

Domain 3 – Health and society – The JMO as a health advocate

3.1 Population health: Apply knowledge of population health, including issues relating to health inequities and inequalities; diversity of cultural, spiritual and community values; and socio-economic and physical environment factors.

JMO Rating	Supervisor Rating	Description	Not observed <input type="checkbox"/>
5 <input type="checkbox"/>	5 <input type="checkbox"/>	Advocates effectively for the health needs of different patient groups in patient care.	
4 <input type="checkbox"/>	4 <input type="checkbox"/>		
3 <input type="checkbox"/>	3 <input type="checkbox"/>	Considers the health needs of different patient groups in patient care.	
2 <input type="checkbox"/>	2 <input type="checkbox"/>		
1 <input type="checkbox"/>	1 <input type="checkbox"/>	Does not recognise the health needs of different patient groups in patient care.	

3.2 Aboriginal and Torres Strait Islander health: Apply knowledge of the culture, spirituality and relationship to land of Aboriginal and Torres Strait Islander peoples, to clinical practice and advocacy.

JMO Rating	Supervisor Rating	Description	Not observed <input type="checkbox"/>
5 <input type="checkbox"/>	5 <input type="checkbox"/>	Practises and advocates cultural safety for Aboriginal and Torres Strait Islander peoples.	
4 <input type="checkbox"/>	4 <input type="checkbox"/>		
3 <input type="checkbox"/>	3 <input type="checkbox"/>	Practises cultural safety for Aboriginal and Torres Strait Islander peoples.	
2 <input type="checkbox"/>	2 <input type="checkbox"/>		
1 <input type="checkbox"/>	1 <input type="checkbox"/>	Disregards cultural safety for Aboriginal and Torres Strait Islander peoples.	

3.3 Comorbidities: Demonstrate ability to screen patients for common diseases, provide care for common chronic conditions, and effectively discuss healthcare behaviours with patients.

JMO Rating	Supervisor Rating	Description	Not observed <input type="checkbox"/>
5 <input type="checkbox"/>	5 <input type="checkbox"/>	Identifies all comorbidities and initiates appropriate management.	
4 <input type="checkbox"/>	4 <input type="checkbox"/>		
3 <input type="checkbox"/>	3 <input type="checkbox"/>	Identifies common comorbidities and initiates satisfactory management.	
2 <input type="checkbox"/>	2 <input type="checkbox"/>		
1 <input type="checkbox"/>	1 <input type="checkbox"/>	Disregards the potential for comorbidities and/or is unable to initiate management.	

3.4 Quality assurance: Participate in quality assurance, quality improvement, risk management processes, and incident reporting.

JMO Rating	Supervisor Rating	Description	Not observed <input type="checkbox"/>
5 <input type="checkbox"/>	5 <input type="checkbox"/>	Advocates for and actively participates in quality improvement activities and incident reporting.	
4 <input type="checkbox"/>	4 <input type="checkbox"/>		
3 <input type="checkbox"/>	3 <input type="checkbox"/>	Participates in quality improvement activities and incident reporting.	
2 <input type="checkbox"/>	2 <input type="checkbox"/>		
1 <input type="checkbox"/>	1 <input type="checkbox"/>	Does not participate in quality improvement activities and fails to report incidents.	

JMO and/or Supervisor Comments on Domain 3

Domain 4 – Professionalism and leadership – The JMO as a professional and leader

4.1 Professionalism: Provide care to all patients in accordance with *Good Medical Practice: A Code of Conduct for Doctors in Australia*, and demonstrate ethical behaviours and professional values including integrity, compassion, empathy and respect for all patients, society and the profession.

JMO Rating	Supervisor Rating	Description	Not observed <input type="checkbox"/>
5 <input type="checkbox"/>	5 <input type="checkbox"/>	Behaves in a highly professional manner and is a role model for others.	
4 <input type="checkbox"/>	4 <input type="checkbox"/>		
3 <input type="checkbox"/>	3 <input type="checkbox"/>	Behaves in a professional manner and occasionally needs assistance when under stress.	
2 <input type="checkbox"/>	2 <input type="checkbox"/>		
1 <input type="checkbox"/>	1 <input type="checkbox"/>	Behaves in a manner that demonstrates disregard for professional standards.	

JMO name:

Term number:

Domain 4 – Professionalism and leadership – The JMO as a professional and leader (continued)

4.2 Self-management: Optimise their personal health and wellbeing, including responding to fatigue, managing stress and adhering to infection control to mitigate health risks of professional practice.

JMO Rating	Supervisor Rating	Description	Not observed <input type="checkbox"/>
5 <input type="checkbox"/>	5 <input type="checkbox"/>	Manages the impact of work on personal health and wellbeing and actively supports others.	
4 <input type="checkbox"/>	4 <input type="checkbox"/>		
3 <input type="checkbox"/>	3 <input type="checkbox"/>	Manages the impact of work on personal health and wellbeing.	
2 <input type="checkbox"/>	2 <input type="checkbox"/>		
1 <input type="checkbox"/>	1 <input type="checkbox"/>	Demonstrates impaired professional performance or other evidence of poor self-care.	

