

MEDICAL AND DENTAL PRACTITIONERS COUNCIL OF ZIMBABWE



SENIOR REGISTRAR LOGBOOK FOR

OPHTHALMOLOGY

Please note that out patients departments and calls are a requirement

GENERIC FORMAT FOR PRE-REGISTRATION SENIOR REGISTRAR IN OPHTHALMOLOGY

Personal Attributes	Strengths	Areas Of Improvement	Score
1. <u>Presentation</u> Personal/physical appearance			
2. <u>Communication</u> Patient, relatives and any other interested parties. Effective verbal skills. Present ideas and information concisely. Inspires confidence in colleagues. Keeps others well informed etc <ul style="list-style-type: none"> Interpersonal relations Work colleagues and superiors 			
3. <u>Management</u> Planning and Organization Sets goals and priorities. Plans ahead and utilizes resources effectively. Ability to meet deadlines and monitor tasks.			
4. <u>Judgement</u> Considers pros and cons before making decisions. Considers risks. Considers impact of decisions and seeks advice.			
5. <u>Leadership</u> Effectively manages situations and implements changes when required. Motivates, coordinates, guides and develops subordinates through actions and attitudes.			
6. <u>Ethics</u> Observance of both the patient's and the doctor's rights. Considers the ethical impact of decisions. Demonstrates actions and attitudes of integrity.			
7. <u>Reliability</u> Can achieve goals without supervision. Dependable and trustworthy.			
8. <u>Quality of Work</u> Achieves high quality of work that meets requirements of the job.			
9. <u>Quantity of Work</u> Achieves or exceeds the standard amount of work expected on the job.			
10. <u>Initiative</u> A self starter. Provides solutions to problems.			
11. <u>Cooperation</u> Willingness to work with others as a team member			
12. <u>Assessment by other disciplines</u> Professional conduct, reliability and quality of work.			
13. <u>Participation in clinical audit, clinical governance and Continuous Professional Development</u>			
14. <u>Teaching</u> Junior medical and dental staff. Nurses and other health professionals.			
15. <u>Research</u> Participation in ongoing research.			
16. <u>Others</u>			

Score 1 – 5 : 1 is the worst score and 5 is the best score. Meet candidate quarterly and discuss strengths and areas of improvement. Consolidate with rating from other departments for overall

OVERALL PROFESSIONAL/CLINICAL COMPETENCE:									
Score:	1	2	3	4	5	6	7	8	9

Attendance to Consults: Expeditiously and appropriately attends to consults from other specialties and liaises with the consultant.

Score:	1	2	3	4	5	6	7	8	9
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Comment

Leadership: takes responsibility of own action and action of the team. Takes lead in ward rounds,(posttake and at least two business rounds/week) Organizing regular ward meetings and Participation in committees at hospital and/or national level. Takes initiative to correct any management deficits that may affect team effectiveness and patient outcomes.

Score:	1	2	3	4	5	6	7	8	9
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Comment

Team Player: Accepts appropriate responsibility, Reliable, Supportive and approachable.

Score:	1	2	3	4	5	6	7	8	9
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Comment

Honesty and Integrity:

Is there any concern about honesty and integrity:	YES	NO
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Comment

AUDIT : covering at least two audits during the SR year (one in each six months)									
Score:	1	2	3	4	5	6	7	8	9
Comment									
Professional Interactions and Integrity									
Attitude to colleagues									
Score:	1	2	3	4	5	6	7	8	9
Attitude to Junior staff									
Score:	1	2	3	4	5	6	7	8	9
Attitude to Nursing staff									
Score:	1	2	3	4	5	6	7	8	9
Attitude to Patients									
Score:	1	2	3	4	5	6	7	8	9
Comment									

This assessment tool has been designed to ensure that the practice of Ophthalmology in Zimbabwe is of good quality and in accordance with international standards irrespective of our economic difficulties. Candidates shall be objectively assessed in the following areas:

- 1. Clinical skill area**
- 2. Surgical skills area**
- 3. Management skills area**
- 4. Research and publication area**
- 5. Service provision area**

Candidates shall be assessed over a period of twelve (12) months at an ophthalmology training hospital. Candidates eligible for this type of assessment shall include:

1. All locally trained Ophthalmologists who have successfully completed Masters in Medicine Ophthalmology and are not yet registered on the Ophthalmology Specialist Register.
2. All freely trained Ophthalmologist wishing to work in Zimbabwe.
3. All Ophthalmologists who may have been put on limited practice and are wishing to be put on full open Specialist register. Special consideration may be given to exceptional cases (lecturers) who have provided satisfactory service during the period of limited registration at the end of their contract. The period serviced on limited registration maybe accepted in place of the twelve months of assessment provided the initial contract was no less than twelve months.

