

SUBSPECIALIST SIMG SUBSTANTIALLY COMPARABLE - 3 MONTHLY REPORT



THE ROYAL AUSTRALIAN
AND NEW ZEALAND
COLLEGE OF
OBSTETRICIANS AND
GYNAECOLOGISTS

This form should be used for assessing Partially Comparable Specialist International Medical Graduates (SIMG).

Full Name of SIMG: _____

Hospital: _____ State: _____

Full Name of SIMG Supervisor: _____

Date SIMG commenced position: ____/____/____

Report for six-month period: ____/____/____ to ____/____/____

Leave taken during reporting period: ____/____/____ to ____/____/____

Full time Part time (as per hospital contract) ____/____/____

Number of consultants who have contributed to this assessment

Number who have less than 10 contact hours per four-week period, with the SIMG: _____

Number who have greater than 10 contact hours per four-week period, with the SIMG: _____

When completing the report for each competency, indicate the number of consultants who give each rating. For example five consultants assess the SIMG. For the competency -Responsibility, Reliability and Initiative, two give a rating of Partially Demonstrated, and three rate the SIMG as Demonstrated. This information should be recorded as follows:					
Competencies Ratings to be collated by SIMG Supervisor from distributed Consultant Assessment Forms	Performs consistently above	Sometimes performs above expected level	Performs consistently at expected	Sometimes performs below	Performs consistently below expected level
Demonstrates responsibility, reliability and initiative in undertaking clinical and other duties and follow up	3	2			

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.

Clinical Expertise

please indicate in number of consultants and not ticks

Competencies	Description	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 responsibility, reliability and initiative in undertaking clinical and other duties and follow up	Demonstrates an ability to: <ul style="list-style-type: none"> prioritise urgent and other tasks deal with allotted duties manage clinics and wards organise appropriate testing and follow up of test results provides a safe and effective management plan 					
Manages clinical load effectively in consultation with other members of the health team	Demonstrates an ability to: <ul style="list-style-type: none"> consult effectively with senior staff and other health professionals where necessary manage workload effectively in different clinical settings 					

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	<ul style="list-style-type: none"> consult with and manage multi-disciplinary health care services 					
Demonstrates appropriate obstetric clinical procedural and surgical skills	Demonstrates an ability to: <ul style="list-style-type: none"> proficiently manage and technically perform routine obstetric procedures identify and proficiently manage obstetric complications seek assistance from appropriate specialist colleagues when required 					
Demonstrates appropriate obstetric non-procedural skills	Demonstrates an ability to: <ul style="list-style-type: none"> organise routine obstetric examinations, investigations and appropriate tests 					
Demonstrates appropriate gynaecological clinical procedural and surgical skills	Demonstrates an ability to: <ul style="list-style-type: none"> proficiently manage and technically perform routine gynaecological procedures identify and proficiently manage gynaecological problems and complex medical conditions seek assistance from appropriate specialist colleagues when required 					
Demonstrates appropriate gynaecological non-procedural skills	Demonstrates an ability to: <ul style="list-style-type: none"> organise routine gynaecological examinations, investigations and appropriate tests 					
Demonstrates appropriate documentation and organisational skills	Demonstrates an ability to: <ul style="list-style-type: none"> take a relevant history write legible and clear records organise and prioritise urgent tasks give an effective clinical handover 					
Demonstrates continued improvement in medical expertise, clinical reasoning and judgment	Demonstrates an ability to: <ul style="list-style-type: none"> access, interpret and apply knowledge to make accurate diagnoses apply effective clinical reasoning provide effective and ethical diagnostic, therapeutic and surgical management consider cost-effectiveness in clinical decision-making use agreed clinical protocols and procedures 					
Comments on areas of strengths and any areas requiring improvement						

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Academic Abilities

Competencies	Description	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 appropriate theoretical knowledge of specialty and principles of evidence-based medicine	Demonstrates an ability to: <ul style="list-style-type: none"> actively seek information critically appraise sources interpret the results of research apply evidence-based medicine 					
Demonstrates teaching at both undergraduate and postgraduate level	Demonstrates an ability to: <ul style="list-style-type: none"> apply apprenticeship learning principles provide guidance, advice and feedback to junior staff seek opportunities to teach in clinical situations tailor learning experiences to address own and other's knowledge deficiencies and learning needs 					
Demonstrates attendance and participation at continuing education meetings	Demonstrates an ability to: <ul style="list-style-type: none"> consistently attend and participate at timetabled education meetings attend organised educational activities, scientific meetings, workshops and conferences 					
Comments on areas of strengths and any areas requiring improvement						

Professional Qualities

Competencies	Description	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
Communicates effectively with patients and their families	Demonstrates an ability to: <ul style="list-style-type: none"> listen attentively and answer questions fully form therapeutic relationships with patients, relatives and colleagues provide courteous and helpful guidance to patients show empathy and sensitivity to cultural and linguistic diversity respect patients in their care 					
Relates appropriately and communicates effectively with other members of the health care team	Demonstrates an ability to: <ul style="list-style-type: none"> work positively as a team member in different clinical settings show respect and establish professional relationships exhibit personal and interpersonal professional behaviours manage workplace differences and conflicts 					

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Accepts constructive feedback	Demonstrates an ability to: <ul style="list-style-type: none"> accept and act upon feedback from colleagues, allied health staff, patients and their relatives recognise limits of own expertise 					
Reviews and updates professional practice	Demonstrates an ability to: <ul style="list-style-type: none"> practice risk management participates in clinical governance and audits 					
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 Please record CPD Activities completed during this Report period in the table below:			
			Date	Activity		

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Summative performance (in this six-month period)

<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 and New Zealand – 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 and New Zealand – trained O&G Specialist.</p> <p>Remediation plan has been negotiated. Further reports to take place at three monthly (12 week) intervals 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 SIMG : My Supervisor has discussed this Report with me:</p> <p>Signature: _____</p> <p>Date: __/____/____</p> <p>Declaration Supervisor: 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 Team</p> <p>RANZCOG 254 – 260 Albert St Phone +61 3 9412 2970 / 2945 East Melbourne VIC 3002 Fax +61 3 9412 2956 AUSTRALIA Email simg@ranzco.edu.au</p>
<p>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.</p> <p>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 and New Zealand-trained Specialist. Where competencies have not been consistently met, brief notes should be included in the space provided.</p>	<p>A satisfactory report concludes that the Substantially Comparable SIMG is working at a level consistent with that of an Australian and New Zealand-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.</p> <p>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 and New Zealand-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.</p> <p>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.</p>	
<p>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.</p>	<p>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.</p> <p>Continuing Professional Development (CPD) Activities completed during the three monthly (12 week) period must be recorded in the table provided.</p>	