

UMDPC GUIDELINE FOR PRE-REGISTRATION ASSESSMENT OF FOREIGN TRAINED SPECIALISTS

INTRODUCTION

The Uganda Medical and Dental Practitioners Council (UMDPC), under article 20(1) of the UMDPC Act 1996, is mandated to make arrangements for oral or written examinations for persons whose qualifications are not recognized in Uganda. UMDPC already has the Medical Licensure Examination Board guideline for assessment of foreign-trained undergraduate doctors, both Ugandans and non-Ugandans. It is therefore necessary to develop another guideline for assessing foreign trained specialists.

PURPOSE OF THE SPECIALIST GUIDELINE

The purpose of this guideline is to ascertain the eligibility of foreign trained specialists for registration by the UMDPC.

ELIGIBILITY CRITERIA

The eligible candidates for this assessment should have the following:

- Proficiency in the English language, written and spoken
- 1st degree in Clinical Medicine or Dentistry acceptable to the UMDPC
- Documented evidence of specialist training in Clinical Medicine or Dentistry lasting not less than 3 years recognized by the UMDPC
- The candidate shall be disqualified if he/she does not meet all the above criteria.

PROCEDURE OF ASSESSMENT

- The candidate applies to the Registrar of the UMDPC for registration.
- The candidate pays the appropriate fees
- The Registrar validates the candidate's documents with the awarding institution(s).
- Following validation of the candidate's documents, the Registrar arranges for the peer review interview for all candidates.

OUTCOMES OF THE PEER REVIEW INTERVIEW

- Immediate registration: These are the candidates who satisfied the peer review interview team
- ⊖ Recommended for attachment: The Peer review team shall determine the candidates who will require attachment
- Not eligible for registration: Failed Peer Review interview

OUTCOMES OF THE ATTACHMENT

- Pass: Recommended for registration
- Fail: Not eligible for registration

A candidate can appeal to the chairperson of the UMDPC.

PEER REVIEW INTERVIEW GUIDE

- Personal statement
- Personality
- Competence
- Research (thesis or other publications)
- Main areas of work, spectrum of skills
- Choose an area to focus on and discuss in detail

ATTACHMENT GUIDE

Core competence Assessment areas (Total mark 100%)

A. Firstly assess knowledge of the specialist in the area of specialization. (accounts for 40% of the total)

This shall be through a lecture of their choice to the peers and any others who are interested. The lecture shall be by open invitation to those interested.

A team of 3 peer assessors selected by the council shall score the specialist on their inaugural lecture. The total mark of the lecture shall account for 40% of the total assessment mark. The final mark for the lecture shall be an arithmetic average of the assessors' marks.

If the specialist scores less than 20% in the inaugural lecture, he/she shall be given a maximum of 2 more chances to lecture

The knowledge areas and scores are as below:

- Subject knowledge; (accounts for 15% of the 40%)
 - does the specialist reflect the minimum knowledge of the area of specialization as determined by a team of professional peers (logical conclusions, linkage of basic science to the area of specialty)
 - does the specialist appropriately answer questions on the theoretical concepts of the area of specialization

Subject knowledge score (.....%)

- Applied knowledge for the area of specialization: (accounts for of 25% of the 40%)
 - Does the specialist demonstrate the linkage between theory and practice
 - Does the specialist demonstrate personal experiences of handling patients in the specialty
 - Does the specialist demonstrate ability for translating knowledge to the local setting
 - Does the specialist demonstrate ability to solve clinical case problems

Applied knowledge score:.....%

B. TECHNICAL and clinical skills assessment (accounts for 60% of the total mark)

These technical and clinical skills shall be assessed by the supervisor. This shall mainly use the apprenticeship approach. The specialist shall maintain a portfolio for the specialist activities undertaken

during the attachment period. This portfolio shall be signed off at the end of every week and supervisor's comments documented. As much as possible the portfolio should reflect the technical and clinical capabilities of the specialist. A copy of the portfolio together with a report from the supervisor shall be submitted to the Registrar. The report shall advise the Registrar about the competencies of the specialist.

The areas and scores for technical and clinical skills shall be as below:

(I) Patient assessment and management (20%)

- Does the specialist assess patients as expected by his level of training
- Does the specialist demonstrate clinical skills in patient examination
- Does he/she demonstrate skill in appropriate and timely clinical decision making
- Does the specialist demonstrate skills in patient treatment or surgical intervention

(II) Logical approach to the patient (25 %)

Does he/she ask the proper assessment questions?

Does he/she suggest and discuss the differential diagnoses?

Does he/she demonstrate knowledge of the patient's clinical presentation and the most likely diagnosis?

Does he/she ask for the proper investigations?

(III) Professional character (15 %)

Does the specialist have the right attitude to work?

Does the specialist have the correct attitude towards peers (respect)?

Does the specialist demonstrate ethical professional conduct?

Does the specialist demonstrate appropriate communication and interpersonal skills?