



## Core Formative Appraisal Form

### Trainee & Training Details

<b>Trainee Fullname:</b>	<input type="text" value="Dr Matthew Hughes"/>
<b>Region:</b>	<input type="text" value="New Zealand"/>
<b>Current Training Year:</b>	<input type="text"/>
<b>Hospital:</b>	<input type="text" value="Middlemore Hospital, 14-12-2015 - 12-06-2016"/>
<b>FTE:</b>	<input type="text" value="1.00"/>
<b>Training Level:</b>	<input type="text"/>
<b>Initiated By:</b>	<input type="text" value="Dr Matthew Hughes"/>
<b>Completed:</b>	<input type="text"/>

<b>Assign Supervisor:</b>	<input type="text" value="Select"/>
<b>Supervisor Fullname:</b>	<input type="text" value="Dr Lucas Neil"/>
<b>Assessment Date:</b>	<input type="text" value="07-06-2016"/>  *
<b>Due Date:</b>	<input type="text" value="10-04-2016"/>  *
<b>Status:</b>	<input type="text" value="Awaiting Supervisor Submission"/>
<b>Overdue Submission:</b>	<input type="text"/>
<b>Recent 6-Monthly Assessment:</b>	<input type="text"/>
<b>Formative Appraisal ID:</b>	<input type="text" value="309"/>

## 3-Monthly Appraisal (Formative)

### Trainee Comments

#### Clinical Expertise

Competencies	Description	Trainee self-assessment of strengths and challenges and how any challenge could be addressed
Demonstrates responsibility, reliability and initiative in undertaking clinical and other duties and follow up	Demonstrates an ability to: <ul style="list-style-type: none"> <li>• prioritise urgent and other tasks</li> <li>• deal with allotted duties</li> <li>• manage clinics and ward</li> <li>• organise appropriate testing and follow up of test results</li> <li>• provide a safe and effective management plan</li> </ul>	Follow up of acute test results can be difficult due to current hospital systems. However, I have taken time and responsibility for this. Managing to complete allocated duties and prioritise urgent tasks as needed. *
Manages clinical load effectively in consultation with other members of the health care team	Demonstrates an ability to: <ul style="list-style-type: none"> <li>• consult effectively with senior staff and other health professionals where necessary</li> <li>• manage work load effectively in different clinical settings</li> <li>• consult with and manage multi-disciplinary health care services</li> </ul>	I will try to improve my time management when balancing clinics with ED referrals. I ask for assistance when appropriate. *
Demonstrates appropriate obstetric clinical procedural and surgical skills	Demonstrates an ability to: <ul style="list-style-type: none"> <li>• proficiently manage and technically perform routine obstetric procedures</li> <li>• identify and proficiently manage obstetric complications</li> <li>• seek assistance from appropriate specialist colleagues</li> </ul>	Currently managing work load well having managed several obstetric complications and requested back up in a timely manner. *
Demonstrates appropriate obstetric non-procedural skills	Demonstrates an ability to: <ul style="list-style-type: none"> <li>• organise routine obstetric examinations, investigations and appropriate tests</li> </ul>	Organising tests as required, but some test follow-up has been difficult (see above). *

<p>Demonstrates appropriate gynaecological clinical procedural and surgical skills</p>	<p>Demonstrates an ability to:</p> <ul style="list-style-type: none"> <li>• proficiently manage and technically perform routine gynaecological procedures</li> <li>• identify and proficiently manage gynaecological problems and complex medical conditions</li> <li>• seek assistance from appropriate specialist colleagues</li> </ul>	<p>I have had very limited exposure to gynae surgery in this rotation, particularly major lists. I need more operating and colposcopy time. I have asked my Training Supervisor to speak to the HOD to advocate on my behalf.</p>
<p>Demonstrates appropriate gynaecological non-procedural skills</p>	<p>Demonstrates an ability to:</p> <ul style="list-style-type: none"> <li>• organise routine gynaecological examinations, investigations and appropriate tests</li> </ul>	<p>Functioning independently and confident with this.</p>
<p>Demonstrates appropriate documentation and organisational skills</p>	<p>Demonstrates an ability to:</p> <ul style="list-style-type: none"> <li>• take a relevant history</li> <li>• write legible and clear records</li> <li>• organise and prioritise urgent tasks</li> <li>• give an effective clinical handover</li> </ul>	<p>My handover skills have improved, Documentation/organisation is excellent.</p>
<p>Demonstrates continued improvement in medical expertise, clinical reasoning and judgment</p>	<p>Demonstrates an ability to:</p> <ul style="list-style-type: none"> <li>• access, interpret, and apply knowledge to make accurate diagnoses</li> <li>• apply effective clinical reasoning</li> <li>• provide effective and ethical diagnostic, therapeutic and surgical management</li> <li>• consider cost-effectiveness in clinical decision-making</li> <li>• use agreed clinical protocols and procedures</li> </ul>	<p>Exposure to a wide range of complex cases at this hospital has improved my management of patients. Could improve my knowledge of in-hospital protocols as I tend to rely on protocols from my previous hospital.</p>

