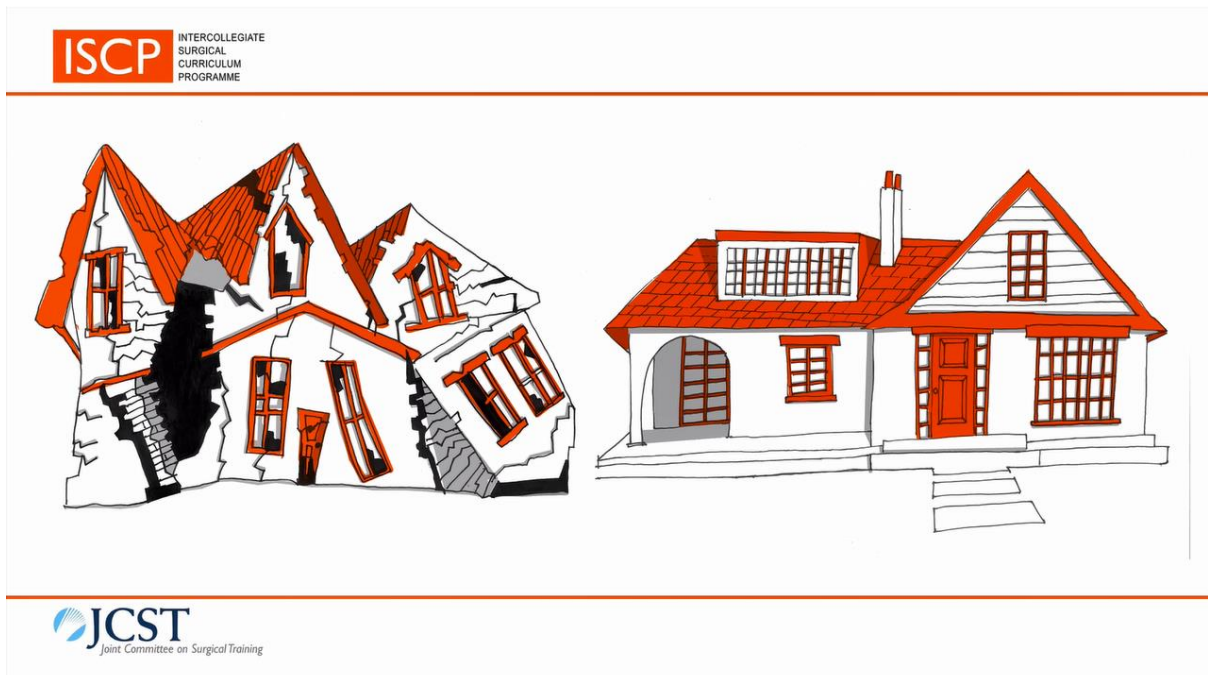


Introduction to the multiple consultant report video transcript

In previous videos we introduced the Generic Professional Capabilities and Capabilities in Practice. We also told you that all curricula are becoming outcomes based, that is, when a trainee has acquired all the capabilities needed for safe practice as a day 1 consultant in a speciality then they have reached the end of training and can apply for certification. Incorporating GPC and CiPs into this, we can say that a trainee will have reached the end of training when they are at a level expected of a day 1 consultant in each of the CiPs and in the Generic Professional Capabilities.



We explained in the video on CiPs how the current model of WBAs might not be the right one for an outcome based curriculum and we need an assessment that will compare where the trainee is at the time of the assessment in relation to the end of training in each CiP and the GPC.



This gives us an opportunity to move to a meaningful assessment based on the holistic professional opinion of trainers who are working with a trainee at the time of the assessment. We will also explain how this will provide a great opportunity for relevant and constructive feedback at regular intervals, not just about performance in isolated small areas covered by the individual WBAs, but about how the trainee integrates all the skills needed to perform in each of the CiPs.

Supervision Levels

- I. Able to observe only
- II. Able and trusted to act with direct supervision
 - I. Supervisor present throughout
 - II. Supervisor present for part
- III. Able and trusted to act with indirect supervision
- IV. Able and trusted to act at the level of a day one consultant
- V. Able and trusted to act at a level beyond that expected of a day one consultant