The overall assessment of the candidate shall be done by at least two (2) Consultants working at the assessing institution or any 2 Ophthalmologists nominated by the Ophthalmological Society of Zimbabwe and shall be based on a scoring system. Recommendation for registration on the Ophthalmologist Specialist Register shall be awarded to candidates with a score of 50% or above in each of the five areas being assessed. A score below 50% in any of the five areas being assessed may warranty an extended assessment period of no less than six months. Further assess of unsuccessful candidates shall be at the discretion of the Medical and Dental practitioners Council of Zimbabwe.

NAME OF CANDIDATE BEING ASSESSED:.....

PERIOD OF ASSESSMENT:.....

ASSESSING INSTITUTION:.....

A. OPHTHALMIC CLINICAL SKILLS AREA:

Area Being Assessed	0	1	2	3	4	5	6	7	8	9	10
History taking											
Examination of the eye											
Examination of the patient											
Clerking patients											
Ordering of investigations											
Interpretation of results											
Ordering treatment											
Monitoring drug toxicity											
Monitoring patients progress											
Patient discharge and follow ups											
Total Score											

Ophthalmic Clinical skills as a percentage:.....

B. OPHTHALMIC SURGICAL SKILLS AREA:

Area Being Assessed	0	1	2	3	4	5	6	7	8	9	10
Pre-operative management											
Surgical Competence											
Diversity of surgical procedures											
Post operative instructions											
Post operative management											
Operative Complications											
Management of ocular emergencies											
Patient discharge											
Knowledge of types of anaesthesia											
Knowledge of drugs and their side effects											
Total Score											

Ophthalmic Surgical skills as a percentage:.....

C. MANAGEMENT SKILLS AREA

Area Being Assessed	0	1	2	3	4	5	6	7	8	9	10
Running a special clinic											
Supervising Juniors											
Ability to take instructions from Seniors											
Communication with hospital staff											
Communication with patients											
Professional conduct											
Organizing clinical meetings											
Organizing journal clubs											
Total Score											

Management skills as a percentage:.....

D. RESEARCH AND PUBLICATIONS AREAS

Area Being Assessed	0	1	2	3	4	5	6	7	8	9	10
Audit x1											
Papers submitted to journals x 1											
Presentation of research work at meetings x 1											
Presentation at University Annual Medical Research Day											
Total Score											

Research skills as a percentage:.....

E. SERVICE PROVISION AREA

Area Being Assessed	0	1	2	3	4	5	6	7	8	9	10
Teaching of student nurses											
Teaching of medical students											
Teaching of Ophthalmic Nurses											
Teaching of M Med students											
Out patient clinics											
Wards rounds											
Theatre work											
Punctuality											
Total Score											

Service provision total score as percentage:.....

**IF THERE ARE ANY UNFULFILLED AREAS, THE CHAIRPERSON OF DEPARTMENT
SHOULD PROVIDE JUSTIFICATION**

Recommendation by the Supervising Consultant (*please print name & stamp*)

Eligible for Registration

Not Eligible for registration

Recommendation by the Coordinator/Head of Unit (*where applicable*)

Eligible for Registration

Not Eligible for registration

Overall Recommendation by the Chairperson of Department (*please print name & stamp*)

Eligible for Registration

Not Eligible for registration

Recommendation by the Association (*please print name & stamp*)

Eligible for Registration

Not Eligible for registration

PLEASE GIVE REASONS IF THERE IS A NEGATIVE REPORT

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COMMENTS BY THE SENIOR REGISTRAR

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SIGNATURE:.....

DATE:.....