosurgery, primary and secondary wound closure, flaps, grafts and Mohs’ micrographic surgery
2.1.2.15. Indications, technique, limitations/expectations and complications of cosmetic dermatological procedures including lasers, dermabrasion, chemical peels, liposuction, soft tissue augmentation, hair replacement, sclerotherapy and facial cosmetic surgery including blepharoplasty and rhytidectomy

2.2. Describe the CanMEDS framework of competencies relevant to Dermatology
2.3. Apply lifelong learning skills to maintain and enhance professional competence
2.4. Enhance the quality of care and patient safety in their practice by integrating the available best evidence and best practices

3. Perform a complete and appropriate assessment of the patient
3.1. Identify and explore issues to be addressed in the patient encounter effectively, including the patient’s context and preferences
3.2. Elicit a history that is relevant, clear, concise and accurate
3.3. Perform a focused physical examination that is relevant and accurate
3.4. Select medically appropriate investigations that are cost-effective and ethical
3.5. Demonstrate effective clinical problem solving and judgment to generate differential diagnoses and management plans

4. Use preventive and therapeutic interventions effectively
4.1. Implement a management plan in collaboration with the patient and his/her family
4.2. Demonstrate appropriate and timely application of preventive and therapeutic interventions
   4.2.1. Include preventative health measures in relevant discussions of treatment
   4.2.2. Provide written and/or visual materials to supplement verbal health teaching, where appropriate

5. Demonstrate proficient and appropriate use of procedural skills, both diagnostic and therapeutic
5.1. Ensure informed consent is obtained for therapies and procedures
5.2. Demonstrate effective, appropriate, and timely performance of diagnostic procedures relevant to their practice
   5.2.1. Acquire technical skills required for the practice of dermatology including: dermoscopy, phototherapy, patch and photopatch testing and diagnostic techniques including KOH preparations, scrapings for mites, Tzanck smears, fungal culture, Wood’s light examination, viral immunofluorescence, and hair mounts
5.3. Perform pre-surgical assessment to determine which therapeutic modality is most suitable
5.4. Utilize appropriate sterile techniques when performing dermatological procedures
5.5. Understand and apply the principles of local anesthesia
5.6. Perform dermatological procedures such as skin biopsy, curettage and electrodesiccation, simple fusiform excision, cryotherapy and layered closure with appropriate suturing methods
5.7. Provide post operative care to optimize wound healing
5.8. Document information related to procedures performed and their outcomes
5.9. Ensure adequate follow-up is arranged for procedures performed

6. Seek appropriate consultation from other health professionals
6.1. Demonstrate insight into his/her own limitations of expertise
6.2. Demonstrate effective, appropriate, and timely consultation with other health professionals as needed for optimal patient care
6.3. Arrange appropriate follow-up care services for the patient

Communicator

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

Key and Enabling Competencies: Dermatologists are able to...

1. Develop rapport, trust, and ethical therapeutic relationships with patients and families
   1.1. Recognize that being a good communicator is a core clinical skill for physicians, and that effective physician-patient communication can foster patient satisfaction, physician satisfaction, adherence and improved clinical outcomes
   1.2. Establish positive therapeutic relationships with patients and their families that are characterized by understanding, trust, respect, honesty and empathy
   1.3. Respect patient confidentiality, privacy and autonomy
   1.4. Listen effectively
   1.5. Be aware of and responsive to nonverbal cues
   1.6. Facilitate a structured clinical encounter effectively
2. **Accurately elicit and synthesize relevant information and perspectives of patients and families, colleagues, and other professionals**
   2.1. Gather information about a disease and about a patient’s beliefs, concerns, expectations and illness experience
   2.2. Seek out and synthesize relevant information from other sources, such as a patient’s family, caregivers and other professionals when appropriate

3. **Convey relevant information and explanations accurately to patients and families, colleagues and other professionals**
   3.1. Deliver information to a patient and family, colleagues and other professionals in a humane manner and in such a way that it is understandable, encourages discussion and participation in decision-making
      3.1.1. Communicate in clearly understood language with patients and their families
      3.1.2. Communicate clearly, thoroughly and as frequently as is dictated by the situation, with medical colleagues, particularly the referring physician
      3.1.3. Communicate effectively and respectfully with nurses and allied health professionals
      3.1.4. Communicate fully with those carrying out diagnostic procedures (e.g. Pathologists) in order to ensure the best outcome for the patient

