

Ranked Performance Assessment of Physician Trainees

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The Problem

- The incompetent and unprofessional
- Identification
 - Timing
 - Formal
 - Insight
 - Performance management
 - Gatekeeping

Clinical Skills

Elicits the history and obtains other relevant data from patients and conducts an appropriate physical examination.

Synthesises findings from history and physical examinations to develop a differential diagnoses and management plans.

Plans and arranges investigations appropriately.

Below
Expected level

At
Expected level

Above
Expected level

Not
Applicable

Medical Expertise

Recognises and manages critically ill patients.

Manages specific acute medical problems.

Manage patients with undifferentiated presentations.

Patient Care and Therapeutics

Manages general care in the unwell patient and facilitates ongoing care planning.

Prescribes appropriate and safe pharmacotherapy.

Manages patients with surgical problems.

Interpretation of the Rating Scale:

- 1 – falls far short of expected standards
- 2 – falls short of expected standards
- 3 – consistent with level of training
- 4 – better than expected standards
- 5 – exceptional performance
- N/A – not applicable to this term

Please assess your medical registrar’s performance throughout the term in the following areas of **clinical medicine**.

Topic Area : Clinical	Rating
Medical knowledge Demonstrates up-to-date knowledge required to manage patients	<input type="text"/>
Application of medical knowledge Shows ability to use the knowledge and other derived evidence based information	<input type="text"/>
Procedural skills Demonstrates ability to perform practical/technical procedures	<input type="text"/>
Clinical judgement Demonstrates ability to integrate cognitive and clinical skills, and consider alternatives in making diagnostic and therapeutic decisions	<input type="text"/>
Problem solving skills Critically assesses information, identifies major issues, makes timely decisions and acts upon them	<input type="text"/>
Emergency skills Ability to act effectively when urgent medical problems arise, including acknowledgement of need to seek help when appropriate	<input type="text"/>
Communication Ability to communicate effectively and sensitively with patients and their families	<input type="text"/>
Teamwork Ability to relate to other medical staff and work effectively within a multidisciplinary team	<input type="text"/>

Ranking

- NSW Physician Training Network
 - 54 trainees, 42 supervised rotations
 - 2008 calendar year (4 terms)
- Retrospective
- Within supervisor
- “order of merit”
- “use whatever criteria you think are most important”
- Feedback

Term Allocation Example

	Gastro	Neuro	Cardio	Resp	Renal	Endo
Wong	X	X				X
Jones	X				X	X
Singh				X	X	X
Chan				X	X	X
Gomez			X	X	X	
Smith		X	X	X		
Patel	X	X	X			
Brown	X	X	X			

Ranking Example 1

	Gastro	Neuro	Cardio	Resp	Renal	Endo
Wong	4	4				4
Jones	3				4	3
Singh				4	3	2
Chan				3	2	1
Gomez			4	2	1	
Smith		3	3	1		
Patel	2	2	2			
Brown	1	1	1			

Adjusted Scores 1

	Gastro	Neuro	Cardio	Resp	Renal	Endo
Wong	8	8				8
Jones	7				7	7
Singh				6	6	6
Chan				5	5	5
Gomez			4	4	4	
Smith		3	3	3		
Patel	2	2	2			
Brown	1	1	1			

Adjusted Scores 1

	Gastro	Neuro	Cardio	Resp	Renal	Endo	Mean
Wong	8	8				8	8
Jones	7				7	7	7
Singh				6	6	6	6
Chan				5	5	5	5
Gomez			4	4	4		4
Smith		3	3	3			3
Patel	2	2	2				2
Brown	1	1	1				1

Ranking Example 2

	Gastro	Neuro	Cardio	Resp	Renal	Endo
Wong	3	4				4
Jones	4				4	3
Singh				4	2	2
Chan				3	3	1
Gomez			4	1	1	
Smith		3	3	2		
Patel	2	1	2			
Brown	1	2	1			

Ranking Example 2

	Gastro	Neuro	Cardio	Resp	Renal	Endo
Wong	3	4				4
Jones	4				4	3
Singh				4	2	2
Chan				3	3	1
Gomez			4	1	1	
Smith		3	3	2		
Patel	2	1	2			
Brown	1	2	1			

Ranking Example 2

	Gastro	Neuro	Cardio	Resp	Renal	Endo
Wong	3	4				4
Jones	4				4	3
Singh				4	2	2
Chan				3	3	1
Gomez			4	1	1	
Smith		3	3	2		
Patel	2	1	2			
Brown	1	2	1			

