

THE COLLEGE OF SURGEONS OF HONG KONG
ASSESSMENT FORM FOR HIGHER SURGICAL TRAINING IN PLASTIC SURGERY

Name of Trainee : _____ Training Period From : _____ To : _____

Hospital : _____ Specialty in Training : _____

No. of Days absent _____ Reason for absence (e.g. holiday / study leave / others) _____

Guidelines for Supervisor : It is expected that the majority of trainees would fall into the "satisfactory" category 3. Please enter your number (scored 1-5) in the column provided, which best reflects your assessment using the prompts as a guide. Each column must contain a number. Please note that explanatory comments would be required for a score less than 3 in every aspect of the performance.

POOR = 1

DEFICIENT = 2

SATISFACTORY = 3

ABOVE AVERAGE = 4

EXCELLENT = 5

	NO.	POOR	SATISFACTORY	EXCELLENT
(A) CLINICAL SKILLS				
Assessment History / Examinations		Incomplete or inaccurate Poorly recorded Poor basic skills	Usually complete, orderly and systematic	Precise, thorough and perceptive
Oral Presentation		Jumbled / disorganized	Usually satisfactory	Well organized Systematic / focused
Use of Investigations		Inappropriate, poor ability to select / interpret	Usually appropriate Selective. Can read X-rays / understand results	Almost always best choice of tests. Excellent at interpretation.
Judgement		Fails to grasp significance of findings or respond accordingly. Under or overreacts to emergencies.	Reliable, Competent under pressure. Asks for advice appropriately.	Outstanding clinicians, who is aware of his / her limits.
Post-operative Care		Disinterested. Fails to notice complications and act appropriately	Conscientious. Good awareness of complications. Reliable follow-up	Excellent care. Notices problems early. Outstanding in follow-up.
(B) TECHNICAL SKILLS				
Surgical Laparoscopy / Endoscopy		Too hasty or too slow. Slow learner. Poor hand / eye coordination.	Good hand / eye coordination. Sound skills for level of training	Excellent and unusual ability at access procedures and endoscopic technique
Open Surgery		Rough with tissues. "Near enough is good enough". Hesitant	Mastered basic skills Well ordered approach, careful with tissues	Outstanding technician.
As surgical assistant		Fails to follow the operation	Follows the operation with guidance from the operator	Anticipates the needs of the operator
(C) ACADEMIC PERFORMANCE				
Knowledge of Subject		Poor knowledge base. Significant deficiencies or poor perspective	Adequate fund of knowledge and relates it satisfactory to patient care.	Outstanding knowledge of the subject. Knows common areas in depth. Aware of the unusual.
Case presentations		Wordy or inaccurate on history, signs or diagnosis. Poor discussion.	Competent, concise and correct on clinical details. Good deductions.	Accurate and succinct case presentation, good perspective in case discussions.
Learning		Little evidence of reading texts or journals. Needs direction to study.	Reads appropriately, asks for information and follow-up.	Always keen to discover new knowledge, Takes extra courses.
Teaching		Avoids if possible. Poorly prepared, poorly delivered.	Competent and well prepared in teaching others.	Enthusiastic teacher. Logical and clear. Can inspire.
(D) ATTITUDES				
Communication with patients		Bad listener and communicator. Disliked by patients. Increases patient anxieties.	Listens well, explains well. Trusted by the patient.	Excellent rapport. Inspires confidence. Patients delighted to be looked after by him / her.
Cooperation with staff		Refuses to help out. Poor relationship with peers and may undermine.	Good rapport with nursing and other medical staff. Willing to help.	Always willing to help even if personally inconvenient. Diffuses any problems in the surgical team.
Self motivation Organization		Idle, lacking in any work enthusiasm. Behind with letters or summaries.	Hard-working, keen to learn, self-organizes waiting list.	Full of energy. Performances go far beyond the "call of duty".
Reliability Punctuality		Poor time management. Forgets to do things. Unreliable	Dependable. Efficient in use of his / her time	Highly conscientious. Always completes tasks and anticipates well.
Stress Response		Copes poorly. "Disappears" when problems arise	Responds appropriate, seeks help when needed, copes well.	Thinks ahead, still efficient "when the going gets tough". Seems to thrive on pressure.
Acceptance of criticism		Responds poorly to criticism. Angry. "Turn off".	Adequate response. Works to correct the problem area.	Prompt response, marked improvement and positive change.

