

MEDICAL MICROBIOLOGY

Reference No:

Name and Identification No:

**Evaluation covering the last
year as a resident:**

Address:

In the view of the Residency Program Committee, this resident has acquired the competencies of the specialty/subspecialty as prescribed in the *Objectives of Training* and is competent to practise as a specialist.

YES

NO

The following sources of information were used for this evaluation:

- | | |
|--|---|
| <input type="checkbox"/> written examinations | <input type="checkbox"/> oral examinations |
| <input type="checkbox"/> clinical observations (e.g. ITERs) from faculty | <input type="checkbox"/> Structured Assessment of a Clinical Encounter (STACER) |
| <input type="checkbox"/> feedback from health care professionals | <input type="checkbox"/> OSCEs |
| <input type="checkbox"/> completion of a scholarly project | <input type="checkbox"/> other evaluations_____ |

COMMENTS:

Date	Name of Program Director/Assessor for CCR	Signature
Date	Name of Postgraduate Dean/ Assessor for CCR	Signature
Date	Name of Resident	Signature

This is to attest that I have read this document.

Identification number: _____

RESIDENT'S COMMENTS:

Note: If during the period from the date of signature of this document to the completion of training, the Residency Program Committee judges that the candidate's demonstration of competence is inconsistent with the present evaluation, it may declare the document null and void and replace it with an updated FITER. Eligibility for the examination would be dependent on the updated FITER.

MEDICAL MICROBIOLOGY FITER (2018)

<p>A rationale must be provided to support ratings with asterisks.</p>	<p>EXPECTATIONS</p>				
	<p>* Rarely meets</p>	<p>* Inconsistently meets</p>	<p>Generally meets</p>	<p>Sometimes exceeds</p>	<p>* Consistently exceeds</p>
<p>MEDICAL EXPERT</p>					
<p>a. Describes the taxonomy, epidemiology, life cycle and pathology and the principles of laboratory identification and speciation of clinically relevant and other important microorganisms</p>					
<p>b. Demonstrates an understanding of laboratory practice including the principles, use, evaluation, implementation, and clinical interpretation of:</p>					
<ul style="list-style-type: none"> • Microscopy, including principles of staining 					
<ul style="list-style-type: none"> • Common laboratory culture media and techniques 					
<ul style="list-style-type: none"> • Identification methods, including biochemical and non-biochemical tests 					
<ul style="list-style-type: none"> • Susceptibility testing methods 					
<ul style="list-style-type: none"> • Laboratory automation systems and analysers 					
<ul style="list-style-type: none"> • Molecular technology 					
<ul style="list-style-type: none"> • Serology 					
<ul style="list-style-type: none"> • Rapid diagnostic tests, including point of care testing 					
<ul style="list-style-type: none"> • Histology and immunochemistry 					
<ul style="list-style-type: none"> • Electron microscopy 					
<p>c. Describes diagnostic test performance in terms of accuracy, precision, sensitivity, specificity, and positive and negative predictive values</p>					
<p>d. Demonstrates knowledge of, and is able to apply, the principles of biosafety and biosecurity for different biocontainment levels</p>					
<p>e. Demonstrates knowledge of the regulatory requirements for transportation of isolates and clinical specimens, as well as the requirements for laboratory safety</p>					

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f. Demonstrates familiarity with the principles of the use of laboratory information systems				
g. Demonstrates an understanding of the principles and practice of laboratory quality management systems, including:				
• Structure and components				
• Regulatory and accreditation requirements				
• Verification and validation of testing				
• Quality indicators				
• Occurrence reporting and discordant result analysis				
h. Demonstrates knowledge of the responses to infection of immunocompetent and immunocompromised patients				
i. Describes the clinical features of infectious disease in all organ systems and syndromes				
j. Demonstrates knowledge of both the pharmacologic and non-pharmacologic prevention, treatment, and management of infectious disease				
k. Demonstrates knowledge of anti- infective agents, including their mechanisms of action, and their use in clinical practice				
l. Demonstrates knowledge of the benefits and risks associated with immunization/vaccination and describes administration routes and schedules of immunizing agents/vaccinations				
m. Demonstrates an understanding of the principles, practices, and implementation of an antimicrobial stewardship program and lists the key elements				
n. Demonstrates an understanding of the principles, practices, and implementation, and regulatory requirements of an infection prevention and control program				
o. Demonstrates knowledge of the detection, investigation, and control of outbreaks in hospital and community settings				
p. Demonstrates knowledge of the development of policies and procedures for infection prevention and control				
q. Elicits a history, performs a physical exam, selects appropriate investigations, and interprets the results for the purposes of diagnosis and management of infections				

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r. Demonstrates appropriate infection control practices during patient interactions				
s. Demonstrates knowledge of infectious disease prevention				
t. Selects and prioritizes diagnostic tests and therapies taking into account clinical urgency and available resources				
u. Demonstrates insight into recognition of the limits of expertise and shows effective and appropriate use of consultation of other health care providers				
v. Adopts strategies that promote patient safety, addressing human and system factors, and implementing and monitoring procedures for patient and laboratory staff safety				

Please comment on the strengths and weaknesses of the candidate and provide a rationale for your ratings. Make direct reference to the specific objectives and give specific examples wherever possible.