Ranking Example 2

	Gastro	Neuro	Cardio	Resp	Renal	Endo
Wong	3	4				4
Jones	4				4	3
Singh				4	2	2
Chan				3	3	1
Gomez			4	1	1	
Smith		3	3	2		
Patel	2	1	2			
Brown	1	2	1			

Ranking Example 2

	Gastro	Neuro	Cardio	Resp	Renal	Endo
Wong	3	4				4
Jones	4				4	3
Singh				4	2	2
Chan				3	3	1
Gomez			4	1	1	
Smith		3	3	2		
Patel	2	1	2			
Brown	1	2	1			

Ranking Example 2

	Gastro	Neuro	Cardio	Resp	Renal	Endo
Wong	3	4				4
Jones	4				4	3
Singh				4	2	2
Chan				3	3	1
Gomez			4	1	1	
Smith		3	3	2		
Patel	2	1	2			
Brown	1	2	1			

Adjusted Scores 2

	Gastro	Neuro	Cardio	Resp	Renal	Endo
Wong	7	7				8
Jones	8				7	7
Singh				6	5	6
Chan				5	6	5
Gomez			4	3	3	
Smith		3	3	4		
Patel	2	1	2			
Brown	1	2	1			

Adjusted Scores 2

				Resp		
Singh				4		
Chan				3		
Gomez				1		
Smith				2		

Adjusted Scores 2

				Resp		
Singh				6		
Chan				5		
Gomez				3		
Smith				4		

Adjusted Scores 2

	Gastro	Neuro	Cardio	Resp	Renal	Endo	Mean
Wong	7	7				8	7.33
Jones	8↑				7↓	7↓	7.33
Singh				6	5	6	5.66
Chan				5	6	5	5.33
Gomez			4	3	3		3.33
Smith		3	3	4			3.33
Patel	2	1	2				1.66
Brown	1	2	1				1.33

Adjusted Scores 2

	Gastro	Neuro	Cardio	Resp	Renal	Endo	Mean
Wong	7	7				8	7.33
Jones	8				7	7	7.33
Singh				6	5	6	5.66
Chan				5	6	5	5.33
Gomez			4	3	3		3.33
Smith		3	3	4			3.33
Patel	2	1	2				1.66
Brown	1	2	1				1.33

Adjusted Scores 2

	Gastro	Neuro	Cardio	Resp	Renal	Endo	Mean
Wong	7	7				8	7.33
Jones	8				7	7	7.33
Singh				6	5	6	5.66
Chan				5	6	5	5.33
Gomez			4	3	3		3.33
Smith		3	3	4			3.33
Patel	2	1	2				1.66
Brown	1	2	1				1.33

Term Allocation Example

	Gastro	Neuro	Cardio	Resp	Renal	Endo
Wong	X	X				X
Jones	X				X	X
Singh				X	X	X
Chan				X	X	X
Gomez			X	X	X	
Smith		X	X	X		
Patel	X	X	X			
Brown	X	X	X			

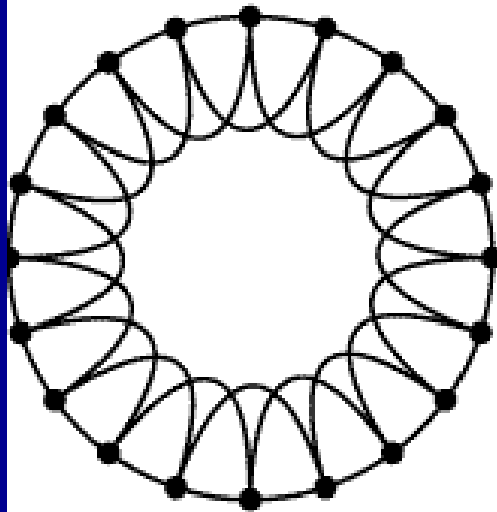
Collective dynamics of 'small-world' networks

Duncan J. Watts* & Steven H. Strogatz

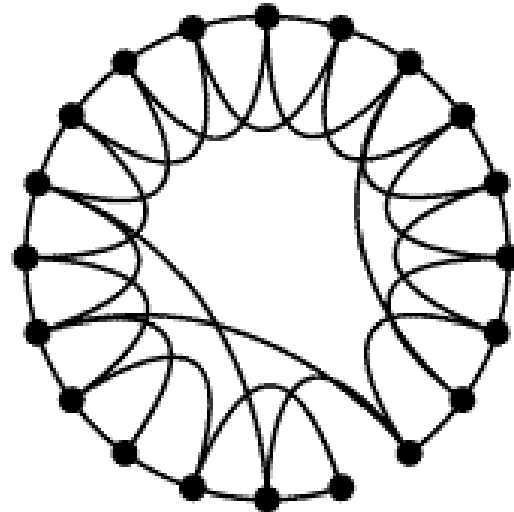
*Department of Theoretical and Applied Mechanics, Kimball Hall,
Cornell University, Ithaca, New York 14853, USA*

