

CANMEDS 2025 Theme-specific Expert Working Groups (EWGs)

Project background

The CanMEDS Framework is a major Canadian educational resource that is used across the continuum of medical education in Canada. To remain contemporary, the CanMEDS Framework undergoes modifications approximately every 10 years. Since these updates have impacts across the health care and medical education system, CanMEDS 2025 updates will be conducted under the format of a multi-institutional/organizational project that is co-sponsored by the the Royal College of Physicians and Surgeons of Canada (Royal College), Association of Faculties of Medicine of Canada (AFMC), College de Medecins de Quebec (CMQ) and College of Family Physicians of Canada (CFPC).

Roles and responsibilities

The CanMEDS 2025 Theme-specific Expert Working Groups (EWGs) are integral to the update of the CanMEDS 2015 Physician Competency Framework. The Theme-specific EWGs present recommendations to the Role-specific EWGs on changes that will make the 2025 framework contemporary and enduring.

The topics for the Theme-based EWGs was decided by the CanMEDS 25 Steering Committee and was informed, in part, by the CanMEDS 2025 Emerging Concepts Study. Themes that were deemed to be relevant across multiple CanMEDS Roles, competency focused and highly relevant to the Canadian context were prioritized.

The theme based EWGs for CanMEDS 2025 include:

1. *Equity, Diversity, Inclusion and Social Justice**
2. *Anti-racism**
3. *Physician Humanism*
4. *Data Informed Medicine*
5. *Virtual care and Telemedicine*
6. *Planetary Health*

Note: the structure and approach for the two groups denoted with an asterix may be slightly different as per the guidance of the EDIA Advisors on the CanMEDS 2025 Steering Committee.

Members' scope of responsibilities for these theme-based groups include:

- reviewing the 2015 framework and CanMEDS 2025 Emerging Concept Report(s) to identify potential theme-related concepts requiring clarification or modification, as well as identifying any gaps or redundancies in the existing CanMEDS competencies,
- making role-specific recommendations on concepts that are particularly relevant,
- reviewing the Role-specific mid-term status reports and providing feedback to the Role-specific EWGs,
- providing consults to the Role-specific EWGs and Integration Committee on as-needed basis

- producing reports and other documents to inform the CanMEDS Framework update, which may include themed position papers, recommendations by role, written feedback from mid-term progress reports, as well as additional issues/needs that may arise.

Each Theme-specific EWG will report to the CanMEDS Integration Committee, which will synthesize the contributions from the various EWGs into a coherent version of the CanMEDS 2025 Framework.

Composition/membership

Identification and recruitment of EWG members –

CanMEDS 2025 aims to develop a framework of competencies that will be used by the diverse community of people who set education and practice standards and who provide quality care to patients. As much as possible, representation on an EWG is designed to facilitate inclusion and involve individuals with varying perspectives and expertise.

The Theme-specific EWGs will consist of the following members:

EWG co-chair - each EWG is led by at least one and often two EWG co-chairs. The co-chairs facilitate the activity of the group and ensures that work progresses as per the project timelines outlined for the respective EWG. The EWG co-chairs are usually the primary authors for the group's reports.

EWG members – there are typically 8-10 members and 2 co-chairs per EWG. Members are recruited for their unique perspectives as well as their expertise and experience with specific theme. In some cases, the EWG members are identified from existing networks of experts, while others are selected from a pool of self-nominated and engaged contributors.

Meetings and commitment:

The expected commitment is for a period of about one year with the most effort-intensive period being the first six to eight months, aligned with the release of Series 1 draft framework.

Decision making is done by consensus. Quorum consists of 50% of members being present with at least one EWG chair being present. All members are voting members.

Recognition

All Theme-specific EWG members will be acknowledged as authors in any reports that they prepare related to their work and as thematic contributors in the final CanMEDS 2025 Framework.

Term of office

The usual term of office for all members is expected to last for a period of about one year, aligned with the responsibilities outlined above.

Support

Meeting and administrative support is provided by a designated EWG project coordinator, who will handle all administrative and logistical arrangements for the group (i.e. arranging meeting dates, note-taking, etc.). Meeting materials and notes are distributed in advance of each meeting.