

## Expectations of Performance for Foundation Competencies, Medical and Surgical Expertise

Introduction to Orthopaedics	Core Orthopaedics	Transition to Practice
<i>Communication</i>		
<ul style="list-style-type: none"> <li>Establish trust and rapport with patients</li> <li>Adapt communication appropriately to ensure the receiver (patients, team members) can understand the information being conveyed</li> <li>Use active listening techniques confirm accuracy of information exchanged</li> <li>Document consultations accurately, contemporaneously and legibly</li> <li>Present concise verbal reports regarding clinical care and plans, summarising and identifying key issues.</li> </ul>	<ul style="list-style-type: none"> <li>Efficiently elicit information pertinent to decision making</li> <li>Communicate complex information clearly to patients</li> <li>Effectively interpret verbal and non-verbal communication, adapting communication strategies to suit patient/situational need and ensure understanding</li> <li>Identify and manage communication barriers and emotionally difficult situations</li> <li>Consistently apply confidentiality and privacy legislation when sharing information</li> <li>Communicate with patients and their families about adverse events</li> </ul>	<ul style="list-style-type: none"> <li>Accurately elicit and synthesise all relevant patient information in a timely manner</li> <li>Proactively exchange applicable information with patients, families and colleagues</li> <li>Openly disclose adverse events to patients, outlining remedial plan/s</li> </ul>
<i>Teamwork</i>		
<ul style="list-style-type: none"> <li>Respect the contribution and skills of all involved in health care team</li> <li>Identify limits of own expertise and engage others to help when needed</li> <li>Demonstrate safe and effective handover</li> </ul>	<ul style="list-style-type: none"> <li>Actively contribute in team-based care</li> <li>Negotiate with others to prioritise patient needs</li> <li>Engage colleagues and other health professionals, when necessary, to deliver effective patient care</li> <li>Work cooperatively with others and uses strategies to prevent misunderstandings and conflict</li> <li>Liaise effectively with the wider health care team to ensure ongoing patient support/continuum of care</li> </ul>	<ul style="list-style-type: none"> <li>Readily assist others and evaluate team as opposed to individual/s performance</li> <li>Recognise, manage and negotiate conflict with patients, families and colleagues</li> <li>Lead teams to achieve shared goals, beyond patient care activities.</li> </ul>
<i>Professionalism</i>		
<ul style="list-style-type: none"> <li>Demonstrate honesty, integrity and trustworthiness</li> <li>Accurately assess own performance and recognise opportunity to improve</li> <li>Respond positively to complaints and proactively strives to improve shortcomings</li> <li>Take responsibility for own actions</li> <li>Fulfil legal and regulatory obligations</li> <li>Manage personal and professional priorities to ensure sustainable practice</li> <li>Ensure care of patients is the priority, beyond self interest</li> </ul>	<ul style="list-style-type: none"> <li>Consistently adhere to professional and ethical codes of conduct</li> <li>Recognise and manage conflicts of interest</li> <li>Effectively deal with ethical uncertainty</li> <li>Identify unacceptable behaviour in the healthcare setting and intervene</li> <li>Appropriately report issues related to a compromise in ethics, values or competencies</li> <li>Consistently exhibit professionalism while communicating with others, including online media</li> </ul>	<ul style="list-style-type: none"> <li>Actively promote standards of ethics</li> <li>Demonstrates knowledge of appropriate billing practices</li> <li>Identify and manage medico-legal issues to minimise risk</li> <li>Utilise and contribute to surgical registries</li> <li>Recognise and respond to colleagues in need</li> </ul>

<i>Leadership and Organisational Skills</i>		
<ul style="list-style-type: none"> <li>• Value the contribution of all members of the health care team</li> <li>• Delegate appropriate tasks and responsibilities to other team members</li> <li>• Consistently observe guidelines, protocols and checklists</li> <li>• Quickly adapt to new work environments and teams</li> <li>• Respect the time of others, be consistently punctual and reliable</li> </ul>	<ul style="list-style-type: none"> <li>• Demonstrate effective organisational skills in the theatre environment</li> <li>• Willingly take initiative when needed</li> <li>• Assume leadership when the situation requires</li> <li>• Make reasoned decisions under pressure</li> <li>• Show surgical leadership when liaising with other disciplines in the hospital environment</li> <li>• Provide critical feedback to others with the intent to improve patient outcomes</li> <li>• Implement personal strategies to overcome potential errors and adverse events</li> </ul>	<ul style="list-style-type: none"> <li>• Assist with the development of colleagues, providing advice and support</li> <li>• Initiate quality improvement activities within the department</li> <li>• Facilitate change when necessary to improve patient care</li> </ul>
<i>Health Advocacy</i>		
<ul style="list-style-type: none"> <li>• Advocate for treatment in a patient's best interests</li> <li>• Negotiate treatment priority for patients in need</li> <li>• Demonstrate awareness of costs of different investigations and/or treatments</li> <li>• Support patients by facilitating access to required equipment and services</li> <li>• Respect the rights of individual patients</li> <li>• Demonstrate respect for differences in cultural and social responses to health and illness</li> </ul>	<ul style="list-style-type: none"> <li>• Minimise disruption to patients when lists need to be adjusted or surgery re-scheduled.</li> <li>• Keep family informed of current status and next steps</li> <li>• Promote the benefits of general health and wellness, and disease prevention activities</li> <li>• Support the overall health and wellbeing of patients, beyond treatment of their immediate presenting condition.</li> <li>• Minimise waste and cost without compromising patient care.</li> <li>• Demonstrate cultural competence and the ability to provide tailored care to patients from all cultural backgrounds.</li> </ul>	<ul style="list-style-type: none"> <li>• Provide an independent opinion to colleagues about challenging patient expectations or concerns</li> <li>• Advocate for improved availability and access to orthopaedic services for all patients.</li> </ul>
<i>Education and Research</i>		
<ul style="list-style-type: none"> <li>• Identify own learning needs, set learning goals and organise resources to achieve them</li> <li>• Seek performance feedback and action suggestions/advice</li> <li>• Generate focused clinical questions and search for relevant evidence</li> <li>• Use a systematic approach to keeping up to date with new evidence relevant to orthopaedic surgery practice</li> </ul>	<ul style="list-style-type: none"> <li>• Engage in feedback conversations with colleagues</li> <li>• Anticipate need for help and seek advice</li> <li>• Actively participate in, and initiate learning experiences to improve personal practice</li> <li>• Interpret study findings</li> <li>• Integrate conclusions reached from critical appraisal into decision making about the care of patients</li> <li>• Adapt practice in response to new knowledge, skills and/or best practice guidelines</li> <li>• Participate in regular audit and implement improvement strategies as needed</li> </ul>	<ul style="list-style-type: none"> <li>• Demonstrate effective teaching strategies to facilitate learning in a range of settings</li> <li>• Promote a safe learning environment</li> <li>• Contribute to the development and dissemination of new knowledge</li> <li>• Present to an audience of peers</li> </ul>

