



## **Workplace-based Assessment**

### **PURPOSE OF ASSESSMENT TOOLS**

#### **1. Purpose of the Multi-source Feedback (MSF)**

The purpose of the MSF assessment is to:

- 1.1 indicate trainees' motivation and enthusiasm for the specialty
- 1.2 indicate trainees' capability, potential, behaviour and attitude
- 1.3 encourage professional and self-development
- 1.4 generate candid feedback on trainees' aptitude and progress with the specialty
- 1.5 enable the trainee to collect evidence for the ESR/ARCP
- 1.6 provide feedback to trainees about progress and learning needs by highlighting strengths and identifying weaknesses

#### **2. Direct Observation of Practical Skills (DOPS)**

The purpose of the DOPS assessment is to:

- 2.1 indicate trainees' acquisition of practical skills in the specialty
- 2.2 indicate trainees' understanding of the use of equipment in the specialty
- 2.3 show that the trainee can work safely in the laboratory and clinical areas
- 2.4 indicate that the trainee interacts appropriately with patients where procedures involve them
- 2.5 indicate trainees' capability, potential and behaviour
- 2.6 encourage professional and self-development
- 2.7 generate candid feedback on trainee's aptitude and progress within the specialty
- 2.8 enable the trainee to collect evidence for the ARCP
- 2.9 provide feedback to trainees about progress and learning needs by highlighting strengths and identifying weaknesses



### **3. Mini Clinical Evaluation Exercise**

The purpose of the mini clinical evaluation exercise is to:

- 3.1 indicate trainees' acquisition of clinical skills in the specialty
- 3.2 indicate that the trainee interacts appropriately with patients
- 3.3 indicate trainees' capability, potential and behaviour
- 3.4 encourage professional and self-development
- 3.5 generate candid feedback on trainees' aptitude and progress within the specialty
- 3.6 enable the trainee to collect evidence for the ARCP
- 3.7 provide feedback to trainees about progress and learning needs by highlighting strengths and identifying weaknesses

### **4. Case-based Discussion**

The purpose of the case-based discussion assessment tool is to:

- 4.1 indicate that the trainee understands the pathological basis of clinical disease
- 4.2 indicate that the trainee can interpret and relate pathological results to the clinical findings
- 4.3 indicate that the trainee can plan an appropriate strategy for the investigation of clinical diseases or laboratory problems
- 4.4 indicate trainees' capability, potential and behaviour
- 4.5 encourage professional and self-development
- 4.6 generate candid feedback on trainees' aptitude and progress within the specialty
- 4.7 enable the trainee to collect evidence for the ARCP
- 4.8 provide feedback to trainees about progress and learning needs by highlighting strengths and identifying weaknesses

### **5. Evaluation of Clinical Events**

The purpose of the evaluation of clinical events assessment tool is to:

- 5.1 Indicate trainees' acquisition of clinical skills in the specialty
- 5.2 indicate trainees' acquisition of professional skills including clinical reasoning and the practical application of theoretical knowledge, communication skills, working with colleagues and in teams



- 5.3 indicate trainees' acquisition of professional attitudes including maintaining a patient focus, working within a clinical governance framework and the appropriate application of professional standards
- 5.4 indicate trainees' capability, potential and behaviour
- 5.5 encourage professional and self-development, including personal insight and reflective learning
- 5.6 generate candid feedback on trainees' aptitude and progress within the specialty
- 5.7 enable the trainee to collect evidence of achievement/competency for presentation at end of year assessments/ARCP
- 5.8 provide feedback to trainees about progress and learning needs by highlighting strengths and identifying weaknesses

Definitions of workplace-based assessment tools –

<https://www.rcpath.org/trainees/assessment/workplace-based-assessment-wpba.html>

**Assessment Department  
The Royal College of Pathologists  
October 2019**

