



Introduction to Workplace-Based Assessments

Who is this bulletin aimed at?

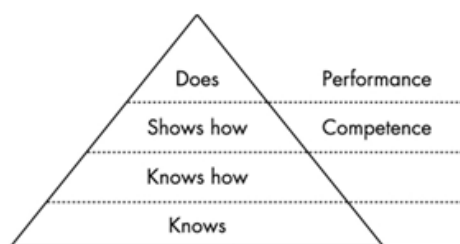
- ✓ All clinical supervisors and their trainees.

Specific training pathways may have their own recognised workplace-based assessments. Please make sure you are familiar with them and their exact training requirements.

What are workplace-based assessments (WPBAs)?

WPBAs refers to a group of assessment instruments that may be used to assess the actual practice of a trainee in the workplace.

They target the higher end of Miller's pyramid - allowing the trainee to demonstrate 'shows how' and 'does'.



Some examples and tips for WPBAs that are used in practice are discussed below.

Case-based discussions (CBDs)

Purpose: To discuss an outcome/output from workplace activity using a case record/result.

Tips for trainees

- ✓ Select a case that is sufficiently challenging and demonstrates at least 1 competency
- ✓ Justify your reasoning and decision-making
- ✓ Acknowledge areas of further development and how to address them

Tips for supervisors

- ✓ Avoid teaching 'on the hoof' during exploratory discussion
- ✓ Do not make judgements until discussion finished
- ✓ Do give constructive feedback
- ✓ Ensure questions from peers are relevant

Clinical examination and procedural skills assessment record (CEPSAR) / Direct observations of practical skills (DOPS)

Purpose: To observe and assess the conduct of a practical procedure.

Tips for trainees

- ✓ Complete mock sessions
- ✓ Be clear on what you wish to demonstrate
- ✓ Don't forget patient consent

Tips for supervisors

- ✓ Calibrate minimal acceptable standards
- ✓ Consider patient feedback

Multi-source feedback (MSFs) / Patient satisfaction questionnaires (PSQs)

Purpose: To receive feedback about areas including professionalism, interpersonal skills and communication.

Tips for trainees

- ✓ Select a broad range of work colleagues
- ✓ Ask your staff to hand out the PSQs
- ✓ Remember these are learning tools

Tips for supervisors

- ✓ Relay global trends and avoid focusing on isolated negative feedback
- ✓ Agree any areas of further development

Top tips for successful use of WPBAs:

1. Plan ahead
2. Establish clearly what competencies are being assessed
3. Supervisees should be open to feedback
4. View them as learning tools - we all have BLIND SPOTS!

What other resources / support is available?

There are resources available on the [Nottinghamshire Alliance Training Hub website](#).