

Joseph Samuel Lipton - Consultant

Initial Assessment of Competence (IAC)

MTR

Created: 21st September 2021

Date

20 September 2021

Learning Domains

	Excellence Or Outstanding Practise	Satisfactory	Area For Development	Unable To Comment
Education And Training	3	1	0	0
General Anaesthesia	2	2	0	0
Intensive Care	2	0	0	2
Management And Professional And Regulatory Requirements	2	1	0	1

	Excellence Or Outstanding Practise	Satisfactory	Area For Development	Unable To Comment
Pain	3	0	0	1
Perioperative Medicine And Health Promotion	3	1	0	0
Procedural Sedation	1	2	0	1
Professional Behaviours And Communication	4	0	0	0
Regional Anaesthesia	2	2	0	0
Research And Managing Data	2	0	1	1
Resuscitation And Transfer	3	1	0	0
Safeguarding	1	2	0	1
Safety And Quality Improvement	2	2	0	0
Team Working	4	0	0	0

Comments

Is the anaesthetist in training making satisfactory progress for their stage of training?

yes

yes

yes

yes

Professional Behaviours and Communication

Excellent communication with the ability to prioritise the relevant information when we have worked in Emergency theatres together. eg calling from the ward after seeing patients to check if specific consents are required for regional blocks or other anaesthetic techniques

The trainee shows initiative in looking up training lists ahead of time and communicating with the trainer on tricky issues. Multiple feedback that trainee is clear and concise with learning objectives set out with reasonable expectations on list. Trainee listens to constructive feedback and has demonstrated vast improvements and milestones beyond that expected by multiple trainers

An excellent trainee who regularly demonstrates excellent teamworking skills. Clear communication with members of the multidisciplinary team. Treats patients and colleagues with respect and professionalism. Always punctual and prepared for the day ahead.

Solid professionalism, comes in on time with good attitude to learning and working with colleagues, good around patients. Very good at verbal communication within anaesthetic team and with the wider theatre team. Appropriately pitched and respectful communication with patients

Management and Professional and Regulatory Requirements

Has understood the basic requirements of anaesthetic consent and is able to relay this to patients whilst pre-assessing them. Undertakes CPD and has been able to put that learning into practice when we have worked together, eg use of different airway techniques

Trainee has multiple SLEs for IAC events. Feedback is globally positive for said events and indicates trainee as at the very least competent if not above the level expected in most events.

The trainee has undertaken a management role in the department as a trainee representative and has carried out this role well. They have demonstrated they are up to date with their professional regulatory requirements.

No real scope at this level

Team Working

Great team player, works well with the whole theatre team as exemplified when we had a critical incident in theatres. Also understands the limitations of their practice at this stage, and offers appropriate help in relation to this stage of training.

Trainee has been seen to interact well with all members of then theatre team including theatre support workers, nurses as well as supervisors and anasesthetic nurses and ODPs. Also helpful to medical and nursing students present in the team.

Excellent member of the team. Hard working, enthusiastic and communicates effectively to ensure all members of the team understand their roles. The trainee is able to delegate tasks effectively and ensures they are carried out and completed.

As mentioned above very good communicator. She works well in team utilising all 'resources' as a leader and shows good followership as appropriate. Good situational awareness.

Safety and Quality Improvement

Understands reporting systems, and has used the local reporting system to identify potential safety issues eg, filled in an IR1 form for a patient with a clearly documented penicillin allergy but had no red nameband on.

The trainee has been instrumental in auditing and redesigning the out of hours intravenous cannulation requests, while previously ad hoc into a streamlined emergency request service where the activity can be monitored, managed and improved.

Understands the importance of patient safety and raises concerns if they arise. The trainee understands the role of incident reporting and is able to submit a report if required. They had also undertaken a quality improvement project during this rotation, which aims to improve patient safety. They will be presenting the project at an upcoming clinical governance meeting.

As new anaesthetist has had little scope for quality improvement. She is a safe anaesthetist with good consideration of potential risks to self, others and the patient.

Safeguarding

No concerns, has completed safeguarding training for both adults and children.

No issues with safeguarding to comment on

No concerns with regards to safeguarding. The trainee has completed the relevant online safeguarding modules as part of their mandatory training.

I have not had the opportunity to observe much of this domain but she seems to have appropriate concerns and attitudes whilst working on the priority list.

Education and Training

Has been involved with pre-fellowship teaching and gave a presentation on basic sciences. Also enthusiastic during in person sessions, eg in simulation, contributing both as a candidate and stimulating discussion about the events that occurred during debriefing

Trainee is instrumental in the design and execution of an ultrasound guided cannulation course that runs for foundation trainees. The course (and the trainee) has received positive comments from the feedback tool.

The trainee has engaged well with the educational program within the department with regular attendance at our departmental teaching. They have presented exam topics at the weekly FRCA teaching sessions, as well as taking part in multidisciplinary teaching sessions with recovery nurses and medical students. They have shown an interest in simulation and this is something they wish to formalise in the future with simulation faculty training.