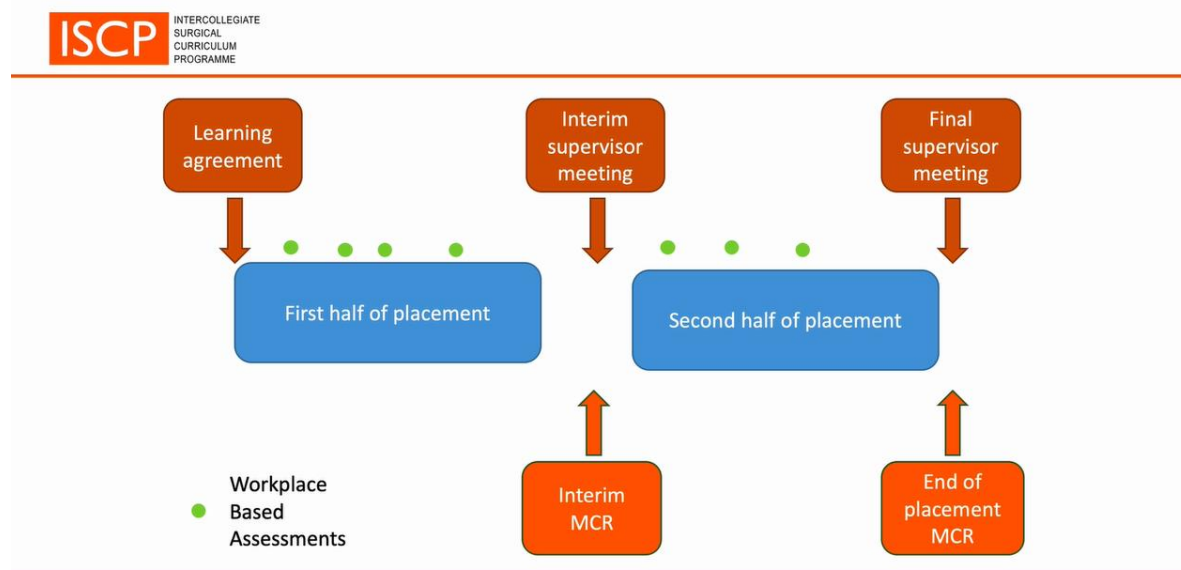
The first thing we have to do is compare the performance of the trainee with the end point of training, To do this we have developed the concept of supervision levels. These allow trainers to decide how much supervision is needed in each of the CiPs. The levels are:

- I. Able to observe only
- II. Able and trusted to act with direct supervision

- a) Supervisor present throughout
- b) Supervisor present for part
- III. Able and trusted to act with indirect supervision
- IV. Able and trusted to act at the level of a day one consultant
- V. Able and trusted to act at a level beyond that expected of a day one consultant

And you can see that in essence it charts development of the trainee from novice to expert, and supervision level IV in each CiP is what is required and expected by certification. The GMC Excellence by Design document requires assessments to capture excellence in training and so we have described supervision level V: able and trusted to act at level beyond that expected of a day 1 consultant – something that we only expect a truly exceptional trainee to achieve in any of the CiPs.

It is important to understand that reaching the level of certification, able and trusted to act at the level of a day 1 consultant, is with reference to the syllabus for your specialty. Day 1 consultants are not expected to be able to do every complex or unusual procedure independently or to be able to manage every single complication by certification. We all recognise that complete independence is reached during a process of mentoring, formal or informal, following certification. There are examples in all specialties, so please have a look at your own specialty syllabus.



Trainers will meet at the midpoint of a placement and towards the end of a placement in order to recommend a supervision level for each CiP. This meeting and recommendations will be captured through the multiple consultant report tool in ISCP. The midpoint assessment is informal and formative to provide feedback to the trainee. The end of placement assessment will feed into the AES report and ARCP.

For most of training a trainee will not have reached supervision level IV in any of the CiPs, and so trainees need feedback and a plan for how to move towards supervision level IV.

Trainers will also identify whether Generic Professional Capabilities have developed to the level expected for that stage of training and identify any GPCs that require development over the next 3 to 6 months.

A trainer will meet with the trainee to discuss the supervision level recommendations and areas for development identified by the Multiple Consultant Report, and this report will be compared with the trainee's self assessment made using the same tool.

We will show you how to use the multiple consultant report tool on ISCP in another video.

- Outcomes Based Curriculum
- Supervision Level IV in all CiPs (+GPCs and Curriculum requirements) means end of training reached
- New curriculum structure needs new assessment - MCR
- Trainers reach holistic, professional judgements
- Provides structured, focused and timely feedback
- Formative and summative

In summary, we are moving to an outcomes based curriculum – when a trainee reaches supervision level IV in all CiPs and has acquired all GPCs then they have reached the end of training. A new assessment tool, the Multiple Consultant Report, or MCR, allows trainers to reach holistic professional judgements about how much supervision a trainee needs at that point, and provide timely and accurate formative and summative feedback to trainees and inform the ARCP process until they reach, in the professional judgement of trainers, the level required of a day 1 consultant in that specialty.

Please now watch the 'How to do the MCR' video!