

**Royal College of Paediatrics and Child health (UK)**  
**Workplace Assessments**

**Paedmini-CEX (mini clinical encounter)**

This tool is designed to provide feedback on skills essential to the provision of good clinical care by observing and actual clinical encounter; it is a snapshot of a doctor/patient interaction. PAEDmini-CEX is suitable for use in an out-patient, in-patient, or acute care setting, and it can be used to assess performance in the following areas:

- History taking
- Communication skills with patient/carer
- Examination
- Clinical judgment
- Initial management
- Professionalism
- Organisation/efficiency
- Overall clinical care

Not all elements need to be assessed on each occasion. In order to maximise the educational impact of using the Paedmini-CEX strengths, areas for development and an agreed action plan should be made.

Paedmini-CEX can be completed electronically or on paper.

**ePaedCbD (case based discussion)**

ePaedCbD is designed to assess clinical reasoning and decision-making and the application or use of medical knowledge in relation to patient care for which the trainee has been directly responsible. It also enables the discussion of the ethical and legal framework of practice, and in all instances, it allows doctors to discuss why they acted as they did. The focus of discussion is around an actual entry that they have made in their clinical notes and exploring the thought processes that underpinned the entry thus exploring clinical reasoning and decision making. It can be used to assess performance in the following areas:

- Medical record
- Investigations and referrals
- Management of challenging and complex situations
- Risk assessment
- Treatment

Not all elements need to be assessed on each occasion. In order to maximise the educational impact of using PaedCbD strengths, areas for development and an agreed action plan should be made.

PaedCbD can be completed electronically or on paper

### **DOPS (direct observation procedural skills)**

DOPS is designed to ensure that doctors are competent at the procedural skills they undertake. The method used is similar to the mini-CEX being a direct observation of the doctor undertaking a procedure and provides an assessment of practical skills.

In order to maximise the educational impact of using DOPS strengths, areas for development and an agreed action plan should be made.

DOPS can be completed electronically or on paper.

### **PaedMSF (multisource feedback from peers)**

PaedMSF is a multisource feedback (or 360 feedback) assessment tool designed to give feedback on performance as rated by other professionals with whom the doctor works. It can be used to assess performance in the following areas:

- Ability to diagnose patient problems
- Ability to formulate appropriate management plan
- Ability to manage complex patients
- Awareness of own limitations
- Ability to respond to psychosocial aspects of illness
- Ability to use resources appropriately
- Ability to assess risks and benefits of treatments
- Ability to co-ordinate patient care
- Technical skills
- Ability to apply evidence based practice
- Ability to prioritise and manage time effectively
- Ability to deal with stress
- Commitment to caring
- Willingness and effectiveness in teaching
- Ability to give feedback
- Communication with patients, caregivers, and family
- Verbal and written communication with colleagues
- Ability to recognise the contributions of others
- Accessibility and reliability

- Leadership skills
- Management skills

In order to maximise the educational impact of using PaedMSF strengths, areas for development and an agreed action plan should be made.

PaedMSF can be completed electronically or on paper.

### **PaedCCF (multisource feedback from parents and caregivers)**

PaedMSF is a multisource feedback (or 360 feedback) assessment tool designed to give feedback on performance in an outpatient or office setting as rated by parents and caregivers. It is predominantly an assessment of communication skills

PaedCCF is completed on paper.

### **SAIL (assessment of letter writing)**

SAIL is a structured assessment of a doctor's ability to provide clear written communication of office or outpatient consultations.

SAIL is completed on paper.

### **PCAT (consultation assessment tool)**

This tool is used to provide a detailed assessment of a doctor's communication skills. It is not usually used as a first line tool but is used to provide more detailed information when problems with communication have been suggested by other tools such as multi-source feedback. The tool should be administered by a senior clinician with experience in assessment. The setting is usually a standard outpatient setting and the assessor observes the complete consultation. It is often necessary to observe a number of consultations using this tool to obtain a reliable profile of performance

PCAT is designed to provide detailed feedback on consultation skills through direct observation. It is usually used when difficulties have been identified in this area from use of other tools such as miniCEX, PaedMSF or Paed CCF. It provides feedback on performance in:

- Building relationships with parents, caregivers and patients
- Setting appropriate agenda for consultation
- Gathering information
- Physical examination

- Explanation and planning
- Structuring consultations appropriately

PCAT is completed on paper.