**Supervised Learning Event:**

**Case Based Discussion (CBD)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Assessor's Professional No.** |  | **Trainee's GMC No.** |  | **Year of training** |  | **Item No.** |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | 🞅 ST3 | 🞅 ST4 | 🞅 ST5 | 🞅 ST6 |  |  |  |

|  |
| --- |
| **Reason for discussion, including patient problem / diagnosis** |
|  |  |  Is the worker: 🞅 New? 🞅 Follow-up?  🞅 Not applicable |
|  |
| Complexity: | 🞅 Low | 🞅 Moderate | 🞅 High |
| Assessor: | 🞅 Educational Supervisor🞅 Nurse | 🞅 Clinical Supervisor🞅 Safety officer | 🞅 Other consultant 🞅 Hygienist | 🞅 Peer / colleague🞅 Other\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_­­­­\_\_\_\_\_\_ |
| No. of previous CBDs (with any trainee) | 🞅 None | 🞅 1-5 | 🞅 6-10 | 🞅 >10 |
| Have you had training in use of this tool? | 🞅 Read guidance notes (essential) | 🞅 Face to face training | 🞅 Web | 🞅 Course |  |

|  |
| --- |
| **FOM Core Competency** *(trainee to refer to Curriculum and identify competency to be evaluated on this occasion):e.g. 1.1 Good Clinical Care 1.2 Time Management & Decision making 1.3 Information 1.4 General Principles of Assessment & Management of Occupational Hazards to Health 1.5 Assessment of Disability and Fitness for Work 2.3 Clinical Governance 3.1 Ethical / Legal issues 3.2 Maintaining Trust 3.3 Communication Skills 4.1 Team Working & Leadership Skills***Learning Outcome expected** (*trainee to complete*): |

*Please tick one of the boxes for each component of the exercise. Refer to the attached rubric for descriptions of expected performance.**Justify with a brief explanation in the comments box any rating other than expected; failure to do so will invalidate the assessment. Use the feedback box below to expand on your comments.*

| **Area** | BelowExpected | Expected | Above Expected  | N/A | Specific comments |
| --- | --- | --- | --- | --- | --- |
| 1. **Clinical record keeping**

*Records concisely, accurately, confidentially and legibly all medical records* |  |  |  |  |  |
| 1. **Occupational assessment**

*Includes risk assessment and clinical reasoning* |  |  |  |  |  |
| 1. **Occupational case management**

*Includes advice and recommendations, investigations and clinical liaison and preventive opportunism*  |  |  |  |  |  |
| 1. **Professionalism**

*Including team working, legal and ethical behaviour*  |  |  |  |  |  |
| 1. **Organisation and efficiency**

*Includes time management and effective problem-solving* |  |  |  |  |  |

|  |
| --- |
| **Assessor’s feedback on the trainee’s performance on this occasion***Please comment on the trainees performance on this occasion ,utilising:** *the descriptors of expected performance in the rubric*
* *relevant standards (if applicable)*
* *the extent to which the learning outcome has been achieved*

*Please give specific, objective feedback with justification on the trainees observed performance in this consultation, including what went well and areas for development.**If you have ticked a “Below Expected” box you* ***must*** *identify areas for future improvement.* |

|  |
| --- |
| **Trainee’s comments on their performance on this occasion***Reflection on own performance:**Reflection on feedback given by assessor:**What actions do you intend to take to meet any development needs?* |

|  |  |
| --- | --- |
| **Assessor:**SignatureDate | **Trainee:**SignatureDate |
| Time taken for observation | Time taken for discussion / feedback: |

| **Applicable knowledge, skills and attitudes** | **Description of Expected Performance** |
| --- | --- |
| 1. **Clinical record keeping**
 | * Evidence of concise, legible and accurate record keeping, with date and signature on all records
 |
| 1. **Occupational assessment including risk assessment and clinical reasoning**
 | * Has made a comprehensive clinical and workplace based assessment of fitness for work with appropriate clinical judgement
* Has appropriately assessed capability for work in those with a disablement/impairment
* Has carried out a full and relevant functional assessment
* Demonstrates appreciation of the importance and interaction of psychological and social factors in worker’s disease and illness behaviour
 |
| 1. **Occupational case management including advice and recommendations, investigations and clinical liaison and preventive opportunism**
 | * Appropriate advice given on impairment, disability, fitness for work and rehabilitation
* Adjustments recommended are appropriate, likely to make sense and be acceptable in the workplace
* Advises competently on sickness absence, redeployment and ill health retirement where relevant
* Advice given on prognosis is realistic and based on sound evidence
* Has set realistic goals and rehabilitation management including monitoring and reassessment plans in consultation with the worker
* Has involved other health care workers, prevention and liaison services as appropriate
* Has encouraged worker’s access to further information and support groups such as employee assistance programmes
* Where appropriate, has assessed an individual worker’s lifestyle risk factors and if relevant, advised on lifestyle changes
 |
| 1. **Professionalism, team working, legal and ethical behavior**
 | * Demonstrates a non-discriminatory, non-judgemental attitude and acts with honesty and fairness
* Evidence of informed consent for assessment as well as preparation and release of the occupational health report
* Has identified and addressed any worker concerns appropriately
* Where appropriate, has discussed case with relevant and/or senior members within the team
* Appropriate use and advice regarding relevant legislation, including Equality Act 2010, where indicated
 |
| 1. **Organisation and efficiency**
 | * Where appropriate, has sought and reviewed relevant background information and was well prepared for the consultation
* Has followed a logical and systematic approach to the assessment and occupational management
* Has covered relevant areas in sufficient detail to support findings and advice but without seeking excessive or irrelevant information
 |

**References**

* Faculty of Occupational Medicine ‘Specialist Training in Occupational Medicine’ curriculum for higher specialist training 2010
* General Medical Council ‘Good Medical Practice’ 2013
* General Medical Council ‘Confidentiality’ 2009
* Faculty of Occupational Medicine of the Royal College of Physicians; Ethics Guidance for Occupational Health Practice 2012