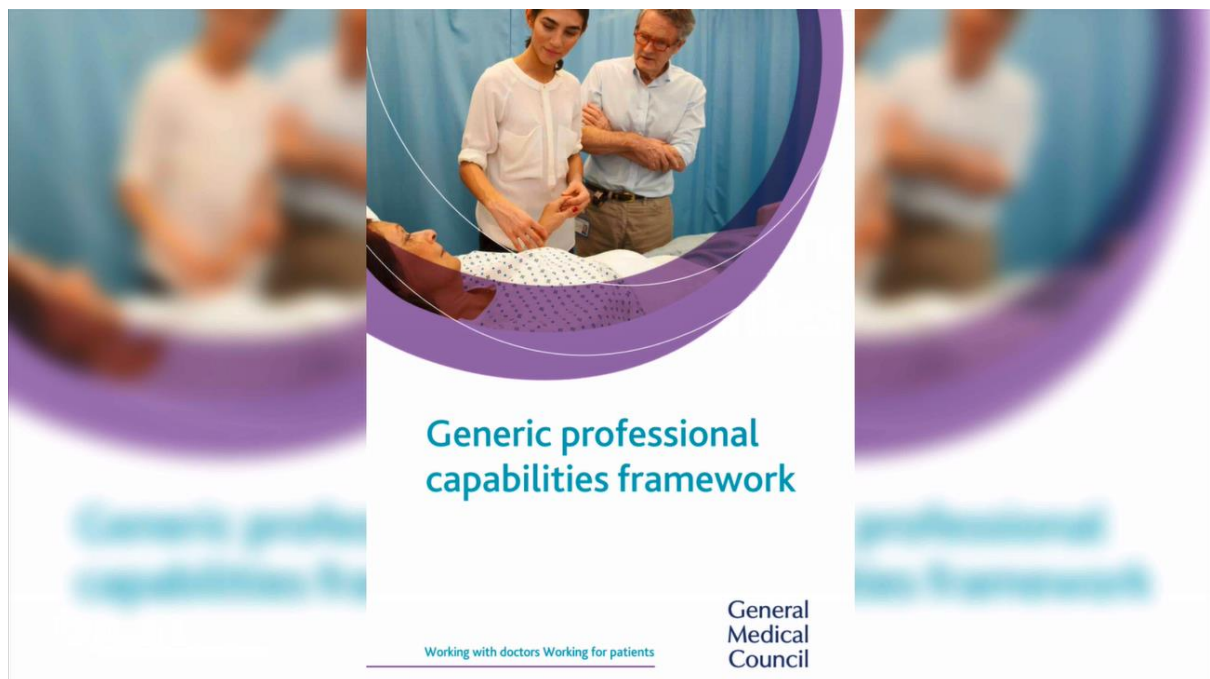


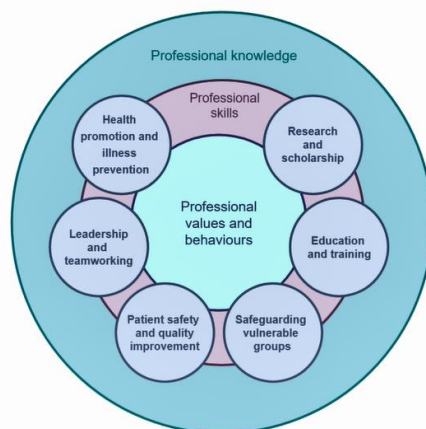
Introduction to Generic Professional capabilities video transcript



Generic Professional Capabilities, or GPCs, were developed by the GMC in response to common themes in concerns around doctors' performance and reports from high profile patient safety inquiries. The Shape of training review also recognised the importance of developing a GPC framework, which was developed in conjunction with the Academy of medical royal colleges and other stakeholders and published by the GMC in 2017.

The GPC framework gives a detailed description of those capabilities that are essential to deliver safe, high quality and effective practice as a doctor in the UK.

It is required that GPCs are embedded within training curricula and doctors in training must demonstrate achievement of these generic outcomes by CCT.