## Academic Abilities

Competencies	Description	Trainee self-assessment of strengths and challenges and how any challenge could be addressed
Demonstrates appropriate theoretical knowledge of specialty and principles of evidence-based medicine	Demonstrates an ability to: <ul style="list-style-type: none"> <li>• actively seek information</li> <li>• critically appraise sources</li> <li>• interpret the results of research</li> <li>• apply evidence-based medicine</li> </ul>	Am proactive in keeping up to date with evidence based medicine as studying for oral exam. *
Demonstrates teaching at both undergraduate and postgraduate level	Demonstrates an ability to: <ul style="list-style-type: none"> <li>• apply apprenticeship learning principles</li> <li>• provide guidance, advice and feedback to junior staff</li> <li>• seek opportunities to teach in clinical situations</li> <li>• tailor learning experiences to address own and others knowledge deficiencies and learning needs</li> </ul>	Really enjoying supervising junior staff. Sometimes struggle to communicate negative feedback to students, need to work on this. *
Demonstrates attendance and participation at continuing education meetings	Demonstrates an ability to: <ul style="list-style-type: none"> <li>• consistently attend and participate in hospital timetabled education meetings</li> <li>• participate effectively in organised educational activities</li> </ul>	Satisfactory – I attend when my roster allows. *

## Professional Qualities

Competencies	Description	Trainee self-assessment of strengths and challenges and how any challenge could be addressed
Communicates effectively with patients and their families	Demonstrates an ability to: <ul style="list-style-type: none"> <li>listen attentively and answer questions fully</li> <li>form therapeutic relationships with patients, relatives and colleagues</li> <li>provide courteous and helpful guidance to patients</li> <li>show empathy and sensitivity to cultural and linguistic diversity</li> <li>respect patients in their care</li> </ul>	Feedback from patients and colleagues indicates that my communication with patients is effective and respectful. I think this is one of my strengths. *
Relates appropriately and communicates effectively with other members of the health care team	Demonstrates an ability to: <ul style="list-style-type: none"> <li>work positively as a team member in different clinical settings</li> <li>show respect and establish professional relationships</li> <li>exhibit personal and interpersonal professional behaviours</li> <li>manage workplace differences and conflicts</li> </ul>	I'm a good team member with generally effective communication. Sometimes have difficulty communicating when there are differences in opinion (eg unhappy with rostering) but am working on this, trying to address before getting worked up. *
Accepts constructive feedback	Demonstrates an ability to: <ul style="list-style-type: none"> <li>accept feedback from colleagues, allied health staff, patients and their relatives</li> <li>recognise limits of own expertise</li> </ul>	I actively seek and am happy to receive feedback and use this to improve my practice. *
Reviews and updates professional practice	Demonstrates an ability to: <ul style="list-style-type: none"> <li>practice risk management</li> <li>participate in clinical governance and audits</li> </ul>	Not currently involved in audits, but reflect on own practice and cases by keeping a reflective diary. *

## Supervisor Comments

Training Supervisor comments including strengths, areas for further development and recommended actions to achieve these.

### Clinical Expertise

(responsibility, reliability and initiative in clinical duties; management of clinical load within team; clinical procedural and surgical skills; non-procedural skills; documentation and organisational skills; clinical reasoning and judgement)

1000 characters remaining

### Academic Abilities

(knowledge; teaching; meeting attendance and participation)

1000 characters remaining

### Professional Qualities

(communication with patients, families and colleagues; teamwork; response to constructive feedback; reviews and updates professional practice)

1000 characters remaining

## Declaration

- I have discussed this Formative Appraisal with the Trainee \*
- My Training Supervisor has discussed this Formative Appraisal with me

## Attachments

+Add Attachment

Action	Date	Title	Added by
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✕ Cancel

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