

An outline of the required competencies of a graduating trainee in General Surgery

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Prior to graduation the trainee is expected to be able to:

MEDICAL EXPERTISE

- ★ access and apply relevant knowledge to clinical practice
 - maintain currency of knowledge
 - apply scientific knowledge in practice
 - recognise and solve real-life problems

TECHNICAL EXPERTISE

- ★ safely and effectively perform appropriate surgical procedures
 - consistently demonstrate sound surgical skills
 - demonstrate procedural knowledge and technical skill at a level appropriate to general surgery and their level of experience
 - demonstrate manual dexterity required to carry out procedures
 - adapt their skills in the context of each patient—each procedure
 - maintain skills and learn new skills
 - approach and carry out procedures with due attention to safety of patient, self, and others
 - analyse their own clinical performance for continuous improvement

JUDGEMENT – CLINICAL DECISION MAKING

- ★ design and carry out effective management plans
 - recognise the symptoms of, accurately diagnose, and manage common problems
 - takes a history, perform an examination, and arrive at a well-reasoned diagnosis
 - efficiently and effectively examine the patient
 - formulate a differential diagnosis based on investigative findings
 - manage patients in ways that demonstrate sensitivity to their physical, social, cultural, and psychological needs
 - recognise the most common disorders and differentiate those amenable to operative and non-operative treatment
 - effectively manage the care of patients with trauma including multiple system trauma
 - effectively manage complications of operative procedures and the underlying disease process
 - accurately identify the risks, benefits, and mechanisms of action of currently used drugs
 - indicate alternatives in the process of interpreting investigations and in decision making
 - manage complexity and uncertainty with sound judgement
 - consider all issues relevant to the patient
 - advocate patient health
 - identify and manages risk
 - plan, and where necessary implement, a risk management plan
- ★ organise diagnostic testing, imaging and consultation as needed.
 - select medically appropriate investigative tools and monitoring techniques in a cost-effective, and useful manner
 - appraise and interpret results of investigations against patients' needs in the planning of treatment
 - critically evaluate the advantages and disadvantages of different investigative modalities
 - evaluate the significance of data

COMMUNICATION

- ★ communicate effectively
 - communicate information to patients (and their family) about procedures, potentialities, and risks associated with surgery in ways that encourage their participation in informed decision making
 - communicate with the patient (and their family) the treatment options, potentials, complications, and risks associated with all treatment modalities
 - communicate with and co-ordinate surgical teams to achieve an optimal surgical environment
 - initiate the resolution of misunderstandings or disputes
 - appropriately adjust the way they communicate with patients to accommodate cultural and linguistic differences and emotional status
 - Recognise what constitutes 'bad news' for patients (and their family) and communicate accordingly

COLLABORATION

- ★ work in collaboration with members of an interdisciplinary team where appropriate
 - develop a care plan for a patient in collaboration with members of an interdisciplinary team
 - collaborate with other professionals in the selection and use of various treatment modalities assessing the effectiveness of each management option
 - employ a consultative approach with colleagues and other professionals
 - recognise the need to refer patients to other professionals

MANAGEMENT AND LEADERSHIP

- ★ balanced decision making – see also Judgement – clinical decision making
- ★ promote patient advocacy
- ★ effectively use resources to balance patient care and systemic demands
 - identify and differentiate between resources of the health care delivery system and individual patient needs
 - apply a wide range of information to prioritise needs and demands
 - effectively assess and manage systemic risk factors
- ★ manage and lead clinical teams – see also Collaboration
 - is respectful of the different kinds of knowledge and expertise which contribute to the effective functioning of a clinical team
 - direct and supervise junior medical staff effectively
- ★ maintain accurate records
 - contemporaneously maintain accurate and complete clinical records

HEALTH ADVOCACY

- ★ promote health maintenance of colleagues
- ★ look after their own health

SCHOLAR AND TEACHER

- ★ recognise the value of knowledge and research and its application to clinical practice
 - assume responsibility for own on-going learning
 - draw on different kinds of knowledge in order to weigh up patient's problems in terms of context, issues, needs, and consequences
 - critically appraise new trends in General Surgery
 - facilitate the learning of others

PROFESSIONALISM

- ★ appreciate the ethical issues associated with General Surgery
 - consistently apply ethical principles
 - regularly participates in audit
 - identify ethical expectations that impinge on the most common medico-legal issues
 - is accountable for their decisions and actions
 - acknowledge their own limitations
 - acknowledge and learn from mistakes
 - act responsibly
 - employ a critically reflective approach