

E-portfolio: finding the evidence for the rating scales

For Educational Supervisors *and* GP trainees

Both trainee and Educational Supervisor must rate the 12 professional competencies every year. YOU MUST write down the evidence which backs up the grade awarded in the comments box next to each competency. Put as much evidence in there as you can, for example, for 'practising holistically' you might award the grade 'competent' and then the following in the comments box: '6 out of the last 8 CBDs marked competent and substantiated in the CSR and MSF.'

The table below tells you roughly where you might look for the evidence. Log entries can provide evidence for any of them.

Professional Competency		Where to look for the evidence
1. Communication and consultation skills	1. COT	-all COT items are about this
	2. PSQ	-all PSQ items are about this
	3. CSR	-under 'Relationship' items 1: Explores pt's ICE, 2: Negotiates a plan, 3: Impact of problem on pt's life
	4. MSF	-under professional behaviour and/or clinical performance
	5. CEX	-item 3: Communication skills
	6. Log entries	-esp Clinical encounters and OOH entries
2. Practising holistically	1. CBD	-item 1:Practising holistically
	2. COT	-items 3: Psychosocial context and 4: Pt's health understanding
	3. CSR	-under 'Relationship' items 1: Explores pt's ICE and 3: Impact of problem on pt's life
	4. PSQ	-items 4: Interested in you as a whole person, 5:Fully understanding your concerns
	5. Log entries	-esp Clin. encounters, Prof. conv., OOH entries
3. Data gathering and interpretation	1. CEX	-Items 1: history and 2: examination
	2. CBD	-item 2: data gathering & interpretation
	3. COT	-items 1: Encourages pt's contribution 2: Responds cues 3:Psychosocial context 4: Pt's health understanding 5:Includes/excludes significant condition, 6: Examination
	4. CSR	-under 'Diagnostics' items 1:Hx, Ex, Ix systematically & appropriately 2: Elicits signs and interprets information, 3: Appropriate differential diagnosis
	5. MSF	-under clinical performance
	6. Log entries	- esp. Clin. Encounters, OOH entries and SEA
4. Making a diagnosis/decisions	1. CBD	-item 3: Making diagnosis/decisions
	2. CSR	-under 'Diagnostics' items 3: Appropriate differential diagnosis and 5. Refers appropriately
	3. MSF	-under clinical performance
	4. COT	- items 6: Appropriate examination and 7: Appropriate working diagnosis
	5. CEX	-item 4: clinical judgement
	6. Log entries	-esp Clin Encounters, Prof conv, OOH entries, SEA
5. Clinical management	1. CEX	-item 7:overall clinical care
	2. CSR	-under 'Diagnostics' items 4: Management plan and 5: Refers appropriately
	3. MSF	-under clinical performance
	4. COT	- item 10:Appropriate management plan & FU
	5. CBD	- item 4:Clinical management
	6. Log entries	-any of them

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6. Managing medical complexity	1. CBD	-item 5:Managing medical complexity
	2. CSR	- ????????
	3. CEX (????7 th)	?item 4: clinical judgement, 7: overall care and look at the 'complexity of the case' drop down box
	4. Log entries	-esp Clin Encounters, Prof. Conv, OOH entries
7. Primary care admin and IMT	1. CBD	-item 6: Primary care admin & IMT
	2. Log entries	- esp. Prof Conv, OOH entries, Audit?
8. Working with colleagues and in teams	1. MSF	-under professional behaviour
	2. CSR	-under 'Relationship' item 4. Works cooperatively with team members and ' Professionalism ' item 2: Shows respect for others
	3. CBD	-under item 7: Working with colleagues in teams
	4. Log entries	- esp. Clin. Encounters, Prof. conv., OOH, SEAs, Audit
9. Community orientation	1. CBD	-item 8: Community orientation
	2. CSR	-under ' Management ' item 2: uses resources cost effectively???
	3. Log entries	- esp. Clin. Encounters, Prof. Conv., OOH entries, maybe Audit/Project
10. Maintaining performance, learning and teaching	1. CSR	-under 'Management' item 3:Keeps up to date
	2. CEX	Item 5: Professionalism ???
	3. MSF	-under 'professional behaviour' and/or 'clinical performance'
	4. Log entries	- any of them
11. Maintaining an ethical approach	1. CBD	-item 9: Maintaining an ethical approach
	2. CSR	-under 'Professionalism' items 1: Identifies & discusses ethical conflicts and 2: Shows respect for others
	3. MSF	-under 'professional behaviour'
	4. Log entries	-esp. In Clin Encounters, Prof. Conv, OOH entries, SEA
12. Fitness to practise	1. CBD	-under item 10: Fitness to practise
	2. CSR	-under 'Professionalism' items 3: Is organised, efficient and takes appropriate responsibility and 4: Deals appropriately with stress
	3. MSF	-under 'clinical performance'
	4. Log entries	- esp SEAs, Clin. Encounters, Prof. Conv. and OOH entries

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Remind me - what are the competences which form the framework for WPBA?

- **Communication and consultation skills.** This competence is about communication with patients, and the use of recognised consultation techniques.
- **Practising holistically:** the ability of the doctor to operate in physical, psychological, socioeconomic and cultural dimensions, taking into account feelings as well as thoughts.
- **Data gathering and interpretation:** the gathering and use of data for clinical judgement, the choice of physical examination and investigations, and their interpretation.
- **Making a diagnosis / making decisions.** This competence is about a conscious, structured approach to decision making.
- **Clinical management:** the recognition and management of common medical conditions in primary care.
- **Managing medical complexity and promoting health:** aspects of care beyond managing straightforward problems, including the management of co-morbidity, uncertainty, risk and the approach to health rather than just illness.
- **Primary care administration and IMT:** the appropriate use of primary care administration systems, effective recordkeeping and information technology for the benefit of patient care.
- **Working with colleagues and in teams:** working effectively with other professionals to ensure patient care, including the sharing of information with colleagues.
- **Community orientation:** the management of the health and social care of the practice population and local community.
- **Maintaining performance, learning and teaching:** maintaining the performance and effective continuing professional development of oneself and others.
- **Maintaining an ethical approach to practice:** practising ethically with integrity and a respect for diversity.
- **Fitness to practise:** the doctor's awareness of when his/her own performance, conduct or health, or that of others, might put patients at risk and the action taken to protect patients

Another way of looking at where the evidence is: (but log entries not included)

Competence Area	MSF	PSQ	COT	CbD	CEX	CSR
Communication and consultation skills	✓	✓	✓		✓	✓
Practising holistically		✓	✓	✓		✓
Data gathering and interpretation	✓		✓	✓	✓	✓
Making a diagnosis/decisions	✓		✓	✓	✓	✓
Clinical management	✓		✓	✓	✓	✓
Managing medical complexity				✓	✓	✓
Primary care admin and IMT				✓		
Working with colleagues and in teams	✓			✓		✓
Community orientation				✓		✓
Maintaining performance, learning and teaching	✓				✓	✓
Maintaining an ethical approach	✓			✓		✓
Fitness to practise	✓			✓		✓