EVALUATION OF WORKPLACE BASED ASSESSMENT PROGRAM AT LAUNCESTON GENERAL HOSPITAL

2013

LAUNCESTON GENERAL HOSPITAL

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Research: Cohort 1 LGH

- Based on the first cohort of IMGs to go through LGH programme
- Mixed methods approach: quantitative and qualitative analyses
- 3 assessment instruments used (CBD, mini-CEX, ITA)
- 21 IMGs, 55 assessors, 370 separate assessments
- Interviews with assessors (n=14)
- Interviews with candidates (n=4)

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ASSESSMENT INSTRUMENTS

- **Mini-CEX: (n=197)**
  - Internal consistency α=0.964
  - Inter-rater reliability F=17.234, p<0.001

- **CBD : (n=102)**
  - Internal consistency α=0.894
  - Inter-rater reliability F=19.339, p<0.001

- **ITA: (n=71)**
  - Internal consistency α= 0.926
  - Inter-rater reliability F=3.81,p<0.001

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CANDIDATE PERFORMANCE AND FEEDBACK

- **Interview questions:**
  - Overall satisfaction with the assessment experience
  - Perceived levels of support
  - Did the assessment tools and process represent a reasonable assessment of the competencies identified by the AMC (face validity)
  - Potential improvements to the programme
  - Perceived improvement in clinical performance over time

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CANDIDATE FEEDBACK

- **<u>The programme:</u>**
- Reduced anxiety and stress in relation to the process of assessment (compared with the clinical exam process)
- Assisted new IMGs to better understand the Australian healthcare system
- Reasonably represented the 7 competencies identified by the AMC as required for full registration
- Led to a perception of greater clinical confidence and competence
- Showed lower scores on all instruments for the initial assessment compared with subsequent assessments

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CANDIDATE PERFORMANCE: where are they now?

First 12 months of programme:

18 candidates completed the programme.

- 6 in Physician's training
- 5 in ED training
- 3 in GP training
- 1 has applied for Anaesthetics training
- 1 has applied for ICU training
- 1 continues with general RMO rotations
- 1 continues with general unaccredited Registrar rotations

Of the 18 doctors completing the programme, 11 remain at the LGH in senior clinical positions.

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ASSESSOR FEEDBACK

Interview questions:

- Did the assessment tools and process represent a reasonable assessment of the competencies identified by the AMC (face validity)
- Potential improvements to the programme
- Perceived improvement in clinical performance over time
- Confidence in the programme to assess levels of competence and safety in clinical practice

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ASSESSOR FEEDBACK

- High level of confidence in the programme and the current tools used
- Felt to be more than an assessment—rather a learning process guided by feedback from assessors
- Unable to comment on learning over time as assessors are not used for serial assessments with the same candidate
- Seen to be a process that has great benefits over the clinical exam
- Seen as a recruitment tool

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Criticisms and Concerns

- Subjectivity
- Confusion about expected performance level
- Adherence to assessment protocols
- Assessor anxiety re their own performance

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Where to from here?

- More research and data gathering
- Consistency of processes across all jurisdictions
- Longitudinal data collection
- Closing feedback loops
- New tools (?video assessments)

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