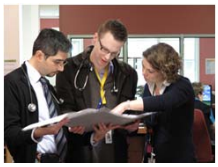
Monash Health Workplace Based Assessment Program



Commenced July 2012

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Candidate Data

Cohort 1 (n = 4)
- 3 have successfully completed the program
- 1 withdrew 3 months into the program due to family reasons

Cohort 2 (n = 4)
- 2 currently in Formative stage
- 1 currently in Summative stage
- 1 yet to commence due to family and work related issues.

Cohort 3 (n = 6)
- 3 in Formative stage
- 3 in Summative stage

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Candidate Data continued…

- Majority of candidates in program are at a Registrar level (3 ED, 2 ICU, 2 Psychiatry, 1Surgery, 1Paediatrics, 1Geriatric Medicine)
- Methods of Recruitment
  - Referrals from Medical Workforce
  - Word of Mouth – e.g. reason for seeking appt. at MH
- Optimal size of cohort
  - 10 – with current resources

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Overview of Assessment Plan

Timeframe for Completion:
- 6 months

Formative attempts: 32 completed

Summative attempts: 68 completed

Passing Standards:
- **9 out of 12 mini-CEX assessments**
- **6 out of 8 Case-based discussion assessments**
- **3 Satisfactory In-Term assessments**
- **Multisource Feedback by 9 colleagues**
- **6 Direct Observational Procedural Skills – Satisfactory**

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Sustainability & Resources

- WBA Team comprises
  - Program Leader
  - Program Manager & Administrative assistant (0.3EFT)
  - Discipline supervisors
- Procedural Skills resource guide
- On-line MSF using Survey Monkey

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Assessors

- Number of trained assessors: currently 28
- All assessors are Monash Health employees
- Assessors attend an initial training workshop (2 hours duration) conducted by experienced medical educators
- AMC Workplace Based Assessment resource guide is used as a training guide
- Refresher courses are planned for every 2 years

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Challenges

- Leadership changes
- Scaling up of program
- Timing of cohorts
- Assessors – retention
- Candidates in difficulty
- AMC database

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