4.4 Clinical responsibility: Take increasing responsibility for patient care while recognising the limits of their own expertise and involving other professionals as needed to contribute to patient care.

JMO Rating	Supervisor Rating	Description	Not observed <input type="checkbox"/>
5 <input type="checkbox"/>	5 <input type="checkbox"/>	Demonstrates sound judgement and accountability that enables greater responsibility and autonomy.	
4 <input type="checkbox"/>	4 <input type="checkbox"/>		
3 <input type="checkbox"/>	3 <input type="checkbox"/>	Demonstrates initiative and takes responsibility within the limits of expertise.	
2 <input type="checkbox"/>	2 <input type="checkbox"/>		
1 <input type="checkbox"/>	1 <input type="checkbox"/>	Lacks insight into limitations and requires continued close supervision.	

4.6 Time management: Effectively manage time and workload demands, be punctual and show ability to prioritise workload to manage patient outcomes and health service functions.

JMO Rating	Supervisor Rating	Description	Not observed <input type="checkbox"/>
5 <input type="checkbox"/>	5 <input type="checkbox"/>	Effective management and high work output without undue personal stress.	
4 <input type="checkbox"/>	4 <input type="checkbox"/>		
3 <input type="checkbox"/>	3 <input type="checkbox"/>	Effective management and prioritisation of most tasks and may need assistance during very busy times.	
2 <input type="checkbox"/>	2 <input type="checkbox"/>		
1 <input type="checkbox"/>	1 <input type="checkbox"/>	Unable to manage and prioritise tasks in a timely manner resulting in task build-up.	

4.3 Self-education: Self-evaluate their professional practice, demonstrate lifelong learning behaviours, and participate in educating colleagues.

JMO Rating	Supervisor Rating	Description	Not observed <input type="checkbox"/>
5 <input type="checkbox"/>	5 <input type="checkbox"/>	Demonstrates reflective practice and seeks opportunities for on-the-job learning and teaching of others.	
4 <input type="checkbox"/>	4 <input type="checkbox"/>		
3 <input type="checkbox"/>	3 <input type="checkbox"/>	Is able to self-evaluate and articulate personal learning goals.	
2 <input type="checkbox"/>	2 <input type="checkbox"/>		
1 <input type="checkbox"/>	1 <input type="checkbox"/>	Lacks insight into learning needs and does not seek or act on feedback.	

4.5 Teamwork: Respect the roles and expertise of other healthcare professionals, learn and work effectively as a member or leader of an inter-professional team, and make appropriate referrals.

JMO Rating	Supervisor Rating	Description	Not observed <input type="checkbox"/>
5 <input type="checkbox"/>	5 <input type="checkbox"/>	Works effectively as a member or leader of the inter-professional team and positively influences team dynamics.	
4 <input type="checkbox"/>	4 <input type="checkbox"/>		
3 <input type="checkbox"/>	3 <input type="checkbox"/>	Works effectively as part of the inter-professional team.	
2 <input type="checkbox"/>	2 <input type="checkbox"/>		
1 <input type="checkbox"/>	1 <input type="checkbox"/>	Works in a way that disrupts effective functioning of the inter-professional team.	

JMO and/or Supervisor Comments on Domain 4

JMO name:

Term number:

Global rating

Assign a global rating of progress towards completion of internship or prevocational training. In assigning this rating consider the JMO's ability to practise safely, work with increasing levels of responsibility, apply existing knowledge and skills, and learn new knowledge and skills during the term.

Global rating	
<input type="checkbox"/> Satisfactory	The JMO has met or exceeded performance expectations in the term.
<input type="checkbox"/> Borderline	Further information, assessment and/or remediation may be required before deciding that the JMO has met performance expectations.
<input type="checkbox"/> Unsatisfactory	The JMO has not met performance expectations in the term.

Does an Improving Performance Action Plan (IPAP) need to be completed?

Yes No

Please refer to the instructions on page 1. An Improving Performance Action Plan (IPAP) template⁴ is available on the HETI website.

Please comment on the following:

Strengths

Areas for improvement

Supervisor

Name (print clearly)

Signature

Position

Date

<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
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Day Month Year

Junior Medical Officer

I (insert name) _____

confirm that I have discussed the above report with my assessor and know that if I disagree with any points I may respond in writing to the DPET within 14 days.

Signature

Date

<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
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Day Month Year

Director of Prevocational Education and Training (DPET)

Name (print clearly)

Signature

Date

<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
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Day Month Year

DPET comments

Return of form

Please forward to (contact person, department):

Relevant documents

Relevant documents are available on the links below:

¹ Intern training – Assessing and certifying completion

² Intern training – Intern outcome statements

³ *Good Medical Practice: A Code of Conduct for Doctors in Australia*

⁴ Improving Performance Action Plan (IPAP) template

JMO name:

Term number: