Government of **Western Australia**
Department of **Health**

Workplace Based Assessment in WA

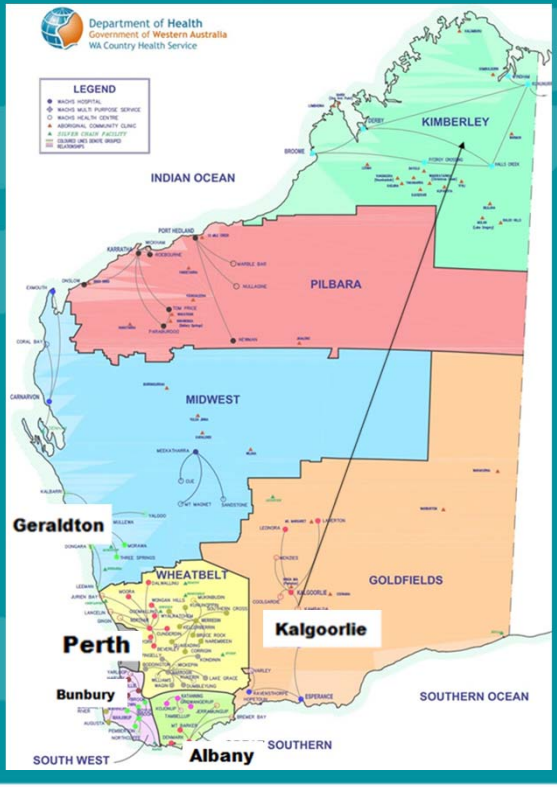
Summary of 2011-2013

Current sites

- Bunbury
- Kalgoorlie

Potential sites

- Geraldton
- Albany
- Armadale (Perth)



Why WBA works

- Professional development opportunity for supervisors and assessors
- Opportunity to develop best practice principles to continue improving practice in the future with longitudinal improvement over 12 months
- Assimilation into culture of Australian healthcare
- Promotes hospital culture of supervision, assessment and providing feedback
- Range of assessment tools applied **for** learning and **of** learning
- If formative assessment is done well the formal summative assessment should not be necessary
- Highlights need for robust hospital HR recruitment process

Important lessons

- Candidate selection
- Orientation, expectations & structure
- Broad base of trained assessors across clinical disciplines
- Range of assessment tools with the aim to obtain data from as many sources as possible
- Understand local context of service delivery
- Address concerns early
- Administrative and IT support
- Win (patients) – Win (candidates) – Win (supervisors & workplace)

Evaluation of WBA in WA

- Evaluation of Phase One
  - *Draft Evaluation Report – Phase One* *(November 2012)*
- 2012 Survey Monkey Analysis
  - *Supervisor and Assessor Feedback* *(November 2012)*
- 2013 Candidate Survey Monkey Analysis
  - *Candidate Tracking and Feedback 2013* *(April 2013)*
- Bi-annual candidate focus groups – face-to-face
- Ongoing feedback from supervisors and assessors

Assessor feedback
challenges

- WBA **protected assessment time** for consultants
- Difficulty in determining the **level of assessment** required (i.e., PGY1)
- Concern regarding the **validity of the MSF**
- Potential opportunity to develop a system that supports **less frequent** formative/summative assessments for non-rotating candidates, unless there are identified concerns

