

II. How the doctor approaches the competencies described in the first category - "How to do it"

8. With an understanding of the basic, clinical and social sciences

- Must demonstrate an awareness of the basic science, clinical and social dimension that governs or influences the practice of medicine – so that the doctor is able to rationalize & justify his decisions.
 - Anatomic, physiological, pathological, genetic, biochemical basis of common diseases/illnesses, problems.
 - The relevant biochemical/physical science governing key investigations.
 - Pharmacological basis of therapy
 - The social and economic factors in illness.

9. With appropriate attitudes, ethical understanding and understanding of one's legal responsibilities

- Must adopt a non-discriminatory attitude to health care
- Must treat patients and colleagues respectfully
- Must demonstrate sensitivity and respect for cultural/ethnic diversity
- Must respect patient choices
- Must provide unambiguous and honest information to patients
- Must respect patient rights, privacy, and confidentiality.
- Must identify one's own cultural values that may impact health care (Abortion).
- Must be aware of the legal requirements in the profession and be able to complete medico-legal documentation appropriately (leave certificates, death certificates).
- Must be able to liaise with statutory authorities (police, coroner, health care authorities).
- Must follow ethical principles and adhere to ethical professional standards.
- Must know the professional duties and responsibilities relevant to one's position in the health-care setting.

10. With appropriate decision making skills, clinical reasoning and judgment.

- Must demonstrate ability to use best evidence to support practice
- Must be able to prioritize health care
- Demonstrate clinical reasoning in decision making
- Must be able to reflect on practice and think critically
- Able to cope with uncertainty (problem solving approach)

III: The Doctor as a Professional - "What to be"

11. Appreciation of the role of a doctor within the health service

- Understand health care systems
- Understand one's role in the health care setting (including mandatory reporting of notifiable disease, compliance with health-care alerts and guidelines)
- Adhere to professional standards
- Understand one's clinical responsibilities
- Understand the multiple roles as a doctor (teacher, researcher, patient advocate)
- Appreciate the doctor's role as a member of the multi-disciplinary team of health care professionals.
- Understand and use healthcare resources wisely

12. Aptitude for personal development

- **Self directed learning**
 - Demonstrate commitment to continuous learning
 - Identify and address personal learning needs
- **Self awareness**
 - Enquires into one's own competence
 - Self-confidence
 - Recognize practitioner in difficulty & address such situations
- **Self regulation**
 - Personal well being
 - Understand personal health risks of medical practice
 - Understand potential risks to others from one's own health status
 - Personal time management
 - Punctuality
 - Ability to prioritize work
- **Motivation**
 - Shows Enthusiasm
 - Demonstrates initiative

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12-KEY LEARNING OUTCOMES & THEIR OPERATIONAL REFERENCE

The 12-key generic learning outcomes as described in the Scottish Doctor are presented with the addition of operational definitions and a contextual frame of reference. Although the impact of how and what we teach in the undergraduate years extends much beyond the early formative years the undergraduate medical program is designed to produce a medical doctor with "core" capabilities, not a specialist. We must therefore align the curriculum to meet the appropriate outcome expectations and the "Intern" makes a very good frame of reference.

As teachers we must ask ourselves

"What are the capabilities and qualities we desire in an intern".

This practical contextual reference may enable teachers to adjust and realign the outcome expectations specific to their discipline and needs.

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1. Competence in Clinical Skills

- **History and Physical examination**
 - Must be able to take a comprehensive yet relevant medical and social history and be able to perform the appropriate physical examination.
 - Must be able to elicit the signs and symptoms relevant to the presenting condition
 - Must know the modes of presentation of common (listed) conditions
- **Record and interpret findings**
 - Must be able to document significant clinical findings in an acceptable format and interpret them in the context of the patient's history and presentation.
- **Formulate an action plan to characterize the problem and reach a diagnosis or make a differential diagnosis.**
 - Must be able to use the information gained from assessment to generate a ranked problem list, or a differential diagnosis, or a provisional diagnosis.
 - Must be able to recognize acutely ill, dying or critical patients
 - Must be able to prioritize patients, and prioritize various activities required for their management

