

## Appendix

### The Global Performance Assessment form

Items Q1 to Q22 use a 9-point Likert scale with a space for comments below.

1–3	Unsatisfactory
4–6	Satisfactory
7–9	Superior
NA/NO	Not applicable/not observed

#### A. COMPETENCY

##### **Professionalism (*passing mark is 4*)**

Q1 Accepts responsibility and follows through on tasks. Does so willingly; industrious; completes tasks carefully and thoroughly.

Q2 Responds to patient's unique characteristics and needs equitably. Provides equitable care regardless of patient culture, disability or socioeconomic status.

Q3 Demonstrates integrity and ethical behaviour. Patient before self, addresses ethical dilemmas; takes responsibility for actions.

##### **Interpersonal & Communication Skills (*passing mark is 4*)**

Q4 Demonstrates care and concern for the patient/family. Establishes rapport; respectful and compassionate.

Q5 Communicates effectively with patient/family. Good verbal and non-verbal skills; involves patient or family in decision-making.

Q6 Communicates and works effectively with other healthcare professionals. Good medical records, summaries and referrals; considerate to other healthcare professionals.

##### **Medical Knowledge (*passing mark is 4*)**

Q7 Demonstrates good basic science knowledge. Intelligently discusses pathophysiology and basic sciences within his/her level.

Q8 Ability to apply knowledge in the clinical context. Intelligently discusses diagnosis, evaluation and treatments within his/her level.

Q9 Demonstrates up-to-date knowledge. Cites recent literature when appropriate, asks well-informed and knowledgeable questions.

Q10 Demonstrates good analytical thinking and problem-solving techniques. Demonstrates good analytical approach and problem-solving techniques in a medical setting.

##### **Practice-Based Learning & Improvement (*passing mark is 3*)**

Q11 Engages in ongoing learning. Does extra reading and surgical/procedural practice when needed; uses IT to add learning.

Q12 Facilitates the learning of others. Teaches/coaches junior colleagues and students; directs learners to relevant resources.

Q13 Understands and integrate concepts of quality improvement into practice. Systematically reviews outcomes; reflects to identify strengths and weaknesses; improves.

##### **Patient Care (*passing mark is 4*)**

Q14 Demonstrates comprehensive assessment to reach appropriate diagnosis. Thorough history, physical exams, investigations and appropriate diagnosis.

Q15 Provides the appropriate ongoing management based on best clinical practice. Synthesises and implements treatment plans using evidence-based medicine, protocols and specialist inputs.

Q16 Responds appropriately to emergency clinical problems. Initiates appropriate care and procedures in emergencies as part of team.

Q17 Demonstrates procedural skills appropriate to level of training. Demonstrates knowledge of indications and risks; technical ability, minimises patient discomfort.

Q18 Practises within the scope of his/her abilities. Makes correct judgement to consult and/or ask for help when needed.

**Systems-Based Practice (*passing mark is 3*)**

Q19 Provides cost-conscious medical care. Considers costs/benefits of care; adheres to pathways; does not order unnecessary tests.

Q20 Works to promote patient safety. Identifies system causes of medical error; adheres to patient safety protocols.

Q21 Coordinates care with providers in the larger healthcare community. Provides care options; makes appropriate referrals; assists with arrangement and follow-up.

**B. WORK OUTPUT EVALUATION (*passing mark is 3*)**

Q22 Able to organise, prioritise and finish work on time; includes summarising old notes, acknowledging and tabulating results, writing accurate and concise summaries, good medical record keeping and documentation. Suggested activities to base the evaluation on:

- CCA – timeliness and regular updates
- Old notes summary – timeliness
- Result acknowledgement
- Discharge summary – timeliness and audit (inpatient work)
- Number of days of medical leave (obtain from department AA)