Candidate feedback

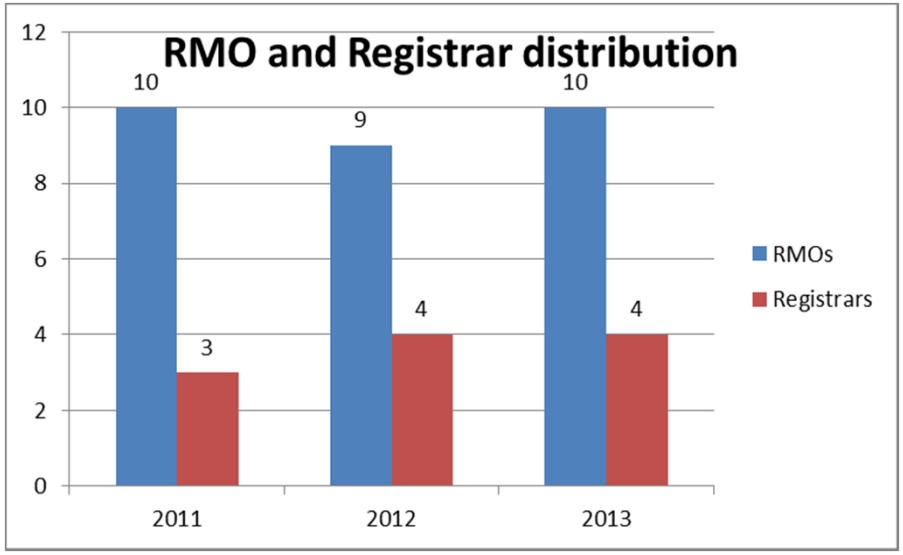
What works

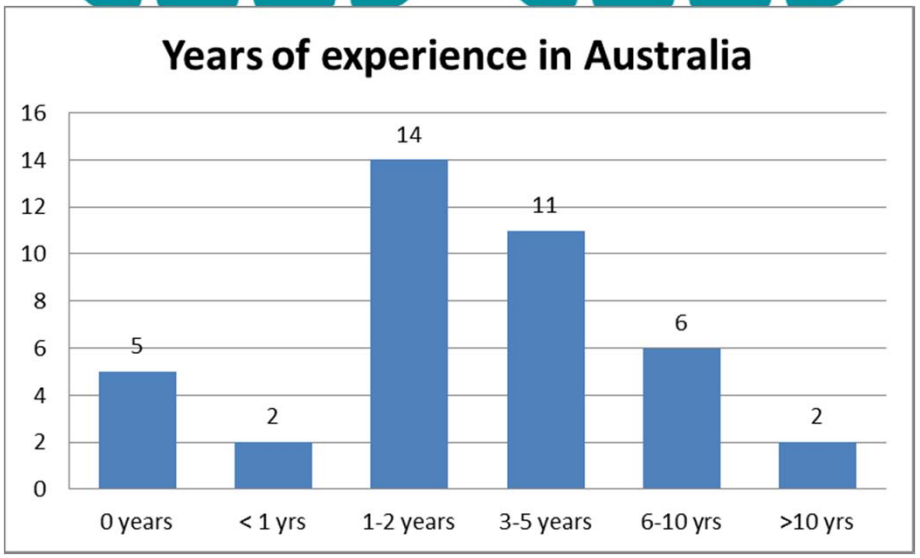
- Fair assessment method
- Feedback and support from supervisors and assessors facilitates ongoing learning
- Ability to learn new approaches and skills
  - exposure to a variety of clinical areas
  - interaction with multiple consultants
  - understanding weaknesses with associated reinforcement through the feedback process
  - support from staff and working with fellow candidates

Challenges and suggestions

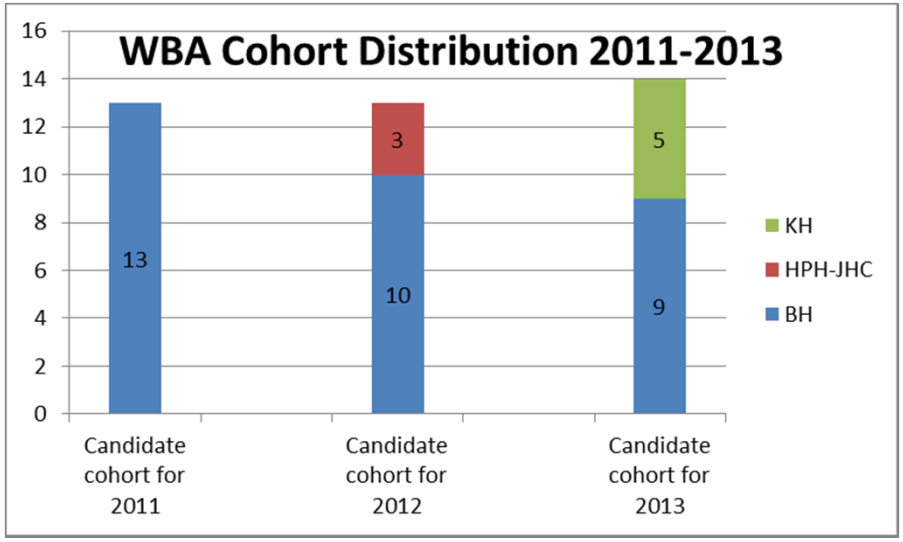
- time management
- Assessment level
- Self-directed learning focus
- Fee payment options