4. **Develop a common understanding on issues, problems and plans with patients, families, and other professionals to develop a shared plan of care**
   4.1. Identify and explore problems to be addressed from a patient encounter effectively, including the patient’s context, responses, concerns, and preferences
   4.2. Respect diversity and difference, including but not limited to the impact of gender, religion and cultural beliefs on decision-making
   4.3. Encourage discussion, questions, and interaction in the encounter
   4.4. Engage patients, families, and relevant health professionals in shared decision-making to develop a plan of care
   4.5. Address challenging communication issues effectively, such as obtaining informed consent, delivering bad news, and addressing anger, confusion and misunderstanding

5. **Convey effective oral and written information about a medical encounter**
   5.1. Maintain clear, accurate, and appropriate records (e.g., written or electronic) of clinical encounters and plans
   5.2. Present verbal reports of clinical encounters and plans
   5.3. Present medical information to the public or media about a medical issue
Collaborator

Definition:

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

Key and Enabling Competencies: Dermatologists are able to...

1. Participate effectively and appropriately in an interprofessional health care team
   1.1. Describe the specialist’s roles and responsibilities to other professionals
   1.2. Describe the roles and responsibilities of other professionals within the health care team
   1.3. Recognize and respect the diversity of roles, responsibilities and competences of other professionals in relation to their own
   1.4. Work with others to assess, plan, provide and integrate care for individual patients (or groups of patients)
   1.5. Work with others to assess, plan, provide and review other tasks, such as research problems, educational work, program review or administrative responsibilities
   1.6. Participate in interprofessional team meetings
   1.7. Enter into interdependent relationships with other professions for the provision of quality care
   1.8. Describe the principles of team dynamics
   1.9. Respect team ethics, including confidentiality, resource allocation and professionalism
   1.10. Demonstrate leadership in a health care team, as appropriate

2. Work with other health professionals effectively to prevent, negotiate, and resolve interprofessional conflict
   2.1. Demonstrate a respectful attitude towards other colleagues and members of an interprofessional team
   2.2. Work with other professionals to prevent conflicts
   2.3. Employ collaborative negotiation to resolve conflicts
   2.4. Respect differences and address misunderstandings and limitations in other professionals
   2.5. Recognize one’s own differences, misunderstanding and limitations that may contribute to interprofessional tension
   2.6. Reflect on interprofessional team function
Manager

Definition:

As Managers, Dermatologists 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.

Key and Enabling Competencies: Dermatologists are able to...

1. Participate in activities that contribute to the effectiveness of their health care organizations and systems
   1.1. Work collaboratively with others in their organizations
   1.2. Participate in systemic quality process evaluation and improvement, such as patient safety initiatives
   1.3. Describe the structure and function of the health care system as it relates to Dermatology, including the roles of Dermatologists
   1.4. Describe principles of health care financing, including physician remuneration, budgeting and organizational funding

2. Manage their practice and career effectively
   2.1. Set priorities and manage time to balance patient care, practice requirements, outside activities and personal life
   2.2. Manage a practice including finances and human resources
   2.3. Implement processes to ensure personal practice improvement
   2.4. Employ information technology appropriately for patient care
       2.4.1. Record and maintain complete and accurate medical records for every patient seen

3. Allocate finite health care resources appropriately
   3.1. Recognize the importance of just allocation of health care resources, balancing effectiveness, efficiency and access with optimal patient care
   3.2. Apply evidence and management processes for cost-appropriate care

4. Serve in administrative or leadership roles, as appropriate
   4.1. Chair or participate effectively in committees and meetings
   4.2. Lead or implement change in health care
   4.3. Plan relevant elements of health care delivery (e.g., work schedules)
Health Advocate

Definition:

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

Key and Enabling Competencies: Dermatologists are able to...

1. Respond to individual patient health needs and issues as part of patient care
   1.1. Identify the health needs of an individual patient
   1.2. Identify opportunities for advocacy, health promotion and disease prevention with individuals to whom they provide care
       1.2.1. Counsel patients on the importance of taking responsibility for their own well-being and recognize the important determinants predisposing to skin diseases (e.g. sun exposure awareness)
       1.2.2. Educate, be able to generate and access information (e.g. printed material, videotapes web sites) and be available as a resource person to counsel patients effectively on skin disorders

2. Respond to the health needs of the communities that they serve
   2.1. Describe the practice communities that they serve
   2.2. Identify opportunities for advocacy, health promotion and disease prevention in the communities that they serve, and respond appropriately
       2.2.1. Describe the activities, roles or functions of community resources and related patient support groups
   2.3. Identify the possibility of competing interests between the communities served and other populations

