



Pre-employment Structured Clinical Interview (PESCI)

Report to the Medical Board of Australia

IN CONFIDENCE

This report contains detailed information about the content and outcome of the PESCI. To ensure the integrity of the interview content is not compromised this report must only be provided to the Medical Board of Australia (the Board) and the Australian Health Practitioner Regulation Agency (AHPRA). It must not be provided to the interviewee, their employer, sponsor or other third party.

Please note: The recommendations of the PESCI panel are specific to the nominated position. An interviewee who is not deemed suitable for this position may be suitable for another position. The Board may require a PESCI if the interviewee applies to practice in another position.

Details of the PESCI conducted

Accredited PESCI provider	<input type="text"/>
Date of interview	<input type="text"/>
Name of interviewee	<input type="text"/>
Position sought	<input type="text"/>
Employer organisation	<input type="text"/>
Position address/location	<input type="text"/>

Registration type being sought

Limited registration (Area of Need)	<input type="checkbox"/>
Limited registration (Postgraduate training or supervised practice)	<input type="checkbox"/>
Provisional registration	<input type="checkbox"/>

PESCI Panel

PESCI Panel Chair	<input type="text"/>
PESCI Panel members	<input type="text"/>
	<input type="text"/>
	<input type="text"/>
	<input type="text"/>

Declaration of any conflicts of interest

Members of the panel discussed and confirmed that there were no conflicts of interest raised by any member conducting the PESCI.

Background

Interview structure

Provide a brief description of how the interview was conducted and the information that was provided to the interviewee about the interview process and the process for reporting the outcome.

Interviewee's qualifications and experience

Provide an overview of the interviewee's qualifications and medical practice experience, with specific reference to their relevance to the position for which the PESCI is being undertaken. For example, GP practice experience for a GP position. The overview must also identify any gaps in clinical practice history and/or continuing professional development (CPD). Where gaps in recency of practice have been identified provide information on any recent CPD undertaken by the interviewee, including dates and type of CPD.

Position description

Provide a brief description of the position for which registration is sought. This should include sufficient information to locate the position on the risk matrix. Include the location, scope and level of the position in sufficient detail to allow a common understanding of the responsibilities for the position by the Board (or delegate).

Proposed supervision arrangements and any other support available

Provide details about the supervision that will be provided to the interviewee. Include the name/s of the principal supervisor and any secondary supervisors and the level of supervision that can be provided.

Orientation to the position

Provide a brief description of the orientation that will be provided.

Interview report

The interviewee is required to respond to at least three detailed scenarios or five or more simple scenarios (either posed or experiential). The content of the interview must be directly related to the content of the position description.

Provide a summary of each scenario and report the interviewee's response to the scenario.

Scenario 1

Summary of scenario and interviewee's strengths, weaknesses, critical failures, omissions, any general concerns.

Scenario 2

Summary of scenario and interviewee's strengths, weaknesses, critical failures, omissions, any general concerns.

Scenario 3

Summary of scenario and interviewee's strengths, weaknesses, critical failures, omissions, any general concerns.

Scenario 4

Summary of scenario and interviewee's strengths, weaknesses, critical failures, omissions, any general concerns.

Scenario 5

Summary of scenario and interviewee's strengths, weaknesses, critical failures, omissions, any general concerns.

Assessment summary

Provide a summary of the assessments and the factors that will lead to the recommendations.

Note that the standard expected of the interviewee is one of safe practice, taking into consideration the requirements of the specific position, orientation and supervision that will be available.

Panel's ratings

The panel rates the interviewee as either performing **satisfactory** or **unsatisfactory** in each domain below, taking into consideration the requirements of the specific position, orientation and supervision. Please give a brief reason for each domain rating.

Medical interviewing skills

Satisfactory Unsatisfactory

Reasons

Physical examination skills

Satisfactory Unsatisfactory

Reasons

Clinical judgment

Satisfactory Unsatisfactory

Reasons

Treatment/Advice

Satisfactory

Unsatisfactory

Reasons

Communication skills

Satisfactory

Unsatisfactory

Reasons

Professionalism

Satisfactory

Unsatisfactory

Reasons

Procedural skills

Satisfactory

Unsatisfactory

Reasons

Other: Domain relevant to the position. For example, understanding of medical practice in rural areas or familiarity with social and cultural idioms.

Satisfactory

Unsatisfactory

Reasons

Panel's recommendation/s

The report of this PESCI will form part of the information that the Board (or delegate) will take into account when considering whether to grant limited registration or provisional registration. The Board (or delegate) is ultimately responsible for granting medical registration in accordance with the provisions of the National Law and the relevant registration standard.

Recommendation

Provide a recommendation about the interviewee's suitability or unsuitability for the position, giving reasons.

Note that the standard expected of the interviewee is one of safe practice, taking into consideration the requirements of the specific position, orientation and supervision that will be available.

Suitable (provide reasons) **Unsuitable** (provide reasons)

Where the interviewee has been deemed unsatisfactory in one or more domain (that is necessary for the position) and is deemed suitable for the position, please explain why the panel still considers the interviewee suitable for the position.

Reasons

If suitable, supervision recommendation/s

The panel provides feedback about whether or not the proposed supervision arrangements are appropriate in the circumstances. If the panel considers that the proposed supervision arrangements are not appropriate, the panel should provide a recommendation to the Board on the appropriate level of supervision. The panel's proposal should be made in accordance with the Board's *Guidelines: Supervised practice for limited registration*.


If suitable, recommendations relating to after hours/on call participation (if applicable)

Where a position involves after hours or on call participation, the panel is asked to provide a recommendation as to whether the applicant is suitable to undertake these duties from the date registration is granted, or whether a period of supervised practice should occur, prior to the applicant commencing these duties – e.g. 3 or 6 months.

If suitable, other recommendation/s

The panel provides specific recommendations (if necessary) for orientation, pre-commencement courses, clinical placements or cultural training which is necessary for the interviewee to practise safely and effectively in the position. When providing recommendations about further training, the panel should ***specify the name of the course, the details of the location, the duration and at which point in time the course must be undertaken by the interviewee.*** For example, before the start of employment or 3/6 months into the employment etc.

Signature of the PESCI Panel Chair



Date

/ /

Print name

[Insert Accredited PESCI Provider Name]

Address:

Phone:

Contact Person: