## CRITERIA FOR ASSESSMENT OF PERFORMANCE RACP Specialists. Together



## PHONE INTERVIEW VERSION

ASS	ASSESSMENT DOMAINS >		ACCURACY OF HISTORY	DISCUSSION OF THE CLINICAL EXAMINATION	SYNTHESIS & PRIORITISATION OF CLINICAL PROBLEMS	UNDERSTANDING THE IMPACT OF THE ILLNESS ON THE PATIENT AND FAMILY	DEVELOPMENT AND DISCUSSION OF AN APPROPRIATE MANAGEMENT PLAN	
6		Excellent Performance	Sophisticated interpretation of the history     Focuses on key issues     Shows perceptiveness in extracting difficult information     No need to clarify details	Sophisticated discussion of physical findings that may enhance diagnosis and management	Identifies all major and minor problems     Very careful prioritisation which includes a long term view     Recognises social impact of disease	Shows mature understanding of subtle, difficult, or intimate aspects of patient's functioning     Demonstrates balance when discussing issues and sophisticated use of external social support	Superior construction of management plan, including long term impact     Highly developed and discriminating use of investigations     Mature recognition and interpretation of inconsistent results	
		Better than Expected Standard	<ul> <li>Emphasis on appropriate details</li> <li>Appreciates subtleties</li> <li>Interprets significant aspects of the history</li> </ul>	Discusses relevance of important positive and negative findings in an organised insightful manner	Confidently identifies essential problems     Shows maturity in recognising lesser issues	Shows persistence in exploring subtle psychological issues, or issues that impact on the patient or family	Proposes appropriate management plan with good understanding of social impact lifestyle and psychological aspects of disease     Good use of discriminating investigations     Accurate interpretation of results	
		Expected Standard	Reasonably complete, accurate and detailed history     Minimal need to clarify details     Timely and well structured     Some interpretation	Raises relevant examination findings and discusses significance	Identifies all key problems     Arranges problems in order     of priority	Understands patient's physical and psychological functioning in relation to disease     Appreciates impact of treatment and prognosis on patient and family	Proposes an appropriate and realistic management plan for the major issues. Provides a sensible, balanced approach to investigations Interprets most investigations appropriately Recognises important side effects of proposed treatment	
		Below Expected Standard	<ul> <li>Incomplete, inadequately detailed and/or inaccurate history, and/or poorly timed</li> <li>Need to clarify important details</li> </ul>	Inadequate discussion of important signs	Problems poorly prioritised     Significant problems     undervalued	Fails to recognise some important aspects of the disease on patient or family     Misses some aspects affecting functioning or reaction to illness	Some errors in arranging a management plan     Erratic and non-discriminatory use of investigations     Errors in the interpretation of tests     Lacking adequate appreciation of complications     of treatment	
		Well Below Expected Standard	<ul> <li>Poorly organised</li> <li>Omission of many key points</li> <li>Inaccuracies or lack of detail</li> <li>Repetitive, poorly structured</li> <li>Historical details not clarified</li> </ul>	Significance of important physical signs not recognised	Poor understanding of significant problems     Requires substantial prompting	Poor understanding of the impact of disease on patient and family     Shows little concern about psychological aspects	Inappropriate or poorly directed management plan     Poor understanding of useful investigations     Inability to interpret investigations     Major inability to appreciate side effects of treatment	
		Very Poor Performance	No clear structure     Focused only on single problem     Minimal detail	No discussion of examination findings	Most key management issues unidentified     No attempt to establish priority	Impact of disease not explored at all, or unable to be discussed	Poorly directed management plan without consideration of major issues Very poor ordering of investigations without consideration of expense or potential complications No attempt to interpret investigations No understanding of side effects of treatment	
EPA			EPA 1, EPA2	EPA 1	EPA 1	EPA 1, EPA2	EPA 1, EPA4, EPA 6	
Competencies			Medical expertise, communication, (cultural competence)	Medical expertise	Medical expertise, judgement and decision making	Medical expertise, communication, ethics and professional behaviour, judgement and decision making, (cultural competence)	Medical expertise, communication, ethics and professional behaviour, judgement and decision making	