WBA WA candidate data

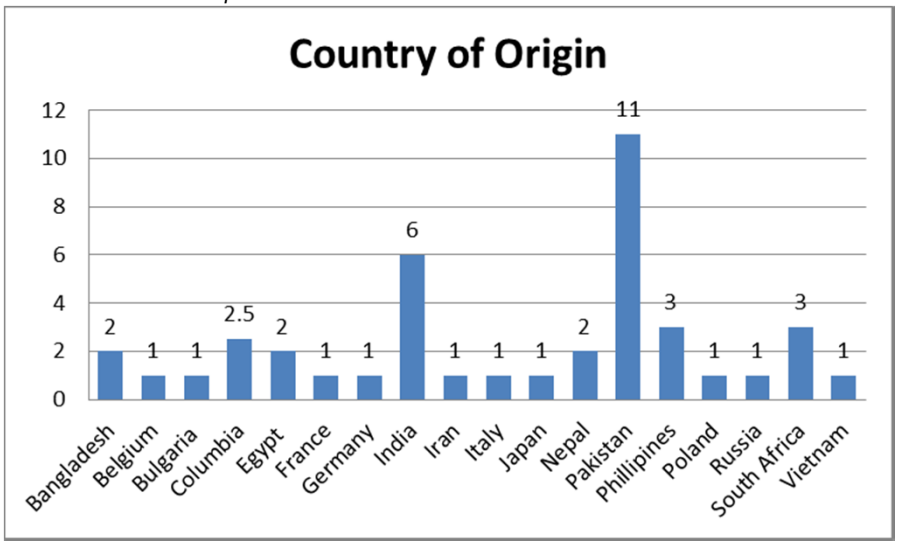




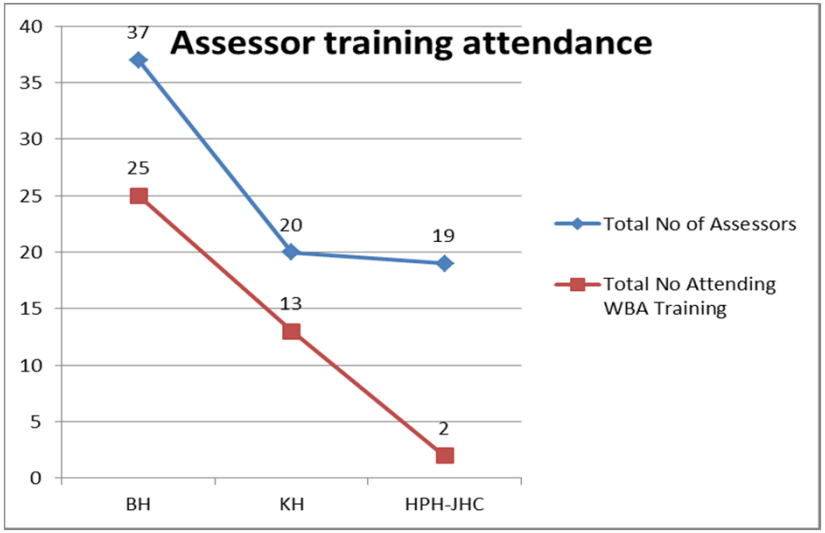
Note: *0 yrs experience includes 2 candidates on the Kimberley Fast Track Model, and 2 candidates who have practised in the UK and NZ*



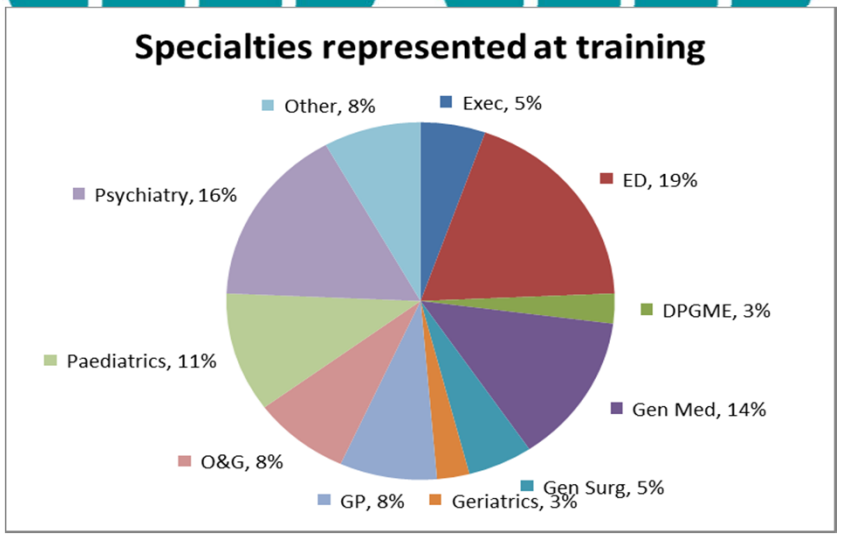
Note: *5 KH candidates include 2 on the Kimberley Fast Track Model – usu. 3 candidates*

