

EASL Competency Rubric

Description of registrar competency at foundation level	
Competency area	<p>For registrar to achieve 'at foundation level' the supervisor has observed (over at least four separate registrar-patient consultations) that the registrar:</p> <ul style="list-style-type: none"> • Is safe and competent to practise without direct supervision for all consultations • Has good clinical knowledge • Has good insight into the limitations of their knowledge and skills • Demonstrates appropriate help-seeking behaviour when required • Is able to safely practise with more independence with the safety-net of a supervisor ensuring that mechanisms are in place to monitor for safe and quality patient care <p>At this stage of training, the supervisor must be readily available at all times to provide advice and support as needed.</p>
Communication skills	
Criteria	Performance list
Communication is appropriate to the person and the sociocultural context	<ul style="list-style-type: none"> • Demonstrates awareness of patient's perspective • Able to communicate with consideration of the patient's socio-cultural context
Engages with the patient to gather information about their symptoms, concerns and expectations	<ul style="list-style-type: none"> • Asks appropriate questions to elicit relevant information • Appropriately uses open and close ended questions to gather information • Clarifies information if patient's statements unclear
Demonstrates active listening skills	<ul style="list-style-type: none"> • Actively engages with patients, listens attentively to concerns • Allows patient to talk without interrupting
Responsive to patient cues	<ul style="list-style-type: none"> • Demonstrates ability to recognise and respond to verbal and non-verbal patient cues
Demonstrates empathy and compassion and uses language and non-verbal behaviour to establish rapport	<ul style="list-style-type: none"> • Explanations are adequate and generally match the patient's understanding
Communicates effectively in routine and difficult situations	<ul style="list-style-type: none"> • Able to recognise the need for sensitivity in difficult situations

Consultation skills	
Criteria	Performance list
Adapts the consultation to facilitate optimal patient care	<ul style="list-style-type: none"> • Able to achieve consultation outcomes, and is flexible in approach
Consults effectively in a structured and focussed manner within an appropriate time frame	<ul style="list-style-type: none"> • Consultation timing managed appropriately in most situations • Timing may be a challenge in complex situations
Obtains sufficient information to include or exclude red flags	<ul style="list-style-type: none"> • Elicits sufficient information that can be used to identify red flags and the 'masquerades' of general practice
Prioritises problems, attending to both the patient's and the doctors' agenda	<ul style="list-style-type: none"> • Demonstrates ability to negotiate agenda with the patient • Able to appropriately prioritise problems when patient presents with multiple issues
Appropriate safety netting and follow-up is arranged, especially when diagnosis is uncertain	<ul style="list-style-type: none"> • Utilises safety netting techniques appropriately and/or provides specific instructions for follow-up
Clinical management and therapeutic reasoning	
Criteria	Performance list
Makes safe and rational prescribing decisions	<ul style="list-style-type: none"> • Makes safe and rational prescribing decisions appropriate for the patient
Checks patient understanding	<ul style="list-style-type: none"> • Usually checks patient's understanding of the information given and plans made, especially when the diagnosis is unclear
Explains and negotiates the management plan with the patient	<ul style="list-style-type: none"> • Generally negotiates the management plan with the patient
General practice systems and regulatory requirements	
Criteria	Performance list
Appropriately uses IT systems to improve patient care in the consultation	<ul style="list-style-type: none"> • Uses computer effectively during consultation, in most cases not interfering with patient communication
Maintains comprehensive and accurate clinical notes	<ul style="list-style-type: none"> • Clinical notes are generally concise and accurate • Clinical notes contain sufficient information about diagnosis and management plans
Informed consent is explained and obtained	<ul style="list-style-type: none"> • Generally provides clear explanations relating to consent • Demonstrates understanding of informed consent and has ability to obtain