Although scope is low as a novice to develop others has supported other novices and organised a study group. Also has very positive attitude to medical students, is very welcoming and has a good manner whilst providing what teaching she can.

Research and Managing Data

Has undertaken GCP training and understands the principles behind managing data and the process behind research.

Then trainee has been concentrating on the IAC, but is keen to take part in research as soon as this period is over. Is in correspondence with the head of research in regards to new opportunities

The trainee has been involved with a research project at the trust, helping with data collection. They have completed their GCP training and have also been helping to consent patients who are being recruited to the study. They have show genuine enthusiasm for the project and have been an important member of the research team.

No research done at this stage.

Perioperative Medicine and Health Promotion

Is keen to learn more about perioperative medicine to further advance knowledge. Has already undertaken local shared decision making training, and understands main principles behind perioperative medicine.

Trainee actively engaged with a smoker on the risks of general anaesthesia in a smoking patient and encouraged them to seek smoking cessation where it was previously declined and received positive feedback from the patient subsequently.

The trainee has a good understanding of their role in the perioperative pathway. They have demonstrated an ability to perform a thorough pre-assessment and identify major issues which will influence the conduct of anaesthesia. They appropriately risk assess patients and convey that risk effectively.

Works well in multidisciplinary team. Provides good care pre, peri and post-op and sets up good plans for subsequent ward care.

General Anaesthesia

Is able to provide general anaesthesia to ASA1 and ASA2 cases with distant supervision. I have worked with them both in Priority and in an elective setting. Has good knowledge and understanding of drug pharmacology and their physiological effects. Understands the differences in providing anaesthesia for the elective and general population and has completed RSIs solo. Understands airway assessment and their own limitations, and will ask for help when they feel it is required.

Trainee has received feedback from multiple trainers that they exceed expectations on the management of ASA 1 and ASA 2 patients for general anaesthesia and is more than capable as well as their understanding and support of the management of more complicated ASA 3 and above patients by more experienced anaesthetists

The trainee has demonstrated they can safely anaesthetise ASA 1 and 2 patients with distant supervision for elective and some simple urgent surgery. They appropriately ask for help or seek senior advice when more complex cases arise.

She is ahead of her peers with both knowledge and skills. She has managed to put these together well and has progressed to a point of trust quickly.

Regional Anaesthesia

We have done spinals for elective patients, they understand the consent process, equipment required and have carried out spinals with supervision

Has performed multiple spinal anaesthetics with local supervision with excellent feedback from trainers. Commended by regional anaesthesia lead for needling technique on upper limb block list.

Understands the principles of safely performing regional anaesthesia. The trainee has performed some blocks under direct supervision and is developing their skills in this field.

As a novice the opportunities has been infrequent but she has a good grasp of the principles and has good 'generic needling/US' skills.

Resuscitation and Transfer

This trainee is able to safely transfer patients from bed to operating table paying special attention to their airway and lines.

Trainee successfully completed transfer training course during IAC. Trainee is an ALS instructor potential and is due to undertake Generic Instructor Course in the near future.

The trainee has completed their ALS training and is a member of the resuscitation team when on call. They have been involved with a number of resuscitation calls and have completed assessments and reflected on these in their portfolio.

Again a domain where she is ahead of her peers. The qualities outlined above have been coupled with a previous background working in the ED to provide good attitudes and an open view of resuscitation. Obviously at this stage she has not done any solo transfers.

Procedural Sedation

Sedation carried out in an elective setting- understand the agents that can be used, risks of sedation and which patients and surgeries it may not be appropriate for

Exposure to procedural sedation has been limited but has performed under supervision to more than satisfactory levels with good feedback from trainers

The trainee has demonstrated an understanding of safe procedural sedation.

I don't believe that she has performed any procedural sedation yet.

Pain

Able to formulate an appropriate plan for pain control in the elective setting. Has helped recovery nurses to manage patients in pain by prescribing extra medications, or PCAs

Trainee had received positive feedback from patients and acute pain team for out of hours acute pain reviews and appropriate feedback and review to the pain service.

Excellent at anticipating and reacting to need in the patients. Comes up with and instigates good multi-modal plans. Pays good attention to post-oppatients in recovery. Has good working knowledge of PCAs and Epidural systems.

Intensive Care

Understands how to manage physiological changes in an unwell patient.

Trainee has completed intensive care block with excellent feedback from trainers and Multi Source Feedback

Not as yet

Any Other Comments

Excellent trainee who has grasped the fundamentals of anaesthesia and is able to undertake ASA1 and ASA2 cases with distant supervision. Good understanding of their own limitations and able to ask for help when required. Enthusiastic about teaching and perioperative medicine. I wish them all the success with their future endeavours!

The trainee has exceeded expectations in almost all aspects of the IAC with positive feedback on SLEs from multiple trainers across a breadth of anaesthetic disciplines. They are well liked and engage actively. Trainee will be a great addition to the on call/ service provision team and further development of their independent practice.

She is an above average trainee who is taking to anaesthesia very quickly and effectively.

MTR overview

You cannot submit the form until 3 participants have completed their feedback form.

4

Participants

4

Completed

version v1 - 14 July 2021