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	* Rarely meets	* Inconsistently meets	Generally meets	Sometimes exceeds	* Consistently exceeds
PROCEDURES AND CLINICAL SKILLS					
Demonstrates the ability to perform diagnostic procedures described in the Medical Expert section 3.4 of the <i>Objectives of Training in Medical Microbiology</i>					
Performs the necessary tasks relating to the following areas:					
a. Microscopy and staining					
b. Use of common laboratory culture media and methods, including planting, interpretation, and other related techniques					
c. Organism identification methods, including biochemical-based and non-biochemical based					
d. Antimicrobial susceptibility testing methods					
e. Molecular diagnostics					
f. Rapid diagnostic tests (including point of care tests)					
g. Quality control/assurance testing of media, reagents, laboratory instrumentation, and other materials used in the microbiology laboratory					
Overall is proficient in the clinical and procedural skills relevant to <i>Medical Microbiology</i>					
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<p>COMMUNICATOR</p>					
<p>a. Communicates in a manner that encourages patient trust and autonomy, and is characterized by empathy, respect, and compassion</p>					
<p>b. Develops positive therapeutic relationships with patients and their families</p>					
<p>c. Demonstrates respect for patient autonomy, privacy, and confidentiality</p>					
<p>d. Optimizes the physical environment for patient comfort, dignity, privacy, engagement, and safety</p>					
<p>e. Demonstrates respect for diversity and difference including gender, sexual orientation, religion, and cultural beliefs, and takes these into account when making decisions</p>					
<p>f. Recognizes when the perspectives, values, or biases of patients, physicians, technologists, or other health care professionals have an impact on the quality of care, and modifies their approach according to patient’s beliefs, concerns, expectations, and illness experience</p>					
<p>g. Demonstrates sensitivity to non-verbal behaviours to enhance communication</p>					
<p>h. Manages disagreements and emotionally-charged conversations such as delivering bad news or addressing conflict</p>					
<p>i. Elicits and synthesizes accurate information incorporating the perspectives of patients and their families</p>					
<p>j. Shares health care information appropriately, and is able to clearly communicate plans with patients and their families</p>					
<p>k. Engages patients and their families in developing plans that reflect the patient’s health care needs and goals</p>					

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I. Documents and shares written and electronic information about the medical encounter to optimize patient safety, confidentiality, and privacy

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COLLABORATOR					
a. Works and communicates effectively with physicians, laboratory technologists, nurses, and other members of the health care team to support relationship-centred collaborative care					
b. Works with all members of the health care team to promote understanding and manage differences and resolve conflicts					
c. Hands over the care of a patient to another health care professional to facilitate continuity of safe patient care					
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LEADER					
a. Contributes to the improvement of health care delivery in teams, organizations, and systems					
b. Contributes to a culture that promotes patient safety					
c. Demonstrates an understanding of risk management policy and promotes its advancement					
d. Analyzes patient safety incidents in order to enhance systems of care including identifying patient safety quality indicators related to Medical Microbiology					
e. Analyzes incidents using root cause analysis and preventative corrective action					
f. Presents findings of a quality improvement initiative with identification of opportunities for improvement					
g. Participates in a medically-relevant committee in a meaningful way					
h. Communicates effectively with laboratory staff and provides recommendations that are clear, concise, and include evidence for decisions where possible					
i. Uses health care resources for optimal patient care including the development of testing algorithms and stewardship strategies and the use of evidence based practices to control utilization					
j. Implements processes to ensure practice improvement					
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<p>HEALTH ADVOCATE</p>					
<p>a. Works with patients to address determinants of health that affect them</p>					
<p>b. Identifies the health needs and social issues of individual patients, including access to appropriate and timely laboratory services, antimicrobial therapy, outpatient parenteral therapy, and immunization</p>					
<p>c. Addresses patient and family safety concerns</p>					
<p>d. Works with patients to increase their health system literacy and awareness of important health issues</p>					
<p>e. Advocates for immunization against communicable diseases</p>					
<p>f. Advocates for equitable access to laboratory services</p>					
<p>g. Advocates for appropriate infection prevention and control measures, and for antimicrobial stewardship</p>					
<p>h. