

Supplementary file 3: List of EPAs considered as Appropriate for the PG training in GIM in Switzerland (median ≥ 7/9)



(WHITE = Common to Hospital and Primary care physicians; BLUE = Specific to Hospital physician track; GREEN = specific to Primary care physician track)

| Domain 1: CARE AND MANAGEMENT OF GENERAL ADULT POPULATION | Full entrustment expected for PGY 1-3 | Expected max level of Entrustment <5 |
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| Acute medical conditions | | |
| 1. Caring of patients with acute common diseases | | |
| 2. Caring of acute ill patients across multiple care settings | | |
| 3. Caring of patients with acute complex diseases | | |
| 4. Managing a patients with a new medical problems requiring coordination of care between providers and across settings | | |
| 5. Managing an acute unselected take | | |
| 6. Providing first-contact access to patients with health issues and medical problems | | |
| 7. Triageing medically ill patients to an appropriate level of care | | |
| 8. Managing patients with common general medical conditions including urgent referrals from ER | | |
| 9. Assessing patients with common acute medical presentations in acute care settings | | |
| 10. Providing initial management for patients with common acute medical presentations in acute care settings | | |
| 11. Developing care plans for patients admitted to acute care settings with common medical problems | | |
| 12. Assessing patients with complex or atypical acute medical presentations | | |
| 13. Managing patients with complex or atypical acute medical presentations | | |
| 14. Assessing patients with a common internal medicine presentation | X | |
| 15. Proposing a management plan for patients with a common internal medicine presentation | X | |
| 16. Managing patients with uncertain diagnosis and/or treatment | | |
| 17. Caring of adults with an acute serious presentation | | |
| 18. Diagnosing patients with acute injuries | | |
| 19. Managing aggressive patients | | |
| 20. Managing sex-related health problem | | |
| 1. Admitting medical inpatients with a new acute problem on a medical ward | | |
| 2. Managing medical inpatients with an acute exacerbation of a chronic disease | | |
| 3. Managing an acute specialty-related take | | |
| 4. Caring for inpatients during on-call shifts | | |

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| 1. Providing telephone management of an acute problem for an ambulatory patient | | |
| 2. Assessing patients with common presentations in an outpatient clinic | | |
| 3. Managing patients with common presentations in an outpatient clinic | | |
| 4. Caring of adults with minor episodic problem | X | |
| 5. Managing patients with acute injuries | | 4 |
| 6. Caring for out-patients during on-call duties (incl. home-visits) | | |
| 7. Carrying out a home visit | | |
| Unstable patients | | |
| 1. Resuscitating unstable or critically ill or acutely deteriorating patients | | |
| 2. Identifying acute, emergent problems | | |
| 3. Managing acute, emergent problems | | |
| 4. Identifying unstable patients | X | |
| 5. Providing care for patients with medical emergencies | | |
| 6. Referring as needed for emergent conditions | | |
| 7. Recognizing unstable patients requiring referral for higher level of care | | |
| 1. Stabilizing unstable or critically ill patients | | |
| 2. Caring for unstable or critically ill patients | | |
| 3. Admitting medical ICU patients | | 4 |
| 4. Managing medical ICU patients | NA | <4 |
| 5. Providing definitive management plans for patients who are critically ill | | 4 |
| 6. Managing patients admitted to Intermediate care units | | |
| Chronic conditions | | |
| 1. Assessing patients with complex chronic conditions | | |
| 2. Managing patients with complex chronic conditions | | |
| 3. Assessing women of reproductive age with common chronic general internal medicine | | |
| 4. conditions | | |
| 5. Counseling and supporting patients in her self-management of a chronic disease | | |
| 6. Managing polymedication | | |
| 7. Managing patients with uncertain diagnosis and/or treatment | | |
| 1. Managing the longitudinal aspects of care in medical inpatients | | |
| 1. Proving longitudinal care of patients with chronic multisystemic diseases | | |
| 2. Counselling women of reproductive age with common chronic general internal medicine conditions | | |
| 3. Providing care for patients in non-traditional ways within and between office visits (e.g telephone, email, remote access EHR access, group visit, etc.) | | |
| 4. Following-up patients with common chronic conditions | | |
| 5. Following-up adults with multiple comorbidities | | |
| 6. Performing home visits | | |