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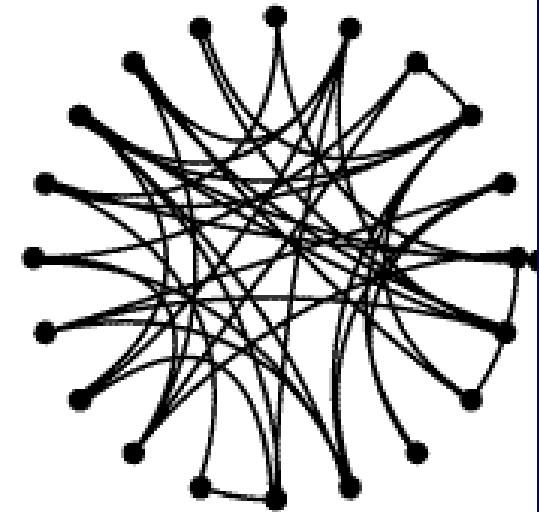
Regular



Small-world



Random

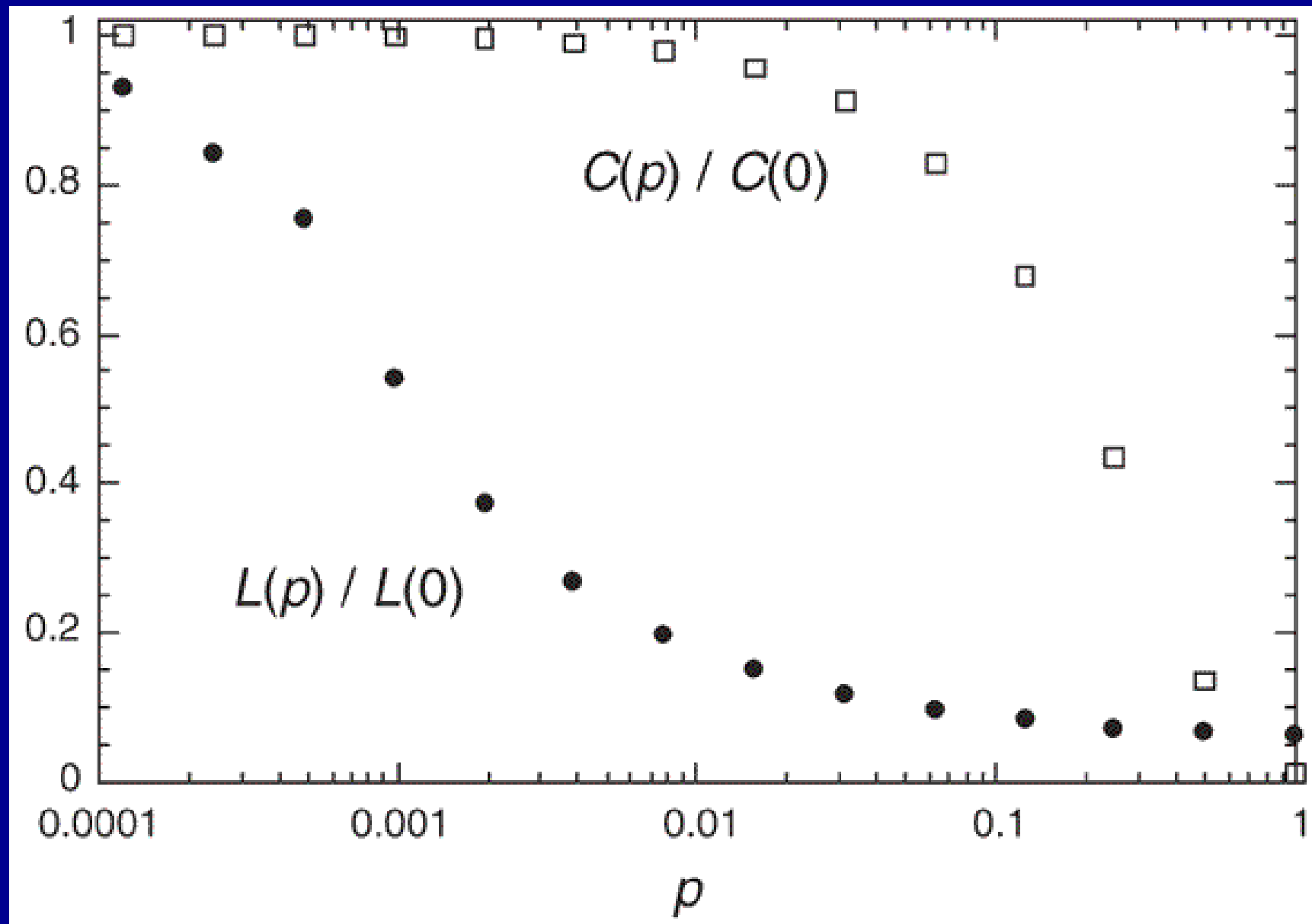


$p = 0$



$p = 1$

Increasing randomness



		H_Card_Sharpe	W_Card_Skinner	B_Gast_Choan	B_Geri_Datynier	B_Card_Dehiss	W_Onc_Wilcken	H_Gast_Ong	W_Card_Russell	W_ID_Packham	H_Neur_Watson	W_Haem_Hertz	W_Card_Ross	B_Onc_Hui	W_Geri_Evans	W_Haem_Benson	H_End_Jamieson	W_Neur_Fung	W_Pail_Lee	W_Resp_Robinson	W_Gast_Bourke	W_Neur_Bleasel	O_Gast_Chlu	W_Renal_Rangan	W_Onc_Gurney	O_Card_Arnold	B_Resp_Janjis	B_Geri_Obeld	B_ICU_Reece	W_Geri_Cabela	W_Card_Kovoor	B_Resp_Nagaraj	W_D&A_Phung	W_Gast_Kwan	O_Renal_Shann	W_End_McLean	B_Geri_Nagarat	Relief			
		P	C	C	P	C	C	P	C	C	P	C	C	P	C	C	P	C	C	C	C	P	C	C	P	C	C	P	C	C	P	C	C	P	C	C	C	C			
Winters	1ST	1	3	4																																		2			
Bishop	2ND		2	1	4																																		3		
Gnanaswaran	1ST			3	1	4																																	2		
Xu	2ND			3	2	1																																	4		
Moujaber	1ST				3	4	2																																1		
Getta	2ND				1	2	4																																3		
Farhtash	1ST					3	1																																2		
Floyd	2ND						3			1	2	4																													
Ragunathan	1ST							4		3	2																												1		
Tennant	2ND								1	3	2																												4		
McCulloch	1ST										1	3	4																										2		
Nguyen	2ND										1	2	4																										3		
Naidoo	1ST										4	3	2																										1		
Singh	2ND											4	3	2																									4		
Narayana	1ST												1	3	2																								2		
Hassan	2ND													1	2	4																							3		
Hohenberg	1ST														4	3	2																						1		
Chan	2ND															1	3	2																					4		
Vu	1ST															1	3	4																					2		
