

# COMMITTEE FOR SPECIALIST INTERNATIONAL MEDICAL GRADUATE EDUCATION (CSIMGE) SUBSTANTIAL COMPARABILITY PATHWAY

## Supervisor Report Form



This form is to be used during the Substantial Comparability placement.

This form has use as both a formative and a summative assessment tool by Supervisors and by the Substantial Comparability Assessment Review Panel (SCARP). At two and six months in the placement, the Supervisor will use it as a formative assessment tool

Please use in conjunction with the Substantial Comparability *Handbook for Workplace Based Assessments*.

The standard expected of the candidate is at least the level of a junior consultant within an Australasian setting.

### CANDIDATE INFORMATION

Candidate Name	
Address	
Phone	Wk
	A/H
	Mob
Email	

### PLACEMENT INFORMATION

Health Service	
Address	
Supervisor Name	
Supervisor Phone	Wk
	A/H
	Mob
Supervisor Email	
Date of Commencement	
Date of this Report	
Report # (please select)	2 month      6 month      10 month      Other (specify)*

Please indicate whether or not the candidate under your supervision in the Substantial Comparability placement achieves each of the competencies described on the form.

A rating of Not Satisfactory in any component must be accompanied by a comment in the space provided for that section and a remediation plan developed with the candidate in order to address the unsatisfactory component/s for the two and six month reports in accordance with **formative assessment principles**.

The expected standard relies upon the competencies defined in the 2012 Fellowship Program. To view the Fellowship Competencies click on the link:

<http://www.ranzcp.org/Pre-Fellowship/2012-Fellowship-Program/About-the-training-program/Fellowship-competencies.aspx>

**On completion, all pages of this form must be returned to:**

**Substantial Comparability Administration Officer**

**EMAIL: [comparability@RANZCP.org](mailto:comparability@RANZCP.org) FAX: 03 9642 5652 or POST: 309 La Trobe St Melbourne VIC 3000**

1. Medical Expert		ACHIEVED <input type="checkbox"/>	NOT YET ACHIEVED <input type="checkbox"/>
<b>Achievements:</b>	<b>Aspects for further development:</b>		
a. Applies knowledge and skills in the assessment and management of people with psychiatric disorders including understanding of: <ul style="list-style-type: none"> <li>• the links between psychiatric disorder and gender, personality, cultural factors; and</li> <li>• the influence of the health, social, family systems upon the individual.</li> </ul>	ACHIEVED <input type="checkbox"/>	NOT YET ACHIEVED <input type="checkbox"/>	
b. Demonstrates the ability to assess comprehensively and competently manage individuals with psychiatric disorders in a range of contexts and settings.	ACHIEVED <input type="checkbox"/>	NOT YET ACHIEVED <input type="checkbox"/>	
c. Demonstrates the ability to apply core principles of risk assessment and management including an understanding of the therapeutic use of pharmacological, physical, and legislative containment.	ACHIEVED <input type="checkbox"/>	NOT YET ACHIEVED <input type="checkbox"/>	
d. Demonstrates the ability to apply contemporary research, psychiatric knowledge and treatment guidelines to patient care	ACHIEVED <input type="checkbox"/>	NOT YET ACHIEVED <input type="checkbox"/>	
e. Demonstrates understanding of the interfaces between mental health and relevant legislation	ACHIEVED <input type="checkbox"/>	NOT YET ACHIEVED <input type="checkbox"/>	

2. Communicator		ACHIEVED <input type="checkbox"/>	NOT YET ACHIEVED <input type="checkbox"/>
<b>Achievements:</b>	<b>Aspects for further development:</b>		
a. Demonstrates the ability to communicate effectively with a range of patients, multidisciplinary teams, general practitioners, colleagues and other health professionals, legal professionals and agencies. This includes an ability to formulate and express expert opinions.	ACHIEVED <input type="checkbox"/>	NOT YET ACHIEVED <input type="checkbox"/>	
b. Demonstrates the ability to communicate effectively with families and carers.	ACHIEVED <input type="checkbox"/>	NOT YET ACHIEVED <input type="checkbox"/>	
c. Demonstrates a clear understanding of the role of the expert psychiatrist in health system contexts.	ACHIEVED <input type="checkbox"/>	NOT YET ACHIEVED <input type="checkbox"/>	
d. Demonstrates the ability to identify and resolve conflict which arises in the course of clinical psychiatric work. Deals constructively with conflict with patients, carers, colleagues or other professionals, including a capacity to use supervision effectively to assist with this process	ACHIEVED <input type="checkbox"/>	NOT YET ACHIEVED <input type="checkbox"/>	
e. Demonstrates the ability to use interpersonal skills to improve patient outcomes in inpatient and community contexts.	ACHIEVED <input type="checkbox"/>	NOT YET ACHIEVED <input type="checkbox"/>	

3. Collaborator		ACHIEVED <input type="checkbox"/>	NOT YET ACHIEVED <input type="checkbox"/>
<b>Achievements:</b>	<b>Aspects for further development:</b>		
a. Participates effectively in multidisciplinary teams, as both member and leader, involved in the management of people with psychiatric disorders and consequent issues.	ACHIEVED <input type="checkbox"/>	NOT YET ACHIEVED <input type="checkbox"/>	
b. Collaborates effectively with other professionals and agencies involved with people with psychiatric disorders and consequent issues.	ACHIEVED <input type="checkbox"/>	NOT YET ACHIEVED <input type="checkbox"/>	
c. Demonstrates the ability to work respectfully with patients with mental health problems.	ACHIEVED <input type="checkbox"/>	NOT YET ACHIEVED <input type="checkbox"/>	
d. Demonstrates the ability to work respectfully with families and carers.	ACHIEVED <input type="checkbox"/>	NOT YET ACHIEVED <input type="checkbox"/>	