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| Preventive care and screening | | |
| 1. Utilizing pharmacologic and non-pharma measures to minimize risk factors for disease progression and complications | | |
| 2. Implementing health promotion strategies in patients with or at risk for disease | | |
| 3. Providing preventive care and health promotion | | |
| 4. Detecting illness in early, treatable stages | | |
| 5. Providing recommended preventive care to adults | | |
| 1. Provide age-appropriate screening and preventive care | | |
| Procedural Skills | | |
| 1. Performing procedures of General Internal Medicine | | |
| 2. Performing point-of-care ultrasound (POCUS) assessment | | |
| 3. Obtaining an informed consent for procedures | X | |
| 1. Perform common family medicine procedures | | |

| Domain 2: CARE AND MANAGEMENT OF PATIENTS WITH SPECIFIC NEEDS | Full entrustment expected for PGY 1-3 | Expected max level of Entrustment <5 |
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| Adolescent patients | | |
| 1. Providing recommended preventive care to adolescents | | |
| 2. Caring of adolescents with common conditions | | 4 |
| 3. Caring of adolescents with acute serious conditions | | 4 |
| 4. Determining when adolescents require admission and inpatient hospital care | | 4 |
| Pregnancy | | |
| 1. Diagnosing internal medicine conditions during pregnancy | | 4 |
| 2. Investigating internal medicine conditions during pregnancy | | 4 |
| 3. Managing internal medicine conditions during pregnancy | | 4 |
| 4. Diagnosing internal medicine conditions after pregnancy | | 4 |
| 5. Investigating internal medicine conditions after pregnancy | | 4 |
| 6. Recognizing and Referring as appropriate emergent obstetrical conditions to the specialist | | 4 |
| 1. Providing pre-conception care | | 4 |
| Elderly patient | | |
| 1. Caring of an elderly with minor episodic problem | | |
| 2. Caring of an elderly with a chronic condition | | |
| 3. Caring of an elderly with multiple medical problems | | |
| 4. Caring of an elderly with an acute serious presentation | | |
| 5. Managing the elderly patient with multiple comorbidities | | |

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| 6. Assess, manage, and follow up elderly presenting with undifferentiated symptoms and common (key) conditions | | |
| 1. Caring of an elderly for a periodic health exam | | |
| Palliative and end-of-life conditions | | |
| 1. Caring for patients at the end of life | | |
| 2. Providing care for patients with end stage disease | | |
| 3. Providing care to palliative patients and their families | | |
| Vulnerable populations | | |
| 1. Identifying language, cognitive, functional, or cultural barriers in a continuity clinic patient visit | | |
| 2. Accommodating language, cognitive, functional, or cultural barriers in a continuity clinic patient visit | | |
| 3. Identifying the health of vulnerable populations (e.g. functional impairment, cognitive impairment, multiple or high risk medications, multiple chronic diseases, substance abuse) | | |
| 4. Intervening to promote the health of vulnerable populations (e.g. functional impairment, cognitive impairment, multiple or high risk medications, multiple chronic diseases, substance abuse) | | |
| 5. Providing care to patients from other cultures | | |
| 6. Providing care to patients living in poverty | | |
| 7. Providing care to patients with a developmental disability | | |
| 8. Providing care to vulnerable populations | | |
| 9. Providing care to underserved populations | | |
| 10. Managing/Coordinating care of patients needing for social services | | |
| 11. Recognizing situations of (domestic) violence | | |
| 12. Managing situations (domestic) violence | | |
| Mental-health conditions | | |
| 1. Assessing patients with common mental health issues | | |
| 2. Managing patients with common mental health issues | | |
| 3. Follow-up patients with common mental health issues | | |
| 4. Applying strategies to prevent emotional distress from difficult patients | | |
| Perioperative care | | |
| 1. Providing perioperative assessment | | |
| 2. Providing perioperative care | | |
| Ethical issues | | |
| 1. Respecting patients' autonomy in decision making | X | |
| 2. Dealing with ethical and legal issues related to clinical practice | | |
| 3. Assessing capacity for medical decision making | | |
| 4. Leading an ethical deliberation process/consultation in ethically difficult situations | | |

| Legal issues | | |
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| 1. Completing insurance certificates (including: drawing up medical certificates, providing reports to insurance companies for the benefit of the patient, certificates for disability insurance, death certificates), in accordance with the current regulations | | |
| 2. Writing medical reports for the legal authorities concerning restrictions of civil rights (incl. driving capacity, PLAFA) | | |
| 3. Assessing work incapacity | | |
| 4. Assessing patients' capacity of discernment | | |
| 5. Identifying patients needing involuntary admissions, in accordance with the current regulations | | |

