

RACMA In-Training Assessment Report

Candidate:

Report Date:

The progression of a Candidate through the RACMA curriculum to assessment as a competent medical administrator is mapped to the Dreyfus model of skills acquisition (Dreyfus 1980). Performance is reviewed against the RACMA Core Competencies for this Candidate's current level of training. To view the *ITA Purpose and Responsibilities*

C Candidate responses.

S Supervisor responses.

Medical Leader

Key goals	Novice	Apprentice	Competent	N/A (not observed)
Demonstrate intelligent medical leadership	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Achieve high levels of self-awareness	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Manage self in relation to others	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Serve in and lead from clinical/clinician management roles	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Key achievements in this assessment period:

Candidate Comments:

Supervisor Comments:

NOT FOR SUBMISSION

Medical Expert

Key goals	Novice	Apprentice	Competent	N/A (not observed)
Bring medical input to organisational decision making and influence others	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Analyse complex clinical problems to discern risks and benefits of actions and plan appropriately	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Design and implement appropriate clinical governance systems	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Understand the differences between public and private clinical settings	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Work within a team consulting with other health professionals as a senior clinician to achieve organisational goals	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Key achievements in this assessment period:

Candidate Comments:

Supervisor Comments:

NOT FOR SUBMISSION

Communicator

Key goals	Novice	Apprentice	Competent	N/A (not observed)
Engage with stakeholders to communicate within and outside the organisation on clinical/medical issues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Analyse complex information and evidence to formulate policy and make decisions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Develop understanding of government processes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Convey relevant information and explanations to diverse groups	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Develop shared understandings and align competing interests in health system	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Understand effective communication methodologies and pathways relevant to seniority in the health system	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Key achievements in this assessment period:

Candidate Comments:

Supervisor Comments:

NOT FOR SUBMISSION

Collaborator

Key goals	Novice	Apprentice	Competent	N/A (not observed)
Participate effectively and appropriately in an inter-professional healthcare team	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Work effectively with other health professionals to prevent, negotiate and resolve inter-professional conflict	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Build effective relationships with all stakeholders	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Engage and facilitate appropriate consultation around key issues through a variety of mechanisms	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Key achievements in this assessment period:

Candidate Comments:

Supervisor Comments:

NOT FOR SUBMISSION

Manager

Key goals	Novice	Apprentice	Competent	N/A (not observed)
Think on your feet while analysing, determining options and acting within real-world timelines	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Adopt a systems approach to all health management tasks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Be familiar with methods used to prioritise resources and allocate these to appropriately achieve organisational priorities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Implement appropriate management of health professional human resources	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Key achievements in this assessment period:

Candidate Comments:

Supervisor Comments:

NOT FOR SUBMISSION

Health Advocate

Key goals	Novice	Apprentice	Competent	N/A (not observed)
Respond to the health needs of patients and populations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Respond to the health needs of communities and systems	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Identify the determinants of health for populations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Influence policy and practice to optimise health outcomes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Key achievements in this assessment period:

Candidate Comments:

Supervisor Comments:

NOT FOR SUBMISSION

Scholar

Key goals	Novice	Apprentice	Competent	N/A (not observed)
maintain and enhance professional activities through ongoing learning	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
critically evaluate information for decision making	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Facilitate learning for all stakeholders	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Demonstrate the ability to apply research skills to management tasks ie special quality projects	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Understand the implications of research governance in both basic and health service evaluation research	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Develop capacity to advise on the implications of introduction of a new intervention	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Key achievements in this assessment period:

Candidate Comments:

Supervisor Comments:

NOT FOR SUBMISSION

Professional

Key goals	Novice	Apprentice	Competent	N/A (not observed)
Demonstrate awareness of ethical issues in managerial and clinical decision making	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Demonstrate 'patient-first' behaviour	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Demonstrate behaviour that is always within the value systems of the College	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Demonstrate a commitment to doctor health and sustainable practice	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Key achievements in this assessment period:

Candidate Comments:

Supervisor Comments:

NOT FOR SUBMISSION