

Pre-employment Structured Clinical Interview (PESCI)

Outcome report to applicant

This report is made available to the applicant and the Medical Board of Australia (the Board) and the Australian Health Practitioner Regulation Agency (AHPRA).

The report of this PESCI outcome will form part of the information that the Board will take into account when considering whether to grant limited registration or provisional registration. The Board is ultimately responsible for granting medical registration in accordance with the provisions of the National Law and the relevant registration standard.

Please note: The recommendations of the PESCI panel are specific to the nominated position. An applicant who is not deemed suitable for this position may be suitable for another position. The Board may require a PESCI if the applicant applies to practise in another position.

Details of the PESCI conducted

Approved PESCI provider

Date of interview

Name of applicant

Position sought

Employer organisation

Position address/location

Registration type being sought

Limited registration (Area of Need)

Limited registration (Postgraduate training or supervised practice)

Provisional registration

PESCI Panel

PESCI Panel Chair

PESCI Panel members

Panel's ratings

The panel assigns a rating for the applicant's performance against each domain below, taking into consideration the requirements of the specific position, orientation and supervision.

Medical interviewing skills

Facilitates patient's telling of story; effectively listens and uses questions/directions to obtain accurate, adequate information needed; responds appropriately to affect non-verbal cues.

Tick one box Rating

	5	Appears highly suitable for this position in this domain
	4	Performance level between 5 and 3
	3	Appears suitable for this position in this domain
	2	Performance level between 3 and 1
	1	Appears unsuitable for this position in this domain

Physical examination skills

Follows efficient, logical sequence; balances screening/diagnostic steps for problem; informs patient; sensitive to patient's comfort, modesty.

Tick one box Rating

	5	Appears highly suitable for this position in this domain
	4	Performance level between 5 and 3
	3	Appears suitable for this position in this domain
	2	Performance level between 3 and 1
	1	Appears unsuitable for this position in this domain
	Not assessed	Assessment domain not relevant to the position or not able to be assessed

Clinical judgment

Selectively orders/performs appropriate diagnostic studies, considers risks and benefits, arrives at an accurate diagnosis or differential diagnosis and identifies effective management strategies.

Tick one box Rating

	5	Appears highly suitable for this position in this domain
	4	Performance level between 5 and 3
	3	Appears suitable for this position in this domain
	2	Performance level between 3 and 1

	1	Appears unsuitable for this position in this domain
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Treatment/Advice

Explains rationale for test/treatment, pays attention to obtaining patient’s consent, and to education/counselling regarding management.

Tick one box Rating

	5	Appears highly suitable for this position in this domain
	4	Performance level between 5 and 3
	3	Appears suitable for this position in this domain
	2	Performance level between 3 and 1
	1	Appears unsuitable for this position in this domain

Communication skills

Demonstrates clear, sensitive and effective communication skills.

Tick one box Rating

	5	Appears highly suitable for this position in this domain
	4	Performance level between 5 and 3
	3	Appears suitable for this position in this domain
	2	Performance level between 3 and 1
	1	Appears unsuitable for this position in this domain

Professionalism

Demonstrates professional values and ethical behaviours consistent with *Good Medical Practice: A Code of Conduct for Doctors in Australia*.

Tick one box Rating

	5	Appears highly suitable for this position in this domain
	4	Performance level between 5 and 3
	3	Appears suitable for this position in this domain
	2	Performance level between 3 and 1
	1	Appears unsuitable for this position in this domain

Procedural skills

Demonstrates safely performing a range of procedural skills relevant to situations expected to be encountered in the position.

Tick one box Rating

	5	Appears highly suitable for this position in this domain
	4	Performance level between 5 and 3
	3	Appears suitable for this position in this domain
	2	Performance level between 3 and 1
	1	Appears unsuitable for this position in this domain
	Not assessed	Assessment domain not relevant to the position or not able to be assessed

Other domain relevant to the position

For example, understanding of medical practice in rural areas or familiarity with social and cultural idioms.

Describe:

Tick one box Rating

	5	Appears highly suitable for this position in this domain
	4	Performance level between 5 and 3
	3	Appears suitable for this position in this domain
	2	Performance level between 3 and 1
	1	Appears unsuitable for this position in this domain

Panel's recommendation/s

The report of this PESCI outcome will form part of the information that the Board will take into account when considering whether to grant limited registration or provisional registration. The Board is ultimately responsible for granting medical registration in accordance with the provisions of the National Law and the relevant registration standard.

Recommendation

Provide a recommendation about the applicant's suitability or unsuitability for the position, giving reasons.

Note that the standard expected of the applicant is one of safe practice, taking into consideration the requirements of the specific position, orientation and supervision that will be available.

Suitable

(provide reasons)

Unsuitable

(provide reasons)

Where the applicant has been deemed unsuitable in one or more domain (that is necessary for the position) and is deemed suitable for the position, please explain why the panel still considers the applicant suitable for the position.

Reasons

If suitable, supervision recommendation/s

The panel provides feedback about whether or not the proposed supervision arrangements are appropriate in the circumstances. If the panel considers that the proposed supervision arrangements are not appropriate, the panel should provide a recommendation to the Board on the appropriate level of supervision. The panel's proposal should be made in accordance with the Board's *Guidelines - Supervised practice for international medical graduates*.

If suitable, recommendations relating to after hours / on call participation (if applicable)

Where a position involves after hours or on call participation, the panel is asked to provide a recommendation as to whether the applicant is suitable to undertake these duties from the date registration is granted, or whether a period of supervised practice should occur, prior to the applicant commencing these duties – e.g. 3 or 6 months. The panel's proposal should be made in accordance with the Board's *Guidelines - Supervised practice for international medical graduates*.

If suitable, other recommendation/s

The panel provides specific recommendations (if necessary) for orientation, pre-commencement courses, clinical placements or cultural training which is necessary for the applicant to practise safely and effectively in the position. When providing recommendations about further training, the panel should **specify the name of the course, the details of the location, the duration and at which point in time the course must be undertaken by the applicant.** For example, before the start of employment or 3/6 months into the employment etc.

Signature of the PESCI Panel Chair



Date

/ /

Print name

[Insert Approved PESCI Provider Name]

Address:

Phone:

Contact Person: