WORKPLACE BASED ASSESSMENT 2013

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LAUNCESTON GENERAL HOSPITAL

WBA CANDIDATE INFORMATION

- **Total of 42 candidates to date undertaking WBA pathway (ranging from Resident Medical Officer to Senior Registrar level). All candidates employed by DHHS at one of 3 sites. Candidates have an average of 2 years Australian Experience prior to undertaking the WBA program.**

  - 21 candidates have successfully completed program
  In total, 7 assessments were failed

- **Candidates across 3 sites (Launceston General Hospital, Mersey Community Hospital and the North West Regional Hospital.**

- **Countries of origin – Samoa, Papua New Guinea, Myanmar, Zambia , Sri Lanka , Iran, Nepal , Pakistan, Russia and India.**

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ASSESSORS

- Currently utilise all 77 of our trained assessors on a regular basis (1- 2 assessments per month).
- 32% of our assessors are external to DHHS.
- Assessors undertake an education and calibration session.
- Annual refresher sessions are scheduled.
- All assessors trained using AMC calibration DVD. Assessors are given AMC Resource Guide and “Effective Feedback” DVD.

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ASSESSMENTS

- The following modifications have been made to the Assessment Plan.

  - 12 mini CEX - A decrease in the mini-CEX pass rate to nine out of twelve. (originally 10 out of 12)
  - 8 Case Based Discussions – An increase in summative CBDs from six to eight.
  - Modification of the CBD pass rate to six out of eight (original 6 out of 6).
  - 4 In Training Assessments (all must be passed)
  - The addition of two 360-degree evaluations

- Assessment timeline:
  - Registrars - 6 months
  - Resident Medical Officers – 12 months

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SUSTAINABILITY

- Current process at Launceston General Hospital – cost neutral
  - Candidates pay $5,500 to undertake WBA at the Launceston General Hospital

- Launceston General Hospital WBA Team:
  Dr Beth Mulligan – Director of Clinical Training - LGH (WBA Manager) – .5 FTE
  Dr Julie Sladden – Director of Emergency Medicine Training LGH - .5 FTE
  Dr Jackie O'Keefe – Medical Educator LGH .5FTE
  Dr Corine Ginnifer – Director of Clinical Training - NWRH– 1 FTE
  Mrs Debbie West – Resident Staff Co-ordinator (WBA Co-ordinator) – 1 FTE
  Mrs Sue Hudson – Administrative Support – 1 FTE

- AMC supportive
- Stakeholders supportive

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RESOURCES

- WBA Team is made up as follows:
  - 2.5 Clinical positions (positions funded by DHHS)
  - 2 Clerical positions (1 position funded by DHHS - 1 position funded by WBA candidate fee)

- WBA program is required to remain self funding. Candidate fee provides the funding to support the IT program, clerical assistance and assessor costs.

- The LGH Executive and staff fully supports the continuation of the WBA program.

- AMC
- HWA

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SUCCESSES, CHALLENGES AND ISSUES

SUCCESSES:

- Increase in clinical skills of candidates
- Increased candidate confidence
- Recruitment tool – higher calibre of application and appointment.
- Increased assessor engagement and up-skilling in performing assessments and providing feedback

CHALLENGES:

- Assessor fatigue – WBA Co-ordinator ensures that assessors are not over utilised.
- Monitoring assessor consistency/training issues.
- Continuous improvement cycle
- Time constraints/dual roles of WBA Team

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SUCCESSES, CHALLENGES AND ISSUES

ISSUES:

- WBA portal
- Occasional IT problems with Hprime
- Employment bottleneck – workplace issues with improving local graduate retention.

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