



College of Intensive Care Medicine  
of Australia and New Zealand

## Workplace Competency Assessment – Brain Death

Trainee Name: \_\_\_\_\_

CICM ID: \_\_\_\_\_

Hospital: \_\_\_\_\_

Date: \_\_\_\_\_

Assessor Name: \_\_\_\_\_

CICM ID: \_\_\_\_\_

Relevant case information:



## Workplace Competency Assessment – Brain Death

### Global assessment:

**Trainee self-assessment:** In order to provide safe, effective and high quality care in similar cases, the entrustment level I would choose is:

<input type="checkbox"/> Direct supervision	<input type="checkbox"/> Proactive supervision	<input type="checkbox"/> Responsive Supervision	<input type="checkbox"/> Oversight	<input type="checkbox"/> Independent
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**Assessor:** Based on this observation, in order to provide safe, effective and high quality care in similar cases, the trainee’s entrustment level would be:

<input type="checkbox"/> Direct supervision	<input type="checkbox"/> Proactive supervision	<input type="checkbox"/> Responsive Supervision	<input type="checkbox"/> Oversight	<input type="checkbox"/> Independent
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### Descriptions of levels of entrustment

Rating with the entrustment scale is for the purposes of feedback and assessment, and is not intended to supplant jurisdictional policies regarding procedures.

Level 1	<p><b>Direct supervision</b> The trainee requires direct observation from a clinical supervisor; prompting is required or the task/activity is performed collaboratively with the clinical supervisor as a coactivity.</p>
Level 2	<p><b>Proactive supervision</b> The trainee requires the clinical supervisor to be in the clinical unit and physically available within minutes to provide assistance and consultation. Findings or decisions may require consultation.</p>
Level 3	<p><b>Responsive supervision</b> The trainee requires the clinical supervisor to be in the hospital and available for consultation and assistance; this includes availability by telephone for advice. Findings or decisions may require consultation.</p>
Level 4	<p><b>Oversight</b> The trainee requires the clinical supervisor to be readily contactable, but the clinical supervisor does not need to be in the hospital. The trainee may require consultation for complex cases, complications or unexpected issues.</p>
Level 5	<p><b>Independent*</b> The trainee understands risks and performs tasks/activities safely. The trainee is able to provide supervision to and teach junior trainees.</p>

\*Although the trainee is able to perform the task/activity independently, as a trainee of the CICM training program the clinical supervisor must assume overall responsibility for the trainee at all times.



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### Actionable Feedback

	Elements done well	Elements for development
<p><b>Safe and effective procedural preparation</b></p> <ul style="list-style-type: none"><li>• Determines that preconditions for brain death testing are met as per current ANZICS guidelines</li><li>• Assembles equipment</li></ul>		
<p><b>Procedure carried out safely and effectively</b></p> <ul style="list-style-type: none"><li>• Tests for coma (Absence of motor response in the cranial nerve distribution to noxious stimulation of the face, trunk and four limbs and no response in a cranial nerve distribution to peripheral stimulation – pressure over supraorbital nerve / sternal rub / deep nail bed pressure)</li><li>• Conducts clinical tests for brain stem reflexes and interprets findings accurately (pupillary light reflex, corneal reflex, reflex response to pain in trigeminal nerve distribution, vestibulo-ocular reflex, gag reflex, cough reflex, apnoea test)</li><li>• Determines if observations are compatible / incompatible with brain death</li><li>• Compatible: Spinal reflexes / sweating blushing tachycardia / Normotension with no need for inotropes / Absence of diabetes insipidus</li><li>• Incompatible: Decerebrate or decorticate posturing / true extensor or flexor motor responses to painful stimuli / seizures</li></ul>		



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<p><b>Appropriate professional behaviour</b></p> <ul style="list-style-type: none"><li>• Demonstrates sensitivity and respect for patient/ family/whānau and colleagues</li><li>• Maintains patient dignity, privacy and confidentiality</li><li>• Complies with legal and ethical standards</li></ul>		
<p><b>Effective communication skills</b></p> <ul style="list-style-type: none"><li>• Completes full and accurate documentation</li><li>• Completes relevant handover to other staff</li></ul>		

Trainee reflection, goals and future actions:

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