

ITER - Intensive Care

General Information		
ITER Discipline: Hospital: Term Dates: Stage of Training:	ITER – Intensive Care	Trainee Name: Trainee Status: Supervisor Name: Supervisor Status: Days Leave taken:

Description

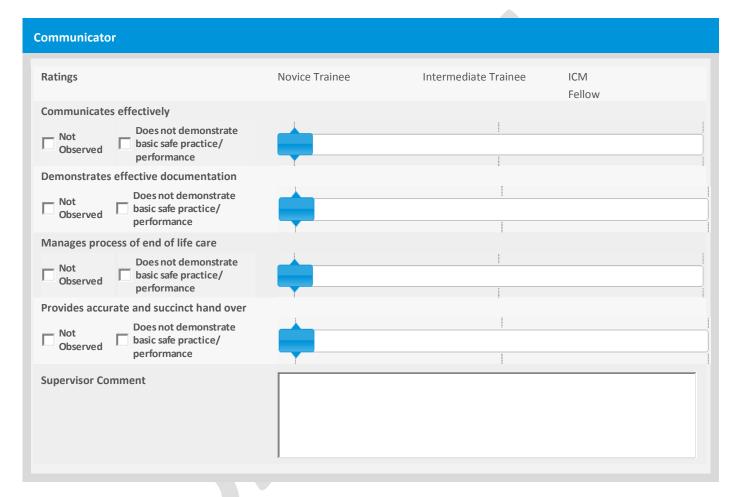
The journey from Novice trainee to ICU Fellow occurs longitudinally across the duration of training. Feedback linked to assessment criteria during training is key to assisting trainees to learn and change their performance.

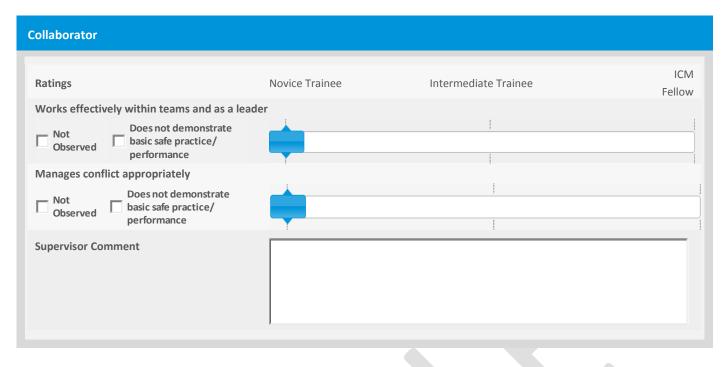
Section 1 of the ITER reflects this longitudinal journey.

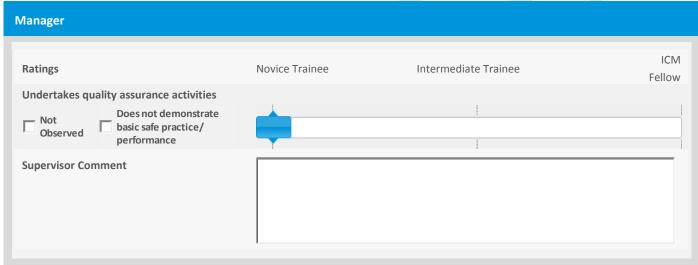
Section 2 of the ITER provides feedback on the trainee's performance in relation to their stage of training.

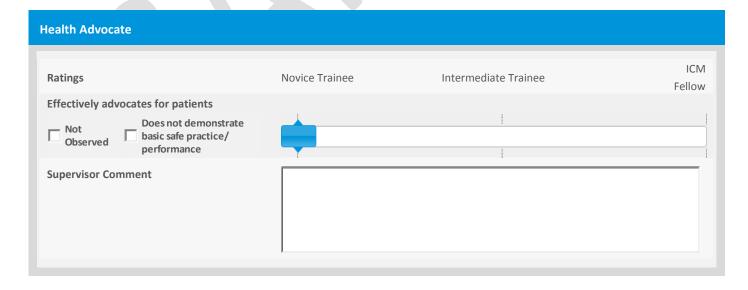
Medical Expe	rt			
Ratings		Novice Trainee	Intermediate Trainee	ICM Fellow
Completes an	appropriate patient assessme	nt		
Not Observed	Does not demonstrate basic safe practice/ performance			
Initiates appr	opriate investigations			
Not Observed	Does not demonstrate basic safe practice/ performance			
Interprets clir	nical findings and data appropi	riately	ŧ	
Not Observed	Does not demonstrate basic safe practice/ performance			
Demonstrate	s comprehensive knowledge b	ase	:	·
Not Observed	Does not demonstrate basic safe practice/ performance			
Adapts treatr	nent plan appropriately with c	hanging information/circur	nstances	
Not Observed	Does not demonstrate basic safe practice/ performance			
Collaborative	ly sets realistic short and long	term goals	· · · · · · · · · · · · · · · · · · ·	
Not Observed	Does not demonstrate basic safe practice/ performance			

