



Medical Board of Australia

Performance Assessment

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Performance Assessment

Under the National Law the Board may require a registered medical practitioner to undergo a performance assessment if it reasonably believes, because of a notification or for any other reason, that the way the practitioner practises the profession is or may be unsatisfactory.



Performance assessment :

The process by which we assess the care that a doctor gives his/her actual patients, and strengths, deficiencies and remediation needs (if any) are identified.

Objective

Valid and reliable

Confidential

Transparent

Procedurally fair



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Performance Assessment

- alternative approach to the disciplinary model of medical regulation
- acknowledges that practitioners generally do not intentionally perform unsatisfactorily
- cause of unsatisfactory performance is usually one or a combination of lack of knowledge, skill and experience, and systemic and personal factors



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SUPPORTIVE PROCESS BUT NOT A SOFT OPTION

PA aims to identify strengths and weakness and to ensure patient safety

The Board can take action, to protect the public and, if possible, to support the practitioner to remain in safe practice Eg: Remediation

Changes to scope of practice
Systemic changes



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MBA Performance Assessment

- A number of PAs have been conducted since national scheme commenced
- Aim for remediation as opposed to discipline where possible
- Less stressful to practitioner and less costly for the Board
- Valid and defensible
- “Assessing the Performance of Doctors for Regulatory Purposes - A desktop review of literature, policy and practice” Professor Liz Farmer



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Work in progress

- Internal workshop – further develop and promote an agreed national process for performance assessment for medical practitioners
- Further Integration of PA into notification processes
- Assessor training modules
- Reporting results/National data set
- Further development of tools (e.g. multi-source feedback)



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Indications for Performance Assessment

Multiple , relatively minor, notifications suggesting unsatisfactory practice

Concern about performance expressed by an external body

Concern about performance raised during an investigation

Failure to progress satisfactorily through IMG pathways



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Performance Assessment is NOT appropriate for:

- Unprofessional conduct
 - Reckless
 - Unethical
 - Willful
 - Criminal
- Where a practitioner's health may be impaired
- Not an alternative to investigating a notification.



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The Performance Assessment Process

- 2 Assessors
- Pre-visit Questionnaire
- Assessor briefing
- Planning meeting



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The Assessment

- Usually one full day at usual place(s) of practice observing performance with actual patients
- Patient consent
- A range of performance assessment tools used, each assessing performance (and/or incompetence) from a different angle.



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Core Performance Assessment Activities

- Pre-visit questionnaire
- Introductory interview
- Medical record review
- Direct observation of consultations and/or procedures
- Structured clinical practice interview



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Additional activities (currently used where appropriate)

- Assessment of facilities
- Staff interviews
- Outcomes data
- Simulations



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Report to Board and Feedback

If appropriate, the assessors may provide some constructive feedback to the practitioner without pre-empting the Board's decision

Assessors should consider whether or not any immediate action is required for unsafe practices and notify the Board if this is the case

Report is discussed with practitioner by a delegate of the State Board, before being submitted to the PPSC



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Decisions

No further action

Refer for conduct investigation, panel, tribunal

Caution

Accept undertaking

Impose conditions (based on PA recommendations
eg: education, training, supervision, required
practice changes etc) Review Period.

Refer to another entity

