Assessing medical competency in the workplace
provide you with the tools, skills and confidence as a supervisor to effectively contribute to the assessment of junior doctors under your supervision
Session plan

Planning supervision and assessment

Assessable moments

Feedback refresher

Challenges of assessment

Documentation
Assessments

a judgement about how someone’s performance meets defined criteria

Fair
Valid
Reliable

Pre-activity
Planning supervision and assessment

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<tr>
<th>Intern details</th>
<th>Term details</th>
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<td>Intern name</td>
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<td>AHPRA registration no.</td>
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<td>This form is being completed for</td>
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<td>Mid-term</td>
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<td>Intern self-assessment</td>
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How do we turn this into observable behaviours?
Setting the scene
Miller’s pyramid for assessing clinical competence
Assessable moments

- Clear outcomes and criteria
- Appropriate timing
- Accurate evidence
- Junior doctor input
- Constructive, regular feedback

- Mini-Cex, DOPS, PMEx, CbD
- peer assessment, multisource feedback, self-assessment, patient feedback
The benefits of feedback

Feedback refresher:
- Creating a respectful, open minded, non-threatening climate
- Eliciting thoughts and feelings before giving feedback
- Being non-judgemental
- Focusing on behaviours
- Basing feedback on observed facts
- Basing feedback on specifics
- Giving the right amount of feedback
- Suggesting ideas for improvement
- Basing feedback on well-defined, negotiated goals
Challenges with assessment

- Doves vs Hawks
- Halo effect
- Personality traits
- Delay in completing
- Teacher and assessor
Failure to fail
Documentation

WHERE WOULD WE BE WITHOUT THE RIGHT DOCUMENTATION?

UNEMPLOYED?
✓ Learning is the key purpose of assessment
✓ Development and maintenance of the supervisory relationship is critical to the delivery of effective supervision
✓ Plan to optimise assessable moments
✓ Patient safety comes first
✓ Help is available
Resources

Intern training – Assessing and certifying completion
Post-Activity
Assessing medical competency in the workplace

This activity is intended to reinforce your learning from the session, ensuring you can put the skills gained into practice in your everyday setting.

Preparation

Please read;


Activity

Reflect on how you can use work-based use in your day-to-day practice as a sup.

Following this, ask the junior doctor why and if they have any feedback for you.

Complete the following questions:

Are WBAs fair, valid and reliable?

Did your perception of WBAs change aft

Reflection
Assessing medical competency in the workplace

As well as facilitating and monitoring learning, the intention of this reflection exercise is to encourage a means by which you can continue to learn and grow, with an established link between reflection and deeper learning.

Reflection should occur as soon as possible following the event, to be contemporaneous and meaningful, even though the impact may occur a significant time after completing this module.

Objective
Describe how the activity contributed to the development of your knowledge, skills or attitudes?