Medical Expert (cont.)	
Performs procedures safely and effectively Does not demonstrate basic safe practice/ performance	
Supervisor Comment	









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Ratings	No	ovice Trainee	Intermediate Trainee	ICM Fellow
Demonstrates commitmer	t to learning			
Not	demonstrate practice/ ance			
Sources and critically evalu	ates relevant literatur	e to answer clinical questions	•	
- Not	demonstrate practice/ ince			
Facilitates the learning of o	thers	· I		
Not Does no	demonstrate e practice/			
Supervisor Comment			·	

Professional				
Ratings		Novice Trainee	Intermediate Trainee	ICM Fellow
Demonstrates e	thical and legal practice Does not demonstrate basic safe practice/ performance			
Demonstrates s	ensitivity to cultural and in	dividual differences		
Not Observed	Does not demonstrate basic safe practice/ performance			
Recognises limit	ations and seeks appropria	nte assistance	:	
Not Observed	Does not demonstrate basic safe practice/ performance			
Complies with p	rofessional expectations of	f behaviour	:	:
Not Observed	Does not demonstrate basic safe practice/ performance			
Demonstrates in	nsight and responds to feed	lback	:	
Not Observed	Does not demonstrate basic safe practice/ performance			
Supervisor Com	ment		·	

Additional Feedback
Supervisor Comment
Global Rating
Relative to their stage of training, the overall performance of the trainee in this rotation was (Unsatisfactory; Limited; Adequate/At expected level; Good; Excellent) Has the trainee made sufficient progress during this term? Yes No If no, please provide comment Should this term be accredited for training?
C Yes C No
If no, please provide comment
Is there a need to refer the trainee to the College for additional support? O Yes O No
If yes, please provide comment
This ITER contains information based on a formal consensus view expressed by the specialist staff at a meeting on
Trainee acknowledged that he/she has opted not to complete a self-assessment C Yes No

Outcome of discussion
This ITER was discussed with the trainee on
Discussion comments?



Ratings

Novice trainee

- Limited knowledge, used without reference to context
- Displays gaps or inaccuracies in fundamental knowledge and skills
- Limited ability to weigh or prioritise information
- Limited level of discretionary judgment
- Inconsistent performance
- Close supervision/direction required

Intermediate trainee

- Increasing knowledge applied with reference to context
- Deliberate planning with ability to prioritise simple tasks
- Intermittent supervision required
- Improving level of consistency of performance

ICU Fellow

- Extensive knowledge
- Skilful application of knowledge and skills
- Holistic grasp of complex situations
- Intuitive decision making
- Consistent performance
- Independent no supervision required consults with others as appropriate

Performance Indicators for Items

Medical Expert

Completes an appropriate patient assessment

- Effectively elicits information from patient, relatives and other sources
- Performs a comprehensive examination appropriate to the clinical setting
- Identifies and clarifies inconsistencies

Initiates appropriate investigations

- Outlines test methodology and predictive value
- Balances risk of investigation with yield
- Accurately interprets results
- Recognises uncertainty and plans further investigation

Interprets clinical findings and data appropriately

- · Ascribes meaning and priority to physical symptoms and signs
- Formulates an accurate differential diagnosis
- Refines diagnostic probabilities based upon investigation

Demonstrates comprehensive knowledge base

- Applies scientific and evidence based knowledge to practice
- Displays an in depth understanding of causes and management of organ failure
- Displays a working knowledge of acute medical illness
- Displays a working knowledge of acute surgical illness
- Recognises and understands common chronic diseases and their impact on ICU management

Adapts treatment plan appropriately with changing information/circumstances

- Reviews diagnostic probabilities as information evolves
- Continually assesses response to therapy and reacts appropriately
- Undertakes further investigation when indicated
- Predicts complications and takes appropriate measures to minimise these
- Consults with other specialists as required

Collaboratively sets realistic short and long term goals

- Identifies and weighs treatment options
- Details preferred management plan and goals
- Understands probable ICU course, outcome and potential variation
- Discusses therapeutic options, potential outcomes and recommended action with patients / relatives and jointly sets management plan
- Provides appropriate longitudinal consultation with patient / relatives

Performs procedures safely and effectively

- Recognises indications and contraindications of a procedure
- Ensures appropriate preparation, including consent when relevant
- Performs procedures adeptly
- Recognises and responds to complications appropriately
- Acts appropriately upon information obtained

Communicator

Communicates effectively

- Greets others appropriately
- Listens effectively and is sensitive to views expressed by others
- Questions effectively to gain appropriate information
- Provides clear instructions
- Demonstrates an appropriate range of communication styles to optimise patient/relative rapport and understanding
- Displays effective strategies to deal with misunderstanding, anger, delivering bad news and giving feedback
- Communicates complex issues appropriately with patients, families, staff and others as individuals or groups
- Reflects on, analyses and learns from interactions

Demonstrates effective documentation

- · Writes accurate clinical notes with adequate detail to enable others to comprehend management and progress
- Writes legibly
- Is able to accurately summarise patient issues
- Accurately documents procedures
- Completes drug charts and therapeutic orders appropriately
- Constructs letters and reports appropriately

Manages process of end of life care

- Understands autonomy and identifies patient's wishes
- · Recognises terminal illness and communicates this to other health care teams, patients and/or family
- Limits treatment and provides palliative care appropriately
- Demonstrates respect for other cultural practices when appropriate
- Communicates the concept of brain death effectively
- Identifies and appropriately manages the potential organ donor

Provides accurate and succinct hand over

- Distils relevant components of assessment and management
- Provides succinct transfer of information
- Addresses anticipated issues

Collaborator

Works effectively within teams and as a leader

- Understands the components of a team
- Works effectively with other professions to optimise services
- Analyses and addresses team dysfunction
- Debriefs and provides feedback appropriately
- Demonstrates appropriate skills in crisis resource management
- Leads and supports a team

Manages conflict appropriately

- Understands limitations of self and others
- Recognises potential conflict and uses strategies to reach mutual agreement
- Effectively deals with anger
- Effectively resolves conflict involving staff, patients or families

Manager

Undertakes quality assurance activities

- Recognises and analyses sources of medical error
- Implements measures to minimise error
- Demonstrates ability to run a quality improvement (QI) program
- Undertakes audits and case reviews
- Actively participates in morbidity and mortality (M&M) reviews

Health advocate

Effectively advocates for patients

- Develops an understanding of patients' needs and wishes
- Advocates for patients appropriately using ethical and legal principles
- Understands and promotes the role of Intensive Care in the hospital and community

Scholar

Demonstrates commitment to learning

- Displays enthusiasm to learn
- Seeks opportunities to meet learning needs
- Attends, contributes to and organises educational activities
- Educates patients, families and other health staff

Sources and critically evaluates relevant literature to answer clinical questions

- Identifies knowledge deficiencies
- Demonstrates ability to access and interpret relevant evidence
- Appropriately evaluates current medical literature
- Integrates new learning into clinical practice
- Evaluates the impact of any change in practice

Facilitates the learning of others

- Identifies effective learning strategies and teaching mechanisms to facilitate others' learning
- Demonstrate an effective lecture or presentation
- Personally reflects on and evaluate a learning and teaching encounter
- Seeks informal and formal feedback from multiple sources on teaching & supervision capacity as part of ongoing commitment to developing skills as an educator
- Demonstrates behaviours and initiatives to promote interprofessional learning and/or interprofessional practice
- Disseminates the findings of a study to an appropriate audience

Professional

Demonstrates ethical and legal practice

- Understands and practices with reference to relevant laws
- Understands and applies the principles of medical ethics

Demonstrates sensitivity to cultural and individual differences

- Understands and respects cultural and individual diversity
- Establishes rapport and communicates effectively with members of other cultures
- Demonstrates ability to research unfamiliar cultures or issues
- Understands the impact of cultural background on communication, comprehension of therapy and end of life care

Recognises limitations and seeks appropriate assistance

- Recognises limits of clinical abilities and seeks assistance prior to exceeding these
- Recognises personal limitations and seeks assistance prior to exceeding these
- Demonstrates appropriate stress management skills

Complies with professional expectations of behaviour

- Is punctual and reliable
- Arrives fit to work
- Observes appropriate dress code (including wears ID badge as appropriate)
- Behaves with integrity and compassion

Demonstrates insight and responds to feedback

- Demonstrates insight, reflects on learning experiences
- Responds appropriately to questions, suggestions and/or feedback