2. Competence to perform practical procedures

- **Must be able to perform a range of practical procedures (list)**
 - Must understand and follow safe patient care practices (including correct patient and site identification, proper infection control and aseptic technique).
 - Must be able to provide a full explanation of the process
 - Understand and implement the principles of informed consent
 - Know the indications, contraindications and complications of the procedures
 - Patient selection and identification
 - Know and practice the appropriate technique *(including instruments, support staff, material, analgesia, anaesthesia, positioning).*
 - Monitor the patient and provide aftercare
 - Identify and manage complications

3. Competence to investigate a patient

- **Must be able to arrange appropriate investigations**
 - Identify and understand investigations relevant to a patients presenting problem
 - Select investigations thoughtfully in the context of a patients clinical presentation
- **Use investigations to guide patient management**
 - Review results in a timely manner
 - Interpret normal and abnormal values in the context of patient's clinical situation.

4. Competence to manage a patient

- **The doctor is expected to identify the appropriate treatment for the patient and to deliver it personally or refer it to a colleague/arrange for a health care worker**
 - Must understand the management options for listed problems and common conditions (List)
 - Develop, implement and evaluate a plan of management relevant to the patient's condition.
 - Understand the importance of considering different management options & the role of other medical/allied health care disciplines.
 - Must follow patient-safety oriented practices

5. Competence in Health Promotion and disease prevention

- **Recognizes risks to individuals and their health**
 - Recognizes & Identifies environmental, occupational, social and lifestyle factors that affect the health of an individual
 - Consider the positive and negative impact of health screening and prevention.
 - Demonstrates a non-judgmental approach to patient's lifestyle choices.

6. Competence in skills of communication

- **Is able to communicate effectively with patients, their relatives as well as colleagues**
 - Communicate with patients in ways they can understand (more explanations, less jargon).
 - Is able to provide accurate and factual information
 - Understands the setting (privacy, location, gender, minor, mentally incompetent person) in which interaction is to take place.
 - Able to communicate all of the information necessary for continuity of care.
 - Demonstrate quality written communication (legible, concise yet informative discharge/transfer summaries)

7. Competence to retrieve and handle information

- **Is able to record retrieve and analyze information necessary for patient care**
 - Health Records & Discharge Summaries
 - Is able to access and use health care record systems (CMS) trace results, case histories, appointment schedules
 - Electronic Resources
 - Is able to use clinical practice guidelines, follow on-line institutional protocols as and when necessary
 - Electronic Prescriptions and Orders
 - Is familiar with the procedure for on-line pharmacy prescriptions and understands doctor responsibilities thereof.

Summarizing the 12-key outcomes our medical graduates should be able to do the following:

1. Recognize the signs and symptoms of commonly presenting diseases.
2. Obtain and record a comprehensive patient oriented history.
3. Perform a relevant physical and mental state assessment appropriate for the patient's presentation, age, gender, and environment
4. Define the nature of a clinical problem and order appropriate investigations interpret their results.
5. Make appropriate clinical decisions based on reasoning and evidence
6. Suggest a patient management plan relevant to the condition, age and circumstances.
7. Discuss the plan with patient, caregiver, relative, health care worker.
8. Must be able to address and manage basic clinical problems.
9. Perform routine clinical procedures done by junior front-line doctors.
10. Recognize and carry out the initial management of an unconscious patient, patient in cardiac arrest, and a patient with Anaphylaxis and shock.
11. Take informed consent.
12. Provide succinct information and explanation to patients and others using simple non-technical expressions.
13. Write an appropriate referral letter.
14. Be proficient in written and oral communication.
15. Be able to use information technology for retrieval of scientific information and patient data.
16. Work as team member in the health care setting.
17. Be able to manage time and prioritize activities.
18. Be an empathetic practitioner, adhering to safe and ethical practices.

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