P.T.O

RESEARCH ACTIVITIES DURING CURRENT TERM:

Continuing Research
(Circle appropriate number)

- No current research project
- Research project in progress
- Active researcher, demonstrated flair for research, original ideas

Publications
(Circle appropriate number)

- No current project
- Project in process of being prepared for submission for publication
- Article(s) accepted for publication and/or published

How? Reference (including date):
(Please specify)

Presentation at RCSEd/CSHK Conjoint Scientific Congress
(Circle appropriate number)

- Yes
- No

How? Oral / Poster (please circle) Date:
(Please specify) Title of Presentation:

RESEARCH REQUIREMENT SATISFIED: YES / NO

PRESENTATION / PUBLICATION REQUIREMENT SATISFIED: YES / NO
(For HSTs admitted from 1 January 2018 onwards)

MANDATORY COURSES ATTENDED

PLEASE PUT A ✓ IN THE BOX IF YOU HAVE ATTENDED THE FOLLOWING COURSES:

<input type="checkbox"/>	ADVANCED TRAUMA LIFE SUPPORT COURSE	DATE : _____
<input type="checkbox"/>	ADVANCED BURNS LIFE SUPPORT COURSE OR EMERGENCY MANAGEMENT OF SEVERE BURNS	DATE : _____
<input type="checkbox"/>	MICROSURGERY SKILLS WORKSHOP	DATE : _____
<input type="checkbox"/>	AO BASIC MAXILLOFACIAL COURSE	DATE : _____
<input type="checkbox"/>	RESEARCH TRAINING WORKSHOP	DATE : _____
For HSTs admitted from 1 July 2021 onwards ONLY		
<input type="checkbox"/>	CRITICAL CARE COURSE	DATE : _____

I am aware of all the mandatory requirements before being eligible to enroll in the Fellowship Examination.

REPORT ON CME PROGRAMME

CME Cycle (From _____ To _____)

Number of CME points accumulated:
1st Year _____ points / 2nd Year _____ points / 3rd Year _____ points

COMPLIANCE OF CME REQUIREMENTS: YES / NO

OVERALL RATING (place appropriate number in boxes provided)

Poor = 1	Below Average = 2	Satisfactory = 3	Above Average = 4	Excellent = 5
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Overall Rating Log Book Statistics

ADDITIONAL / EXPLANATORY COMMENTS (If insufficient space attach separate document)

RECOMMENDATIONS REGARDING FUTURE TRAINING Date : _____
(Circle appropriate number)

- Trainee should continue in Training Position.
- Continued position in training programme in doubt due to identified deficiencies.
- Trainee should be removed from training programme because of deficiencies that have not been rectified.

Signature of Supervisor / Mentor _____ Print Name _____

Trainee's Signature _____ I have sighted this assessment YES / NO

Important Note: *Trainees should ensure that this Higher Trainee Assessment form together with a copy of the logbook summary and logbook summary report are distributed as follows:*

1. *Original assessment, logbook summary forms and logbook summary report should be submitted to the Training Committee through your supervisor / mentor. The Secretariat of the College of Surgeons of Hong Kong at Room 601, 6/F, Hong Kong Academy of Medicine Jockey Club Building, 99 Wong Chuk Hang Road, Aberdeen, Hong Kong would be responsible for keeping the documentation for trainees*
2. *Copies of the above should be made and retained by the trainee for his / her personal records*
3. *A score less than 3 in any category will be discussed by the Training Committee of the Plastic Surgery Board of the College.*

The trainee must ensure that two mentors of the respective training unit fill in separate assessment forms and submit the completed assessment forms, log book summary data and logbook summary report to the respective supervisor no later than two weeks from the end of the terms. Unless there are extenuating circumstances late lodgment of these forms will incur disqualification of that 6-month term.