

# DRANZCOG TRAINING PROGRAM



## CONSULTANT ASSESSMENT OF TRAINEE - CONFIDENTIAL

(for use with DRANZCOG Trainees only)

Trainee: \_\_\_\_\_ Hospital: \_\_\_\_\_

### INSTRUCTIONS TO TRAINING SUPERVISORS AND CONSULTANTS:

- Copies of this form are to be distributed by the DRANZCOG trainee's supervisor to each consultant who has worked with the trainee during his/her training.
- The forms should be circulated no later than **2 weeks** prior to the completion by the supervisor of the Certificate of Training in the trainee's logbook. (ie the end of the 6-month DRANZCOG training period)
- This completed assessment form will assist the supervisor in completing the Certificate of Training and in giving the trainee constructive feedback on performance and progress.
- The trainee's competence as a **clinician** is to be assessed according to the 10 attribute categories listed. Each category has 5 possible assessments. Please tick the assessment rating which most applies to the trainee.
- The assessment should be made according to the level of competence expected of a DRANZCOG training at the end of his/her training.
- The completed form should be returned to the trainee's official supervisor. The supervisor is advised to retain the forms at least until the end of the trainee's period of training

**IMPORTANT NOTE TO CONSULTANTS:** These forms remain *confidential*. Individual consultants are not identified when feedback is given to the trainee.

<b>1. Responsibility and initiative</b>		✓
Exceptionally conscientious. Takes on extra responsibility voluntarily.	<b>Very Good</b>	
Carries full share of the workload. Frequently volunteers for other duties.	<b>Pass</b>	
Needs prodding to do the required amount of work.	<b>Borderline</b>	
Frequently fails to follow through on tasks.	<b>Fail</b>	
Insufficient opportunity to observe.	<b>Insufficient</b>	
<b>2. Reliability regarding patient care</b>		✓
Of outstanding reliability. Attends carefully to patient care duties.	<b>Very Good</b>	
Usually reliable and conscientious about patient care.	<b>Pass</b>	
Occasionally unreliable in patient care responsibility.	<b>Borderline</b>	
Cannot be relied upon for adequate patient care.	<b>Fail</b>	
Insufficient opportunity to observe.	<b>Insufficient</b>	
<b>3. Communication and rapport with patients</b>		✓
Usually effective in communicating with patients.	<b>Very Good</b>	
Mostly effective in communicating with patients.	<b>Pass</b>	
Occasionally ineffective in communicating with patients.	<b>Borderline</b>	
Generally ineffective in communicating with patients.	<b>Fail</b>	
Insufficient opportunity to observe.	<b>Insufficient</b>	
<b>4. Relationship with other health professionals</b>		✓
Outstanding in relating to the feelings, needs and wishes of others.	<b>Very Good</b>	
Relates appropriately to others.	<b>Pass</b>	
Has minor difficulties in relating to others.	<b>Borderline</b>	
Insensitive to feelings, needs and wishes of others.	<b>Fail</b>	
Insufficient opportunity to observe.	<b>Insufficient</b>	
<b>5. Appropriate theoretical knowledge of the specialty</b>		✓
Excellent knowledge.	<b>Very Good</b>	
Sound knowledge.	<b>Pass</b>	
Patchy knowledge.	<b>Borderline</b>	
Poor knowledge.	<b>Fail</b>	
Insufficient opportunity to observe.	<b>Insufficient</b>	

<b>6. Attendance at hospital continuing education meetings</b>		✓
Almost always attends hospital continuing education meetings.	<b>Very Good</b>	
Usually attends hospital continuing education meetings.	<b>Pass</b>	
Sometimes attends hospital continuing education meetings.	<b>Borderline</b>	
Rarely attends hospital continuing education meetings.	<b>Fail</b>	
Insufficient opportunity to observe.	<b>Insufficient</b>	
<b>7. Documentation and organisational skills</b>		✓
Efficiently manages time. Well-organised. Documentation is of a consistently high standard.	<b>Very Good</b>	
Usually well organised. Documentation adequate.	<b>Pass</b>	
Sometimes disorganised and inefficient. Documentation sometimes inadequate	<b>Borderline</b>	
Disorganised. Poor organisation of documentation compromises clinical management.	<b>Fail</b>	
Insufficient opportunity to observe.	<b>Insufficient</b>	
<b>8. Clinical judgement at Diploma standard</b>		✓
Almost always makes sound decisions about clinical management.	<b>Very Good</b>	
Usually makes sound decisions about clinical management.	<b>Pass</b>	
Sometimes makes doubtful decisions about clinical management.	<b>Borderline</b>	
Often makes doubtful decisions about clinical management.	<b>Fail</b>	
Insufficient opportunity to observe.	<b>Insufficient</b>	
<b>9. Surgical skill</b>		✓
Outstanding technical skill for a trainee at this level of training.	<b>Very Good</b>	
Sound technical skill for a trainee at this level of training.	<b>Pass</b>	
Some deficiencies in the technical skills expected of a trainee at this level.	<b>Borderline</b>	
Major deficiencies in the technical skills expected of a trainee at this level.	<b>Fail</b>	
Insufficient opportunity to observe.	<b>Insufficient</b>	
<b>10. Acceptance of constructive criticism</b>		✓
Accepts criticism well.	<b>Very Good</b>	
Accepts criticism with some reluctance.	<b>Pass</b>	
Ignores criticism.	<b>Borderline</b>	
Gets angry when criticised.	<b>Fail</b>	
Insufficient opportunity to observe.	<b>Insufficient</b>	

**It is essential that you comment honestly on the trainee's specific strengths and also on areas where improvement is needed.**

**STRENGTHS:**

**AREAS FOR IMPROVEMENT:**

**GENERAL COMMENTS:**

This assessment is based on personal observation of the trainee between the dates of \_\_\_/\_\_\_/\_\_\_ and \_\_\_/\_\_\_/\_\_\_

**ASSESSOR:** \_\_\_\_\_

**SIGNED:** \_\_\_\_\_

**DATE:** \_\_\_\_\_