<p><i>Medical Expertise</i></p> <ul style="list-style-type: none"> <li>• Apply knowledge of orthopaedic basic sciences to practice</li> <li>• Elicit a comprehensive history using a structured approach</li> <li>• Perform targeted physical examinations to identify relevant clinical signs</li> <li>• Select and order appropriate investigations</li> <li>• Develop a credible differential diagnosis for common orthopaedic presentations</li> <li>• Recognise the urgency of most clinical situations</li> <li>• Prescribe and manage non-operative treatment for common conditions</li> <li>• Demonstrate knowledge of expected outcomes and rehabilitation for common conditions and surgeries</li> </ul>	<ul style="list-style-type: none"> <li>• Narrow the focus the clinical assessment of complex conditions in limited time, without excluding key elements.</li> <li>• Appropriately select, order and interpret advanced imaging studies</li> <li>• Accurately identify anatomical abnormality or pathology across the breadth of the discipline (as articulated by the curriculum)</li> <li>• Identify the priority/s for care in each clinical situation</li> <li>• Recognise atypical situations and consider possible alternatives</li> <li>• Independently develop management plans for common presentations, anticipating potential problems and addressing co-morbidities as required.</li> <li>• Provide non-operative treatment for complex conditions</li> <li>• Appropriately plan and recommend surgical interventions</li> <li>• Correctly advise on the likely prognosis for operative and non operative treatment</li> <li>• Manage patients with chronic pain, using a multimodal and multidisciplinary approach</li> <li>• Demonstrate continued responsibility and accountability for patients</li> </ul>	<ul style="list-style-type: none"> <li>• Independently develop management plans for all orthopaedic cases, identifying and referring those that require alternate expertise or second opinion</li> <li>• Use intuition and creative approaches to solve problems not previously encountered</li> <li>• Review suitability of management plans as a patient's condition or perspective changes</li> <li>• Adapt care as complexity of clinical situation evolves or to meet management goals.</li> </ul>
<p><i>Surgical Expertise</i></p> <ul style="list-style-type: none"> <li>• Anticipate when assistance is needed and seek supervision accordingly</li> <li>• Position patient and gain surgical access</li> <li>• Safely and effectively perform the following techniques: <ul style="list-style-type: none"> <li>○ Open fracture management</li> <li>○ Closed reduction of a fracture and percutaneous fixation</li> <li>○ Metaphyseal fracture fixation</li> <li>○ Plating</li> <li>○ Tension band wiring</li> <li>○ External fixation</li> <li>○ Arthrotomy for infection</li> </ul> </li> <li>• Effectively use intraoperative imaging</li> <li>• Assist effectively in major or complex cases</li> <li>• Anticipate and deal with most potential complications in common procedures they carry out</li> <li>• Provide basic postoperative management using a structured approach</li> </ul>	<ul style="list-style-type: none"> <li>• Apply biomechanics to implant and prosthesis selection</li> <li>• Recognise and optimise patient risk factors prior to surgery</li> <li>• Perform the following techniques: <ul style="list-style-type: none"> <li>○ Arthroplasty</li> <li>○ Arthrodesis</li> <li>○ Therapeutic arthroscopy</li> <li>○ Osteotomy</li> <li>○ Tendon repair or reconstruction</li> <li>○ Amputation</li> <li>○ Nerve decompression</li> </ul> </li> <li>• Effectively perform all Level 1 procedures independently as the operating surgeon.</li> <li>• Anticipate and effectively deal with complications in all procedures they carry out</li> <li>• Recognise situations when additional caution is required</li> <li>• Acknowledge limits and when assistance from a colleague or supervisor is needed</li> <li>• Formulate and implement safe postoperative management plans</li> </ul>	<ul style="list-style-type: none"> <li>• Consistently demonstrate sound surgical skills</li> <li>• Effectively supervise junior colleagues in theatre</li> <li>• Consult with peers and colleagues about complex cases and difficult judgements</li> </ul>