3. Identify the determinants of health for the populations that they serve
   3.1. Identify the determinants of health of the populations, including barriers to access to care and resources
       3.1.1. Identify risk factors and populations at risk for skin disease (e.g. outside workers)
   3.2. Identify vulnerable or marginalized populations within those served and respond appropriately
4. **Promote the health of individual patients, communities, and populations**
   4.1. Describe an approach to implementing a change in relevant determinants of health of the populations they serve
   4.2. Describe how public policy impacts on the health of the populations served
   4.3. Identify points of influence in the health care system and its structure
   4.4. Describe the ethical and professional issues inherent in health advocacy, including altruism, social justice, autonomy, integrity and idealism
   4.5. Identify the possibility of conflict inherent in their role as a health advocate for a patient or community with that of manager or gatekeeper
   4.6. Describe the role of the medical profession in advocating collectively for health and patient safety

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**Scholar**

**Definition:**

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

**Key and Enabling Competencies: Dermatologists are able to...**

1. **Maintain and enhance professional activities through ongoing learning**
   1.1. Describe the principles of maintenance of competence
   1.2. Describe and implement strategies for a personal knowledge management system
   1.3. Recognize and reflect on learning issues in practice
   1.4. Conduct a personal practice audit
   1.5. Pose an appropriate learning question
   1.6. Access and interpret the relevant evidence
   1.7. Integrate new learning into practice
   1.8. Evaluate the impact of any change in practice
   1.9. Document the learning process

2. **Critically evaluate medical information and its sources, and apply this appropriately to practice decisions**
   2.1. Describe the principles of critical appraisal
   2.2. Critically appraise dermatology literature as it relates to patient diagnosis, investigation and treatment, as well as clinically relevant cutaneous basic science
   2.2.1. Assess and interpret non-academic or alternative sources of information that may be available or promoted to patients and health care professionals

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2.3. Integrate critical appraisal conclusions into clinical care

3. Facilitate the learning of patients, families, students, residents, other health professionals, the public and others, as appropriate
   3.1. Describe principles of learning relevant to medical education
   3.2. Identify collaboratively the learning needs and desired learning outcomes of others
   3.3. Select effective teaching strategies and content to facilitate others’ learning
   3.4. Demonstrate an effective lecture or presentation
   3.5. Assess and reflect on a teaching encounter
   3.6. Provide effective feedback
   3.7. Describe the principles of ethics with respect to teaching

4. Contribute to the development, dissemination, and translation of new knowledge and practices
   4.1. Describe the principles of research and scholarly inquiry
   4.2. Describe the principles of research ethics
   4.3. Pose a scholarly question
   4.4. Conduct a systematic search for evidence
   4.5. Select and apply appropriate methods to address the question
   4.6. Demonstrates the ability to prepare a paper for publication

Professional

Definition:

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

Key and Enabling Competencies: Dermatologists are able to...

1. Demonstrate a commitment to their patients, profession, and society through ethical practice
   1.1. Exhibit appropriate professional behaviors in practice, including honesty, integrity, commitment, compassion, respect and altruism
   1.2. Demonstrate a commitment to delivering the highest quality care and maintenance of competence
1.3. Recognize and appropriately respond to ethical issues encountered in practice and research, ensuring that patients interests are protected

1.4. Manage conflicts of interest
   1.4.1. Demonstrate understanding of the potential conflicts of interest that may occur with industry

1.5. Recognize the principles and limits of patient confidentiality as defined by professional practice standards and the law
   1.5.1. Demonstrate understanding of appropriate disclosure with respect to third party interests (e.g. employer, insurance company, and legal representation)

1.6. Maintain appropriate relations with patients

2. **Demonstrate a commitment to their patients, profession and society through participation in profession-led regulation**
   2.1. Demonstrate knowledge and an understanding of the professional, legal and ethical codes of practice
   2.2. Fulfill the regulatory and legal obligations required of current practice
   2.3. Demonstrate accountability to professional regulatory bodies
   2.4. Recognize and respond to others’ unprofessional behaviours in practice
   2.5. Participate in peer review

3. **Demonstrate a commitment to physician health and sustainable practice**
   3.1. Balance personal and professional priorities to ensure personal health and a sustainable practice
   3.2. Strive to heighten personal and professional awareness and insight
   3.3. Recognize other professionals in need and respond appropriately

*Reviewed – SC – January 2012*