



**College of Intensive Care Medicine
of Australia and New Zealand**
ABN: 16 134 292 103

Document type: Information
Category: Training
Date created: December 2020

OCE INFORMATION SHEET FOR TRAINEES AND FELLOWS

ASSESSMENT PURPOSE

The primary purpose of the OCE is for trainees to engage in structured observation in the workplace and engage in feedback regarding their clinical performance, in order to improve their practice. The OCE focuses on the ability to conduct an assessment, engage in diagnostic reasoning, and formulate a management plan. Knowledge, skills and behaviours assessed are from the medical expert, communicator, collaborator and professional domains of practice.

TRAINEES

All trainees are encouraged to use the OCE's as an opportunity for observation in the workplace that will provide a basis for a feedback discussion, throughout the training program. Trainees are encouraged to discuss any assessments they would like to complete during their training term with their SOT during the introductory meeting at the beginning of the term.

ASSESSORS

The OCE's can be observed by any Fellow of the College, not just SOT's. A different Fellow should complete each OCE with a trainee.

TIMING AND NUMBER OF ASSESSMENTS

Trainees are encouraged to complete OCE's on multiple occasions throughout training, including prior to the first part exam and during the transition year, to facilitate feedback and performance development. However, trainees on the post 2014 curriculum are only required to submit a minimum of eight OCE's to the College, one every 3 months of intensive care core training time. Trainees on the pre-2014 curriculum only need submit four OCE's as part of their application for the second part exam. Each of these should focus on a different clinical problem, and it is encouraged that cases are of varying degrees of complexity.

PROCESS OF COMPLETION

The trainee identifies to their supervising Fellow that they would like to complete an OCE. Alternatively, supervising Fellows may recommend particular cases to trainees that would be beneficial for their learning.

Trainees are required to:

- Perform an appropriate clinical assessment of a critically ill patient (suggested time = 20 minutes)
- Present clinical findings with an appropriate discussion of relevant patient management issues (suggested time = 5- 10 minutes)
- Engage in a feedback conversation about their performance and finalise the OCE form (suggested time = 5-10 minutes)

The Fellow should observe all elements of the assessment.

The feedback conversation should be conducted close to the time of the encounter, in an appropriate setting. Feedback should be a two-way discussion, and may include trainee reflection, discussing the observed performance, discussing clinical reasoning or thinking behind actions, collaboratively deciding on strategies for trainee performance improvement, and any follow up actions or future observations. The most important points from this discussion should be documented in the form. It is recommended the form is partially completed during the encounter and finalised after the feedback conversation. The form should then be scanned and emailed to assessments@cicm.org.au

COMPLETION OF THE FORM

Case complexity and other relevant case information

The trainee and Fellow should collaboratively select the case complexity most appropriate (low/medium/high) and add any relevant case information. This assists the trainee to record of the breadth of experiences observed in order to guide future learning. Any cases can be used for the OCE's, however it is encouraged that each case should have a different clinical focus and cases should vary in complexity. No information that might breach patient confidentiality should be included in this section.

Entrustment Scale

The entrustment scale is a rating scale for overall performance, rated by both the trainee and a Fellow. This allows the trainee to self evaluate, and assists the trainee in understanding their performance on the learning trajectory to becoming an independent practitioner. Descriptions of each level of entrustment are provided on the form.

Actionable feedback

The Fellow should complete this section, noting elements of the encounter completed well and elements that require development. This can be completed both during the encounter and/or during the feedback conversation. The performance indicators listed serve as prompts for feedback, rather than a checklist to be achieved. Not all sections need to be completed, but key information to assist the trainee to develop should be included in the feedback conversation and documented on the form. Feedback conversations should involve two – way dialogue, be respectful, and consider the knowledge, skills and behaviours expected from a trainee at their stage of training. Feedback should also be specific, (for example, “used open and closed questioning when necessary” instead of “good communication with patient”) based on observed behaviour (for example, “conducted unnecessary physical examination procedure” instead of “unsure of physical examination procedures”) and be actionable by the trainee (for example, “allow time for the patient to ask questions” instead of “improve professionalism”).

Trainee reflection, goals and future actions

The trainee should complete this section at the end of the feedback conversation, briefly noting elements completed well or that require development, strategies for performance improvement or features of the case that require further self-directed learning.

SUCCESSFUL COMPLETION OF THE OCE'S

The primary purpose of this assessment is to provide an opportunity for observation and feedback in the workplace. Attaining a specific rating on the entrustment scale is not required for every OCE. However, trainees are required to submit four OCE's which have a rating of oversight or independent when applying for the second part exam.

EVALUATION

After completion of the assessment, please give feedback on the form and assessment process by completing an evaluation survey.

When the College receives the assessment form, a confirmation email will be sent which will include a link to the survey. Alternatively, you can access the survey by logging into your [members portal](#) and following the pathway: Online learning > Resources > Workplace Based Assessments.

Feedback from both trainees and Fellows is sought to assist in the evaluation process.