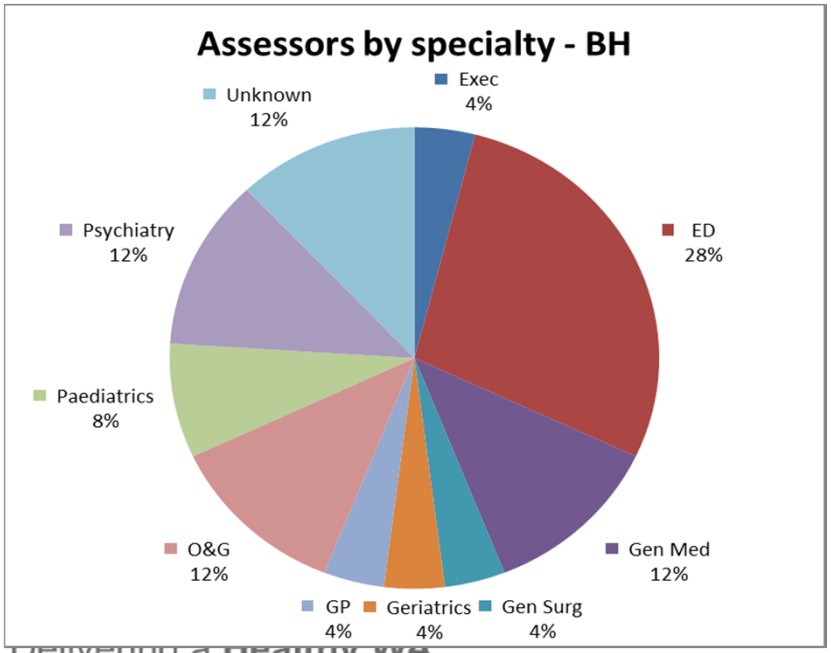


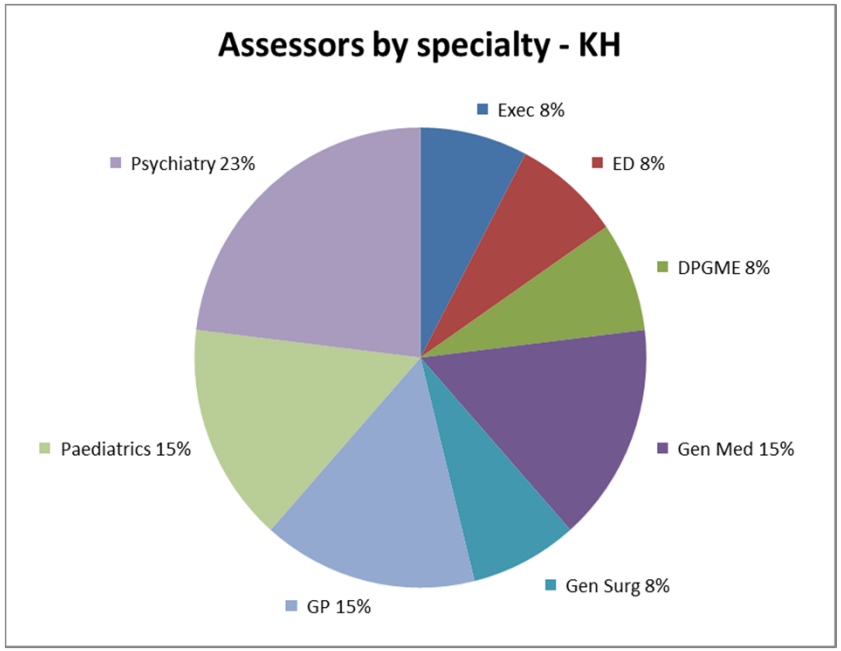
Assessor data – WA WBA



Notes: the 2 assessors who are identified as undertaking training at HPH-JHC watched the AMC training videos DVD







Passing rate - WBA in WA

Assessment Type	No of assessments	Pass rate
Mini CEX	6	5
DOPS	6	6
CBD	6	5
MSF or 360^0	2	2
Summative Supervisor Report	4	4
External Assessor Report	1	1
Final Supervisor Report	1	1
Total	26	24

Passing standard - WBA in WA

Rating	Result	Explanation
Score of 1 for any single clinical skill or dimension	Fail	The entire assessment encounter will be counted as a fail, despite all other skills receiving a pass mark
Score of 2 for one clinical skill or dimension **and** Score of 3 for another clinical skill or dimension	Fail	The entire assessment encounter will be counted as a fail, despite all other skills receiving a pass mark
Score of 2 for any 2 clinical skills or dimensions	Fail	The entire assessment encounter will be counted as a fail, despite all other skills receiving a pass mark
Score of 2 for any single clinical skill or dimension **and** Score of 4 or higher for all other clinical skills or dimensions	Pass	
Score of 3 for any 2 clinical skills or dimensions **and** Score of 4 or higher for all other clinical skills or dimensions	Pass	
Score of 4 or higher for all clinical skills or dimensions	Pass	

1 2 3 Unsatisfactory

4 5 6 Satisfactory

7 8 9 Superior

Sustainability/resources

- **WBA team in WA**
  - Educational Consultant 0.2 FTE
  - Senior Project Officer 1.0 FTE
  - Program Director 0.25 FTE (per site)
  - Administrative Officer 0.5 FTE (per site)

- **Financial viability**
  - To be self-sustaining WBA in WA would require candidate fees to be raised
  - Fee should be recognisant of the 12 month value in career development