

Education Training Regulation

Workplace-Based Assessments



Authorising Committee/ Department:	RANZCP Board
Responsible Committee/ Department:	Education Committee
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Workplace-Based Assessments

Workplace-Based Assessments (WBAs) are formative assessment tools.

WBAs provide a structured yet flexible vehicle for a supervisor to guide a trainee's development through the provision of timely, specific and constructive feedback.

A mandatory minimum of three WBAs must contribute to the evidence base for a supervisor's decision to entrust a trainee with an Entrustable Professional Activity (EPA).

A mandatory minimum of one Observed Clinical Activity (OCA) must be completed during each 6-month full-time equivalent (FTE) rotation as part of the successful completion of that rotation.

From August 2025, Stage 3 trainees who are intending to apply for the Clinical Competency Portfolio Review (CCPR) from September 2026 will need to complete an Independent Observed Clinical Activity (IOCA) during one of their Stage 3 rotations instead of an OCA.

The other four WBA tools have no mandatory minimum requirements.

Revision Record

Regulation Owner:	Education and Training Department		
Contact:	Manager, Assessments		
Date of approval	Version	Approved by:	Description:
18/07/2025	v.2.4	Education Committee Executive	Minor amendment: - Updated to include Independent Observed Clinical Activity (IOCA)
15/03/2024	v.2.3	Minor amendment	Transferred to a new document format.
11/02/17	v.2.2	RANZCP Board	Updates to include four formative WBA assessment tools from three. Approved by CFT 08/12/16. Approved by CGRC 19/01/17, EC 27/01/17 and RANZCP Board 11/02/17 – B2017/1
30/09/14	v.2.1	Minor amendment	Minor change to explanatory box to reflect 30/09/14 Board approval of OCA details.
11/05/14	v.2.0	RANZCP Board	Updates to include mandatory OCA effective from rotation 1 2015. RANZCP Board B2014/3 – R8
27/03/12	v.1.5	General Council	New document approved out of session.
July 2028	NEXT REVIEW		