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	ASSESSMI	SSESSMENT DOMAINS > INTERACTION WITH PATIENT/FAMILY Candidates SHOULD achieve the expected standard in terms of their interaction with the patient/family		EXAMINATIONTECHNIQUE	EXAMINATION ACCURACY	INTERPRETATION AND SYNTHESIS OF PHYSICAL FINDINGS	INVESTIGATIONS/ MANAGEMENT
LEVEL OF PERFORMANCE	6	Excellent Performance	Exceeds expected standard	Highly fluent, accurate and within time     Makes adjustment to routine where appropriate     Includes and completes additional complementary examination elements unprompted	Correctly identifies all essential and desirable signs	Establishes the most likely diagnosis on the basis of examination     Provides a reasonable differential diagnosis based on physical findings     Considers <u>all likely</u> alternatives with a <u>higher level</u> justification     Able to rule out unlikely diagnoses	Correctly interprets investigations and integrates with examination findings without prompting     Recognises and discusses areas of doubt     Uses results to support differential diagnosis and discussion
	<b>5 4</b>	Better than Expected Standard	Meets expected standard	Fluent and accurate and within time     Makes adjustment to routine where appropriate	Correctly identifies all essential and most desirable signs	Identifies the most likely diagnosis.     Provides a reasonable differential diagnosis based on physical findings     Considers <u>likely</u> alternatives with justification	Correctly interprets all major investigations
		Expected Standard	Introduces him/herself to the patient     Shows respect for patient as indicated by preservation of patient's modesty, seeking permission for sensitive aspects of examination     Recognises and modifies examination when painful	Undertakes systematic examination of required area or system without unnecessary duplication     Demonstrates confidence in the examination     Completes assigned tasks in appropriate time	Detects most essential signs     Reports significant negative findings     Does not find major signs that are not present	<ul> <li>Provides sensible provisional diagnosis and discusses appropriate differential diagnoses</li> <li>Recognises most inconsistencies in interpretation and findings</li> <li>Provides sensible priorities in diagnosis</li> <li>Does not propose diagnoses inconsistent with signs</li> </ul>	Reasonable interpretation of investigations Suggests appropriate line of investigation and integrates them with examination findings
	3	Below Expected Standard	Inappropriate and insensitive approach to patient	Examination incomplete or lacking fluency or systematic approach     Includes unnecessary duplication	Misses essential signs     Fails to look for or identify important negative findings	Not confident with a diagnosis and/or provides diagnoses not consistent with signs List of differential diagnoses poorly developed and/or inconsistent with signs Unable to consider alternative explanations for findings Requires more than minor prompting to reconsider options	Does not offer appropriate investigations     Misinterprets or is unable to integrate investigations with examination findings
	2	Well Below Expected Standard	Unduly rough, clumsy or causes pain without adjustment or apology	Very slow and requires substantial prompting and guidance     Required examination incomplete	Misses essential signs     Finds abnormalities that are not present     Fails to look for important negative findings	Unable to suggest a reasonable diagnosis     Advances diagnoses inconsistent with signs     Requires substantial prompting     Unable to reconsider additional information which may alter diagnosis	Unable to use investigations to assist in diagnosis     Inappropriate dependence on investigations
	1	Very Poor Performance	Requiring examiners to intervene	Slow examination not completed in appropriate time     Cannot perform appropriate examination of system	Misses all essential signs     Finds abnormalities that are not present     Fails to look for important negative findings	Unable to suggest a reasonable diagnosis     Unable to interpret the physical signs elicited	Unable to suggest reasonable investigations     Misinterprets information provided
	EPA		EPA 1, EPA 2	EPA 1	EPA 1	EPA 1	EPA 1, EPA 6
	Competencies		Medical expertise, communication, ethics and professional behaviour	Medical expertise, judgement and decision making	Medical expertise, judgement and decision making	Medical expertise, judgement and decision making	Medical expertise, judgement and decision making