Ding	2ND																1	2	4																					3	
Geevainga	2ND																4	3	2																				1		
Tan_T	2ND																	1	3	2																			4		
Aggarwal	1ST																		1	3	4																		2		
Lim	2ND																			1	2	4																	3		
Khoo	1ST																				4	3	2																1		
Pillay	2ND																					1	3	2															4		
West	1ST																						1	3	2														2		
Dravec	2ND																							1	2	4														3	
Jalaeian	1ST																							4	3	2														1	
Sundar	2ND																								1	3	2													4	
Sartoretto	1ST																								1	3	4													2	
Nalliah	2ND																									1	2	4												3	
Li	1ST																									4	3	2												1	
Yeung	2ND																										1	3	2											4	
Ahlenstiel	1ST																										1	3	4											2	
Vasista	2ND																										1	2	4												3
Bordaje	1ST																										4	3	2												1
Zaman	2ND																											1	3	2										4	
Reyes	1ST																												1	3	4									2	
Rebeiro	2ND																													1	2	4								3	
Fernandez	1ST																												4	3	2									1	
Ramanathan	2ND																													1	3	2								4	
Liu	1ST																														1	3	4							2	
Hsu	2ND		4																																					3	
Jensen	1ST		2	1																																					
Mazid	2ND		3	4	2																																			1	
Tan_J	2ND									2																														1	

B_Geri_Gheuk
W_Card_Mardini
H_Gast_Darke
W_Geri_Murug
W_Gast_Williams
W_Card_Thomas
W_Resp_Wu
W_Resp_Gardiner

11 term 1
12 term 2
11 term 3
10 term 4

The Wash-up

- Tension vs. complacency
 - The competent majority
 - ‘Blinkers’
- Local vs. Collegiate
 - Within vs. between Networks
 - Process of referral
 - Validation
 - Trainee marketplace
- Discontinued