4. Manager		ACHIEVED <input type="checkbox"/>	NOT YET ACHIEVED <input type="checkbox"/>
<b>Achievements:</b>	<b>Aspects for further development:</b>		
a. Demonstrates an understanding of health service systems and the role of psychiatrists within mental health, general health, social and legal systems.	ACHIEVED <input type="checkbox"/>	NOT YET ACHIEVED <input type="checkbox"/>	
b. Demonstrates the ability to prioritise and allocate resources efficiently and appropriately for people with psychiatric disorders and consequent issues	ACHIEVED <input type="checkbox"/>	NOT YET ACHIEVED <input type="checkbox"/>	
c. Demonstrates an understanding of systemic aspects of risk, including the roles of incident reporting and of investigations into major incidents.	ACHIEVED <input type="checkbox"/>	NOT YET ACHIEVED <input type="checkbox"/>	
d. Demonstrates understanding of clinical governance in the relevant mental health context, including the roles of outcome measures and audit processes.	ACHIEVED <input type="checkbox"/>	NOT YET ACHIEVED <input type="checkbox"/>	

5. Health Advocate		ACHIEVED <input type="checkbox"/>	NOT YET ACHIEVED <input type="checkbox"/>
<b>Achievements:</b>	<b>Aspects for further development:</b>		
a. Demonstrates awareness of the impacts of social exclusion, disadvantage, discrimination and stigma in mental health, and preparedness to seek to minimize these.	ACHIEVED <input type="checkbox"/>	NOT YET ACHIEVED <input type="checkbox"/>	
b. Demonstrates the capacity to advocate for the needs of people with psychiatric disorders and consequent issues from an informed and evidence-based approach and to deal constructively with biased and destructive attitudes.	ACHIEVED <input type="checkbox"/>	NOT YET ACHIEVED <input type="checkbox"/>	
c. Demonstrates the ability to understand and apply the principles of prevention, health promotion and early intervention to reduce the adverse effects of mental illness on people with psychiatric disorders.	ACHIEVED <input type="checkbox"/>	NOT YET ACHIEVED <input type="checkbox"/>	
d. Demonstrates awareness of the impacts of victimisation in mental health, and readiness to minimise these	ACHIEVED <input type="checkbox"/>	NOT YET ACHIEVED <input type="checkbox"/>	

6. Scholar		ACHIEVED <input type="checkbox"/>	NOT YET ACHIEVED <input type="checkbox"/>
<b>Achievements:</b>	<b>Aspects for further development:</b>		
a. Educates patients, families, health care professionals and the wider community about mental health.	ACHIEVED <input type="checkbox"/>	NOT YET ACHIEVED <input type="checkbox"/>	
b. Demonstrates knowledge and understanding of critical appraisal and research methodology in mental health and apply this in clinical contexts.	ACHIEVED <input type="checkbox"/>	NOT YET ACHIEVED <input type="checkbox"/>	
c. Demonstrates commitment to continuing professional development in psychiatry.	ACHIEVED <input type="checkbox"/>	NOT YET ACHIEVED <input type="checkbox"/>	

<b>7. Professional</b>		<b>ACHIEVED <input type="checkbox"/></b>	<b>NOT YET ACHIEVED <input type="checkbox"/></b>
<b>Achievements:</b>	<b>Aspects for further development:</b>		
a. Demonstrates knowledge and practice of the principles of ethics as relevant to the field of psychiatry, including professional boundaries, awareness of the problems of dual/multiple agency, and a capacity to recognise the limits of psychiatric expertise.	<b>ACHIEVED <input type="checkbox"/></b>	<b>NOT YET ACHIEVED <input type="checkbox"/></b>	
b. Demonstrate reflective practice and the ability to use feedback constructively including an ability to take a proactive stance to supervision and mentoring.	<b>ACHIEVED <input type="checkbox"/></b>	<b>NOT YET ACHIEVED <input type="checkbox"/></b>	
c. Demonstrate the ability to balance personal and professional priorities to ensure sustainable practice and wellbeing.	<b>ACHIEVED <input type="checkbox"/></b>	<b>NOT YET ACHIEVED <input type="checkbox"/></b>	
d. Demonstrates cooperation and compliance with regulatory professional bodies.	<b>ACHIEVED <input type="checkbox"/></b>	<b>NOT YET ACHIEVED <input type="checkbox"/></b>	

### SUPERVISOR TO COMPLETE

<b>Overall comments on the progress of the Candidate, including comments on forward planning and/or areas needing attention:</b>

**CANDIDATE TO COMPLETE (OPTIONAL)**

***Comments on the progress of the placement and the quality of the supervision provided:***

**REMEDIATION PLAN (IF REQUIRED AT 2 AND 6 MONTH REPORTS)**

*Attach additional pages if required.*

<b>Supervisor Signature:</b>	<b>Date:</b>
<b>Candidate Signature:</b>	<b>Date:</b>

**THIS SECTION IS TO BE COMPLETED FOR THE TEN MONTH REPORT ONLY**

**SUPERVISOR TO COMPLETE**

*I confirm that the candidate has demonstrated competence in the following competency areas:*

- Medical Expert
- Communicator
- Collaborator
- Manager
- Health Advocate
- Scholar
- Professional

*Please provide comments if any one of the competencies is rated as "NOT YET ACHIEVED"*

*I confirm that the overall performance of the candidate is:*

NOT SATISFACTORY       SATISFACTORY

**Supervisor Signature:**

**Date:**

Substantial Comparability Supervisor Reports are held and used in accordance with the College's Privacy Policy  
Statement: <http://www.ranzcp.org/Library/About-us/RANZCP-Privacy-statement.aspx>