

SIMG SUBSTANTIALLY COMPARABLE - 3 MONTHLY REPORT



**THE ROYAL AUSTRALIAN
AND NEW ZEALAND
COLLEGE OF
OBSTETRICIANS AND
GYNAECOLOGISTS**

This form should be used for the assessment of Substantially Comparable Specialist International Medical Graduates undertaking up to twelve months of supervised practice. Assessment is to be made at the level equivalent to Australian-trained Specialist.

Name of Substantially Comparable SIMG: _____ **Hospital:** _____ **State:** _____

Name of Practice Supervisor: _____ **Date practice commenced:** ____/____/____

Report for three month (12 week) period: ____/____/____ **to** ____/____/____ **Leave taken during the reporting period:** ____/____/____ **to** ____/____/____

Full time Part time (as per hospital contract) Hours per week: _____

The following competencies, drawn from the RANZCOG Curriculum, should be addressed by the Practice Supervisor in consultation with the Substantially Comparable Specialist International Medical Graduate. The Practice Supervisor should draw on information from other health and medical practitioners who have worked with the SIMG during this period.

1. Clinical Expertise	Performs consistently above expected level	Sometimes performs above expected level	Performs consistently at expected level	Sometimes performs below expected level	Performs consistently below expected level
• Demonstrates expertise in core areas of obstetric and gynaecological care including the management of pre-pregnancy, antenatal, intrapartum and postnatal care with low or moderate levels of complexity.					
• Practices multi-dimensional approach to patient management, advanced abilities in clinical reasoning and judgment, customizes management accordingly.					
• Demonstrates diagnostic, therapeutic and surgical skills, accesses, interprets and applies knowledge relevant to clinical practice; identifies and accesses effective services in consultations, management and clinical education in regard to the well-being and care of women.					
• Demonstrates knowledge and clinical expertise in surgical procedures associated with obstetrics and gynaecology, including: management of equipment used in operative obstetrics and gynaecology; knowledge and application of specific procedures, including risk reduction strategies; management of operative complications.					
• Establishes therapeutic relationships with women in their care, their partners and families, discusses appropriate information, plans and evaluates patient care and guides decision making.					
• Works collaboratively and establishes effective professional relationships.					
• Demonstrates understanding of relevant social and cultural issues that impact on the provision of healthcare to women.					

Comments on areas of strengths and any areas requiring improvement

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2. Academic Abilities	Performs consistently above expected level	Sometimes performs above expected level	Performs consistently at expected level	Sometimes performs below expected level	Performs consistently below expected level
<ul style="list-style-type: none"> • Demonstrates self-learning in obstetrics and gynaecology and other relevant areas of medical practice, including: an awareness of the limits of their own knowledge and abilities; critical appraisal of sources and reliability of medical information and maintains up to date knowledge and practices. 					
<ul style="list-style-type: none"> • Understands the underlying physiology and pathology, and the available assessment and management options in order to provide safe and effective care. 					
<ul style="list-style-type: none"> • Actively seeks relevant information to enhance their knowledge and practices and to ensure that they maintain a contemporary service to women in their care. 					
<ul style="list-style-type: none"> • Understands the principles and practice of evidence based medicine and research in a clinical setting, including an understanding of relevant local, national and international guidelines. 					
<ul style="list-style-type: none"> • Facilitates learning of patients to enhance their patient autonomy, decision making, and compliance and understanding. 					
<ul style="list-style-type: none"> • Understands and applies principles of apprenticeship learning for trainees, students and other health professionals. 					
Comments on areas of strengths and any areas requiring improvement					
3. Professional Qualities	Performs consistently above expected level	Sometimes performs above expected level	Performs consistently at expected level	Sometimes performs below expected level	Performs consistently below expected level
<ul style="list-style-type: none"> • Understands and implements basic human resources principles and staff management, and business and financial management. 					
<ul style="list-style-type: none"> • Works collaboratively with other health care providers; contributes to interdisciplinary team activities, and show respect for the contribution of other health professionals in day-to-day interactions. 					
<ul style="list-style-type: none"> • Understands the principles and participates in the practice of clinical governance. 					
<ul style="list-style-type: none"> • Actively engages in the practice of risk management/minimisation by carrying out clinical audit and implementation of change as a result of clinical audit; and initiating change to reduce risk 					
<ul style="list-style-type: none"> • Demonstrates an ability to accept feedback from colleagues, allied health staff, patients and their families. 					