The Generic Professional Capability framework is divided into 9 main domains. Three of these are inherent in all we do as doctors:

professional values and behaviours
professional skills
professional knowledge

The 6 other, themed domains are:

- capabilities in health promotion and illness prevention □
- capabilities in leadership and team working
- capabilities in patient safety and quality improvement
- capabilities in safeguarding vulnerable groups
- capabilities in education and training
- capabilities in research and scholarship

Each domain contains a number of descriptors, which lay out the particular capabilities and behaviours needed to meet regulatory requirements and describe a minimum core content of curricula for all specialties across medicine. In other words, these are the things you need to know and be able to do in order to be a doctor.

Generic professional capabilities framework

Domain 1: Professional values and behaviours

We expect all doctors to demonstrate appropriate personal and professional values and behaviours. These requirements are set out in *Good medical practice* and related professional guidance.

Our guidance outlines the expectations for doctors' professional responsibilities, including their duty of care to their patients. Doctors have a wide range of other professional responsibilities, relating to their roles as an employee, clinician, educator, scientist, scholar, advocate and health champion. These responsibilities include demonstrating the following expected professional values and behaviours:

- acting with honesty and integrity
- maintaining trust by showing respect, courtesy, honesty, compassion and empathy for others, including patients, carers, guardians and colleagues
- treating patients as individuals, respecting their dignity and ensuring patient confidentiality
- taking prompt action where there is an issue with the safety or quality of patient care, raising and escalating concerns where necessary¹⁴
- demonstrating openness and honesty in their interactions with patients and employers – known as the professional duty of candour
- being accountable as an employee to their employer and working within an appropriate clinical governance framework
- managing time and resources effectively
- being able to self-monitor and seek appropriate advice and support to maintain their own physical and mental health
- demonstrating emotional resilience
- demonstrating situational awareness
- reflecting on their personal behaviour and its impact on others
- demonstrating awareness of their own behaviour, particularly where this might put patients or others at risk

For example, if we look at the Professional Values and behaviours domain it contains the descriptors you can see on the slide. I'm sure you'll agree that all of these are needed to be a doctor in any speciality, including surgery, and poor performance in any of these areas would leave a significant hole in someone's ability to deliver safe, effective and high quality care.



Each of the 9 domains contains descriptors of capabilities, that when brought together, describe what is needed for consultant practice in that domain. Assessment of the performance of a trainee against the GPC domains needs to be at the centre of how we assess a trainee.

But...we don't have to assess each individual descriptor. Quite the opposite. What we're after is a professional holistic judgement of the trainee's capability in that area, assessed against the trainee's stage of training. In order to do that, we do need to have an understanding of what the descriptors are but all we need to do is indicate if the trainee is appropriate for stage or requires development

Previously, identifying an area for development, especially in non-technical areas, was often challenging, and we often struggled to put our finger on precisely what the area was, or found it difficult to find appropriate words to describe that area for development. If we cannot describe the area accurately then we can't feed back to the trainee with clarity where they should concentrate their efforts over the next training period. With the GPC descriptors, we have a thorough breakdown of all those tasks and can more easily identify and find language to describe the area for development, improving feedback and helping trainees to develop safely and perhaps more quickly. We have integrated the GPCs into all surgical curricula, and areas for development can be effectively identified through the Multiple consultant report, and trainees can identify areas they themselves think they should work on through trainee self assessment. We will show you how to do this in the videos on the multiple consultant report and trainee self-assessment.

In essence:

- 1) Be aware of the content of the GPC domains and their descriptors
- 2) Come to a professional holistic high level judgement of a trainee's capability in each GPC domain, based on your knowledge of the domains and on the trainee's stage of training

- 3) If you have concerns, illustrate your decision by selecting a small number of descriptors as examples of areas that need development over the next 3-6 months.

In summary then, the Generic professional capability framework describes all the essential knowledge, skills and behaviours a doctor needs to practice safely and effectively; to be that doctor that you or your family would like to see. In order to develop these capabilities, the GPCs have to be at the heart of training and assessment, giving us the ability to improve feedback, address problems early and develop the next generation of high quality consultant surgeons.