| Domain 3: CARE COORDINATION | Full entrustment expected for PGY 1-3 | Expected max level of Entrustment <5 |
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| Interprofessional collaboration | | |
| 1. Recognizing and diagnosing common non-internal medicine (surgical, neurological, dermatologic, etc.) problems | | |
| 2. Appropriately refer to subspecialty care patients presenting common non-internal medicine (surgical, neurological, dermatologic, etc.) problems | | |
| 3. Co-managing patients with complex problems needing subspecialty care (inpatient or outpatient) | | |
| 4. Managing medical problems in patients in other specialties and special cases | | |
| 5. Coordinating the longitudinal care of medically complex patients with multiple comorbidities alongside family practitioners and other subspecialists | | |
| 6. Working collaboratively with interprofessional health care team members (e.g., pre-clinic huddle, continuity clinic visit, or inter-visit documentation) | | |
| 7. Consulting specialists and other health professionals, synthesizing recommendations, and integrating these into the care plan | | |
| 8. Providing expert advice in internal medicine consultations to other clinical specialties | | |
| 9. Providing expert advice in internal medicine consultations to off-site health care providers | | |
| 10. Working with other physicians and health care professionals to develop collaborative patient care plans | | |
| 11. Referring for specialty consultation as the condition of the patient requires | | |
| 12. Applying specialist consultants' advices to patients in a critical manner | | |
| 13. Activating community resources to meet patients' needs | | |
| 14. Responding to an urgent request from a nurse or colleague | X | |
| 15. Performing handover | X | |

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| Transition of care | | |
| 1. Managing transition of care | | |
| 2. Recognizing adult patients' conditions requiring admission and inpatient hospital care | | |
| 3. Facilitating care transitions | X | |
| 4. Managing patients requiring admission to hospital care | | |
| 1. Formulating a safe discharge plan for a patient from the acute care setting | | |
| 2. Communicating the discharge plans to patients from the acute care setting | X | |
| 3. Managing inpatient transitions of care | | |
| 4. Planning and coordinating discharge of adult patients from hospital | | |

| Domain 4: COMMUNICATION | Full entrustment expected for PGY 1-3 | Expected max level of Entrustment <5 |
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| Communication with patients and families | | |
| 1. Communicating effectively with patients, carers and families | | |
| 2. Developing partnership with patients, carers and families | | |
| 3. Developing trusting relationships with patients, families and communities | | |
| 4. Leading family meetings | | |
| 5. Engaging patients as care team member in tracking and coordinating care | | |
| 6. Communicating financial issues of care to patient and families | | 4 |
| Communicating complex topics and in difficult situations | | |
| 1. Leading a family meeting to discuss serious or sensitive news with patient and/or family and other health providers | | |
| 2. Discussing serious news with a patient and/or family (bad news, end-of-life care planning) | | |
| 3. Discussing complex aspects of care with patients, families, and caregivers | | |
| 4. Breaking bad news | | |
| 5. Communicating end of life perspectives with patients in palliative care | | |
| 6. Managing complex communication including conflicts (with colleagues, patients, families,...) | | |
| 7. Communicating genetic information to patients and families (personalized medicine) | | 4 |
| Motivational speaking and behavioral counseling | | |
| 1. Performing behavioral counseling with a patient | | |
| 2. Using motivational interviewing to help a patient change her health-related behavior | | |
| Definition of plan and goal of care | | |
| 1. Discussing with patients and families risk-benefit balance of treatments, integrating patients' preferences and perspectives | | |
| 2. Identifying patients' goals of care | | |
| 3. Customizing care plans to meet patients' goals of care during a clinic visit | | |
| 4. Discussing patients' goals of care | | |

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| 5. Engaging patients in advanced care planning | | |
| 6. Facilitate a patient's participation in a health care decision using informed decision-making (or using formal decision-aid) | X | |
| 7. Carrying out a goals-of-care family meeting | | |
| 8. Providing services most likely to benefit health taking into account culture and health beliefs of patients and families | | |
| 9. Setting mutual health goals taking into account culture and health beliefs of patients and families | | |
| 10. Identifying the hidden agenda of patients | | |

