

START Benchmarking Standards



These are ‘anchor statements’ which allow assessors to make **judgements** on trainees during the individual stations of the START assessment. They will also be available to trainees so they know what the expected standards are.

The assessors will complete a ‘marksheets’ known as the Assessor Feedback Form. This will be inputted electronically into a database on ASSET which will allow the feedback to go straight to the trainee and their educational supervisor via ASSET and ePortfolio.

There are 6 **domains** described on the Assessor Feedback Form. Not all scenarios in all stations will cover all these areas.

Also, a **global rating** is made as an assessment of performance overall in the station.

Domains	Area being assessed
Decision making and prioritising	This domain will assess the trainee’s ability to justify decisions during a given scenario. The assessor may probe the background thinking to those decisions. Prioritising information is an important skill and can be assessed for some scenarios in this domain.
Knowledge	Knowledge as mapped to the Paediatric curriculum is assessed in most scenarios.
Management of complexity	Assessment of skills in this area requires assimilation of multiple aspects of a clinical case/vignette or communication scenario. These could be needs of the child, family, colleague or service. How the trainee approaches the complex nature of the clinical case, management problem or other day-to-day issue relevant to a new Consultant is probed by the assessor in some scenarios.
Professional approach	The approach of the candidate needs to be in a manner appropriate of a senior Paediatric doctor at Consultant level. The attitude of the trainee within the assessment station and in their interactions with the assessor is also assessed in this domain.
Safety and risk management	An approach to safe practice with a need to avoid doing harm by practicing in a logical and justifiable way informed by published evidence, relevant research and local or national guidance will be looked for.
Communication	The ability to communicate with a senior colleague (e.g. a START assessor) in the station can be assessed in this domain. Communication skills in a role play scenario can also be assessed in this domain.

Within each domain the trainee will be assessed at 3 levels:

Further development required	Performed at expected standard	Well above expected standard
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As well as the 6 domains above, a **global** rating is given to the trainee for the performance on an individual station. This will be informed by performance in each domain but will be a global rating taking everything into account. Different 4 point descriptors are used, using the standard:

“On the basis of THIS station how would you rate this trainee’s performance in relation to the standard expected of a newly appointed Consultant?”.

Significant concerns	Development needed to achieve competence	Meets competence	Above competence
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Domains

Domains within scenarios	Assessor Judgement		
	Further development required	Performed at expected standard	Well above expected standard
Decision making and prioritising	Wrong, risky or questionable decisions open to misinterpretation. Not able to demonstrate ability to prioritise information or balance patient needs.	Displays good decision making skills with credible reasons making for correct or safe management. Prioritises appropriately with good rationale for decision.	Very good or excellent explanations or demonstration of decision making and priority with clear rationale given.
Knowledge	Incorrect, inaccurate or wrong knowledge, without insight. Some gaps apparent in knowledge; tries to cover them up. Lacking in confidence in knowledge.	Good knowledge displayed. Some areas of (specialist) knowledge gap but with insight and suggestions on how those could be filled.	Very good or excellent knowledge at this level. May need some support in some areas, appropriate for a new Consultant, but manages this with honesty and safely.
Management of complexity	Narrow focus without considering all options or opinions, leading to a significant omission or inability to appreciate an important aspect of the case. Approaches some of the issues but left others unaddressed.	Overall manages safely care in the context of the complex nature of the scenario. Holistic.	Sound approach to complex cases. Considers all options, opinions and information in order to make a safe and sensible decision.
Professional Approach	Displays unprofessional behaviour in one or more aspects of their discussion of the case or with some need for further development of skills in this area.	Maintains a professional approach appropriate for new Consultant.	Maintains a high level of professionalism in their discussion with the assessor and in their approach to the station.
Safety and risk management	Some aspects of the discussion leave room for possible harm or adverse event. Unsafe or poor standard of care. This may be picked up on during the discussion. Risk of harm from suggested management, approach or behaviour.	Aware of the need to follow guidelines and/or protocols in order to manage the patient and reduce any risk of harm or adverse event. Aware of clinical governance procedures and/or adverse incident/risk reporting.	Independent thinking to enable challenge of guidelines and where appropriate. Good knowledge of risk assessment in relation to clinical care, documentation, communication and procedures. Good knowledge of clinical governance process and adverse incident/risk reporting procedures within NHS. Patient safety is clearly paramount and adhered to in the discussion of the scenario.
Communication skills with parent/carer with young person with senior colleague/role player with start Assessor	Displays poor communication skill, dogmatic approach, discourteous within scenario to assessor or role player if present. May have adequate communication skills but room for improvement in some areas – eye contact, body language, use of jargon or active listening skills.	Appropriate communication with assessor (or role player if present).	Displays good or very good communication skills with assessor (or role player if present) with appropriate demeanour for scenario (e.g. discussion with a senior colleague for scenario-based discussion).

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Global rating

Significant concerns	Development needed to achieve competence	Meets competence	Above competence
<p>Areas of performance highlight concerns about patients safety, significant knowledge gaps, very poor communication or competence below the expected level of a newly appointed Consultant</p>	<p>Performance in some areas not at the level of a new Consultant. While some may have been rated as “Meets competence”, there are enough concerns in one or more domains making further development in specific areas necessary.</p>	<p>Skills displayed overall are at the level of a newly appointed Consultant.</p>	<p>Good, very good or excellent skills displayed which are above or well above those of a new Consultant.</p>

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