Workplace Based Assessment for International Medical Graduates

Setting them up to succeed!

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WBA Wokrshop
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Candidate Entry Criteria

- IMGs have passed the MCQ and English exam
- Employed in HNELHD
- Have worked as a doctor for six months prior to commencement
- Work 0.6 FTE and above
- Must have a contract for the full period of assessment
- Attend an information session for the candidates

Assessment Tools

- 12 x Mini-CEXs - blue printed
- 2 x 360° Assessments by 6
  - Month One - formative
  - Month Six - summative
- 7 x Case Based Discussions - blue printed
- 2 x In-Training Assessments

Satisfactory Criteria

- 8/12 Mini-CEXs
- 4/7 CBDs
- First 360° is formative
- Second 360°is summative
- Pass 2 ITAs

Candidate Training

- Information session
- DVD calibration on Mini-CEX and CBD
- Given booklet with tear out assessment tools
- Have access to Project Officers daily
- Lodge queries with dedicated WBA email account

Assessor Training

- A two hour assessor calibration workshop
- Assessor Information Booklet including copies of assessment tools
- Attend recalibration if required
- Participate in Assessment & Appraisal Teaching on the Run Workshop
- Access to WBA Team 24/7

What’s new in 2013!

- New rural sites
  - Tamworth
  - Armidale
- New Assessors
- New Rural Project Officer
- Increased number of applicants in rural

Number of Assessors

Greater Newcastle	59
Tamworth and Armidale	25
Total number of active assessors	**84**

Measure of Success . . .

Number of candidates who completed by December 2012	95
Current number of candidates enrolled	16
Total number of candidates to complete by mid 2013	**111**

Total number of assessments completed n = 95 Candidates

Assessment type		Number of Assessments
Mini-CEX		**1140**
CBDs		**662**
Patient Cases	190	
Paper Cases	472	
ITAs		**190**
360° Assessments		**1960**
Month One / Formative		
* Self	95	
* Medical Colleague	436	
* Co-worker	449	
Month Six / Summative		
* Self	95	
* Medical Colleague	436	
* Co-worker	449	
Total number of assessments @ 31 December 2012		**3,952**

Summary of Assessment Outcomes

Mini-CEX

Clinical Area	Blueprint	Satisfactory	Unsatisfactory	Total
Medicine	• Management & Prescribing • Physical Examination	95 86	0 9	190
Surgery	• Management • Physical Examination	90 85	5 10	190
Emergency Medicine	• History & Investigation • Management	92 91	3 4	190
Mental Health	• History • Management & Counselling	87 88	8 7	190
Paediatrics	• History • Counselling & Patient Education	91 89	4 6	190
Obstetrics & Gynaecology	• Investigations & Diagnosis • Management & Prescribing/Counselling	89 85	6 10	190
Totals		**1068**	**72**	**1140**

Summary of Assessment Outcomes

Case Based Discussions

	Blueprint	Satisfactory	Unsatisfactory		Totals
Patient	Medicine	66	0	66	
	Surgery	31	1	32	
	Emergency Medicine	50	0	50	
	Mental Health	20	0	20	
	Paediatrics	16	0	16	
	Obstetrics & Gynaecology	6	0	6	
		189	**1**		**190**
Paper	Medicine	59	0	59	
	Surgery	69	11	80	
	Emergency Medicine	65	5	70	
	Mental Health	79	6	85	
	Paediatrics	80	6	86	
	Obstetrics & Gynaecology	75	17	92	
		427	**45**		**472**
Total number of Case Based Discussions @ 31 December 2012					**662**

Overall Results

100% pass

Research

To be presented this afternoon . . .

- Qualitative
- Quantitative
- Economic

Challenges

- AMC IT delays and problems
- Availability of assessors to attend calibration
- Advising IMGs that they cannot participate in WBA unless they are an employee of HNELHD
- Decreasing potential for IMGs to secure positions
- Decreasing revenue
- Availability of funding into the future
- Sustainability of FTEs with reducing numbers

Success story . . .

Benefits to the organisation!

Retention ◈ Retention ◈ Retention

75% of doctors still work for HNELHD

Setting them up to succeed!

Introducing the WBA Team!

Professor Balakrishnan R (Kichu) Nair AM
Director, Centre for Medical Professional Development
Professor of Medicine (Clinical)
Associate Dean
School of Medicine and Public Health
University of Newcastle

Professor Ian Symonds
Head, School of Medicine and Public Health
Dean of Medicine – Joint Medical Program
University of Newcastle and
University of New England

Mr Brooke Murphy
Lawyer
Educational Consultant

Dr Mulavana (Usha) Parvathy
Director
International Medical Graduate Program
Centre for Medical Professional Development
Conjoint Lecturer
University of Newcastle

Ms Kathy Ingham
Manager,
Centre for Medical Professional Development
Hunter New England Health

Ms Julie Wein
Project Officer
Workplace Based Assessment Program
Hunter New England Health

Ms Lynette Gunning
Rural Project Officer
Workplace Based Assessment Program
Hunter New England Health

Projected Figures till Mid 2013

Total number of assessments by end of Group 1 2013
n = 111

Mini-CEX	**1,332**
CBDs	**777**
360º Review	**2,184**
ITAs	**222**
Total number of assessments	**4,515**