



The Royal College of Pathologists
Pathology: the science behind the cure

Workplace-Based Assessment Working Group

Minutes of Meeting held on Wednesday, 1st March 2006

Present:

Dr Trevor Gray (Chair)
Dr David Carrington
Dr John Hood
Mrs Stella Macaskill

Dr Ruth Ayling
Dr Philip DaCosta
Dr Peter Johnston
Dr Mary Thompson

Miss Joanne Brinklow
Ms Sandra Dewar
Dr Dinakantha Kumararatne
Dr David Worrall

Apologies for absence:

Dr Clair Evans
Dr Hani Zakhour

Dr Alan Jones

Ms Elizabeth Livingston

1. Chairman's Welcome and Introduction

Dr Gray welcomed all to the first meeting of the WPBA Working Group and introductions were made by individuals.

2. Defining Workplace-Based Assessment

Information on the assessment tools from the Modernising Medical Careers (MMC) website was tabled.

In short, workplace-based assessments aim to measure the behaviours or actions of pathology trainees in day-to-day working environments. There is a need to investigate how workplace-based assessments will interact with College examinations.

3. Purpose of the Workplace-Based Assessment Working Group

The Chair stated that the group will look at the design, development, piloting and implementation of a range of workplace-based assessments for pathology trainees.

The group will build on workplace-based assessment work already being undertaken for histopathology run-through training.

4. Approve the draft Terms of Reference

The draft terms of reference were approved by the group. It will be published on the College's website in the Work-Based Assessment section.

It was noted that the Working Group cannot directly influence any curriculum development, but instead will work with the CATTs who develop the curricula.

5. Specialty experience of WPBA

The members reported on their experience of various workplace-based assessment tools, including case-based discussions (CbD), mini-CEX and DOPS. The degree of experience around the table was varied. However, it was generally felt that workplace-based assessment tools were not used on a formal basis in pathology, hence the need for further development by the College.

6. Report on College work in progress on WPBA

The Chair reported that the College has secured the services of some expert advisors to guide the College in the development of WPBA tools. The expert team include Professor Dame Lesley Southgate, Professor Janet Grant, Dr Kathy Boursicot, Dr Helena Davies and Dr John Patterson. They will be guiding the College in setting the standards for the Histopathology Year 1 Assessment and developing the SPRAT (Sheffield peer review assessment tool) multi-source feedback (MSF) tool so it can be piloted to provide additional information for the Histopathology Year 1 end of year review (EYR). This has previously been referred to as a RITA-like process.

7. Specialty work to be undertaken

As work on the multi-source feedback is already underway, the Chair suggested that members of the committee concentrate on developing DOPS and CbD within their subject areas. He asked each specialty to identify any good practice within their subject areas where similar tools had been developed, develop a list of procedures suitable for DOPS, and a framework for CbD if necessary adapting the existing tools from the Royal College of Physicians.

Further information is provided on the 'Key activities and performance measures' form.

8. Supervisor training

There will be a national roll-out of training for supervisors on the use of workplace-based assessments in the future.

Dr Kumararatne stated that he is happy to share his 'portfolio written assessment' tool.

Action: Dr Kumararatne to send a copy to Sandra Dewar.

9. Integrating WPBA with RITA process

It was agreed that it was the trainee's responsibility to provide all relevant documentation for the RITA process.

It was agreed, due to cost implications that advice is needed on how much trainee and assessor time is required to deliver the recommended number of workplace-based assessments per year.

Completed workplace-based assessment forms should be kept locally by the trainee, educational supervisor and the programme director.

As there is a great degree of disparity in the completion of RITA forms, it was suggested that the College could provide advice and guidance in its completion.

Action: Dr Gray to seek guidance from PMETB through Professor Dame Southgate.

10. Any Other Business

There was no other business.

11. Date of Next Meeting

Wednesday, 28th June 2006 at 2:00pm. (Lunch will be provided from 1:30pm)

Future Meetings

Friday, 22nd September 2006 at 10:30am

Thursday, 7th December 2006 at 10:30am