| Domain 5: MANAGEMENT AND LEADERSHIP | Full entrustment expected for PGY 1-3 | Expected max level of Entrustment <5 |
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| Managing time and priorities of the daily work | | |
| 1. Demonstrating time management skills | | |
| 2. Managing priorities during on-call duties (e.g. night-shift) | | |
| 3. Managing one's own priorities in the daily work | X | |
| 4. Assuming responsibility in decision making (for current medical situations) | | |
| 1. Managing an inpatient medical service | | 4 |
| 1. Managing a typical ambulatory GIM practice, (including patient referrals, flow and follow-up) | | |
| 2. Managing organizational aspects of outpatient consultations | | |
| 3. Demonstrating (private) practice management skills | | 4 |
| 4. Managing Human Resources (staff) in medical offices | | 4 |
| Leading Teams | | |
| 1. Leading interprofessional health care teams | | |
| 2. Working within interprofessional health care teams | X | |
| 3. Leading multidisciplinary meeting to discuss complex patients' situations | | |
| 4. Leading a GIM consultation service and/or team | | |
| 5. Aligning responsibilities of interprofessional health care teams' members according to their expertise and level of training | | 4 |
| 6. Facilitating team huddles | | |
| 7. Facilitating formal team meetings | | |
| 8. Taking on a leadership role | | |
| 9. Organizing work and time management of medical/health care teams | | 4 |
| 10. Managing the daily work organization of a team (including time management, prioritization in clinical and administrative work) | | 4 |
| 1. Leading a GIM inpatient team | | |
| 2. Conducting an interdisciplinary ward round (incl. Setting priorities, synthesizing situations to patients and nurses) | | |

| Domain 6: QUALITY OF CARE | Full entrustment expected for PGY 1-3 | Expected max level of Entrustment <5 |
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| Continuous learning | | |
| 1. Managing information and knowledge for personal learning and to educate others (journal club, etc) | | |
| 2. Addressing learning needs in clinical practice with a personal learning plan | | |
| 3. Planning and completing personalized training experiences aligned with career plans and/or specific learning needs | | |
| 4. Developing a personal learning plan for the future practice | | |
| 5. Using new technologies when needed for patient care (including digital health, remote monitoring of chronic and acute diseases) | | |
| EBM Practice | | |
| 1. Critically interpreting scientific publications / data | | |
| 2. Accessing to reliable data of medical literature | X | |
| 3. Performing medical literature searches to answer specific clinical questions | | |
| 4. Accessing medical information to provide evidence-based care for adult patients | X | |
| 5. Using evidence-base guidelines and other forms of decision support in the care for acute illness, chronic disease, and healthcare maintenance needs | X | |
| Patient safety and Healthcare quality improvement | | |
| 1. Identifying a quality improvement need in a clinical setting | | |
| 2. Addressing a quality improvement need in a clinical setting | | 4 |
| 3. Caring for patients who have experienced a patient safety incident (adverse event) | | |
| 4. Identifying system-level safety and quality concerns in health care delivery | | 4 |
| 5. Analyzing system-level safety and quality concerns in health care delivery | | 4 |
| 6. Improving care via Plan-Do-Study-Act cycles, using outcomes, process, and balancing measures (including measures of patient satisfaction) | | 4 |
| 7. Performing root cause analysis and reflect upon critical incidents (including a medical error, near miss, preventable emergency room visit or re-admission), or patient complaint | | 4 |
| 8. Applying best practices of Quality Improvement to optimize the quality and safety of health care | | 4 |
| 9. Managing patient-level safety concerns (incl identifying, announcing, analyzing, documenting, implementing strategies to avoid recurrence, disclosing errors to patients...) | | |
| 10. Sharing uncertainties with colleagues or "quality circles" | | |

| Managing Health Data and Electronic Health Records | | |
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| 1. Documenting patient medical information and care plan via an electronic health record effectively and in a time-efficient manner | X | |
| 2. Performing comprehensive medication review and reconciliation utilizing an EHR that allows electronic prescribing | X | |
| 3. Documenting clinical encounter | X | |
| 4. Documenting and sharing patient medical information via an electronic health record | X | |
| 5. Accessing and interpreting performance data | | 4 |
| 6. Utilizing EHR and other electronic systems to detect and prevent medical errors | | 4 |
| 7. Selecting and organizing elements to be documented in the (electr.) health record | X | |
| 1. Developing and implementing an action plan based on review of performance data for one's ambulatory patient panel | | 4 |
| 2. Interrogating a registry and utilizing risk stratification tools to determine the health status and health care needs of the entire practice | | 4 |

| Domain 7: EDUCATIONNAL AND RESEARCH ACTIVITY | Full entrustment expected for PGY 1-3 | Expected max level of Entrustment <5 |
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| Providing Teaching, Clinical supervision and Mentoring | | |
| 1. Facilitating the learning of patients, families and members of interdisciplinary team | | |
| 2. Acting as a clinical teacher | | |
| 3. Acting as a clinical supervisor | | |
| 4. Supervising junior learners in the clinical setting | | |
| 5. Teaching learners in the clinical setting | | |
| 6. Coaching learners in the clinical setting | | |
| 7. Assessing learners in the clinical setting | | |
| 8. Providing mentoring for trainees | | |
| Research activity | | |
| 1. Conducting or participating in scholarly project (research, QI, education, other) | | 4 |
| 2. Managing research data appropriately | | 4 |