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• Recognises limits of own knowledge and experience, and seeks advice and assistance when appropriate.					
• Demonstrates an ability to act as first point of reference in Birth Suite.					
• Demonstrates an ability to complete organization tasks e.g. meetings, rosters.					
• Demonstrates an ability to prioritise tasks, has realistic expectations of what can be completed by self and others.					
• Delivers the highest quality healthcare with integrity, honesty and compassion.					
• Practises medicine that is ethically responsible and consistent with the obligations of a self-regulating profession and recognises duties in regard to courts, legislative and regulatory bodies, and notification obligations.					
• Recognises a duty to assist in an emergency situation.					
• Recognises patient autonomy, confidentiality and the legal and moral duties to women in their care.					

Comments on areas of strengths and any areas requiring improvement

Plans for Remedial Action if required (attach additional Sheets if required)	Continuing Professional Development (CPD) Activities	
	Date	Activity

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<p>The recommendation of this report is that the SIMG is:</p> <p><input type="checkbox"/> Working at a level comparable with that of an Australian – trained O&G Specialist.</p> <p>This report must be completed every three months (12 weeks). A final multi-source performance feedback (MSF) assessment to be completed at the end of the period of oversight.</p> <p><input type="checkbox"/> Not currently working at a level comparable with that of an Australian – trained O&G Specialist.</p> <p>Remediation plan has been negotiated. Further reports to take place at three monthly (12 week) intervals</p> <p>The doctor’s performance is brought to the attention of the SIMG Assessment Committee. The SIMG Committee will review the doctor’s performance.</p>	<p>Declaration: My overseer has discussed this Report with me:</p> <p>Signature: _____</p> <p>Date: ____/____/____</p> <p>Declaration: I have discussed this Report with the SIMG:</p> <p>Signature: _____</p> <p>Date: ____/____/____</p>	<p>SIMG Assessment Committee Chair:</p> <p>Signature: _____</p> <p>Date: ____/____/____</p> <p>PLEASE RETURN THIS REPORT TO: SIMG Co-ordinator RANZCOG 254 – 260 Albert St Phone +61 3 9412 2970 / 2945 East Melbourne VIC 3002 Fax +61 3 9412 2956 AUSTRALIA Email simg@ranzcog.edu.au</p>
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The 3 monthly (12 week) report is a key component of the requisite period of oversight for an Substantially Comparable SIMG to attain Fellowship of The Royal Australian and New Zealand College of Obstetrics and Gynaecology and full recognition as a Specialist Obstetrician and Gynaecologists in Australia. Reports are required for submission at the completion of each three monthly (12 week) period of oversight. A final performance-based report in the form of a Multi-source performance feedback form (MSF) is also required for submission at the completion of the nominated period of oversight.

Completion of the report is the responsibility of the nominated Supervisor in consultation with the SIMG. The assessment must be based on discussions with key consultants, medical and support staff who have worked with the Specialist. The report should measure the key competencies identified throughout this report against the standards that would reasonably be expected of an Australian-trained Specialist. Where competencies have not been consistently met, brief notes should be included in the space provided.

This report must be submitted within four weeks of the completion of three months practice as a Substantially Comparable SIMG. It is the Supervisor’s responsibility to gather appropriate information and to arrange a suitable time to discuss and complete the report with the Substantially Comparable SIMG. Failure of the candidate to submit any 3 monthly (12 week) report **within 4 weeks** of completion of that period will invalidate that period of oversight.

A satisfactory report concludes that the Substantially Comparable SIMG is working at a level consistent with that of an Australian-trained Specialist Obstetrician and Gynaecologist. Regular 3 monthly (12 week) reports are required for the duration of the period of oversight. A final, performance-based report will also be required at the conclusion of the nominated period of oversight and this report will determine whether the Substantially Comparable Specialist can be elevated to Specialist status.

An Unsatisfactory report concludes that improvement is needed or that the Substantially Comparable SIMG is not working at a level consistent with that of an Australian-trained Specialist Obstetrician and Gynaecologist. The Supervisor must identify those areas where improvement is needed. A remedial plan is then to be negotiated in consultation with the Specialist and outlined in this report using additional pages if required. If a Substantially Comparable SIMG receive a report that is less than satisfactory, the matter will be referred to the SIMG Assessment Committee for review.

The complete report must be signed and dated by the Overseer and Substantially Comparable SIMG and submitted to the SIMG Co-ordinator at College House. A copy of the signed report will be returned to the Substantially Comparable SIMG.

Continuing Professional Development (CPD) Activities completed during the three monthly (12 week) period must be recorded in the table provided.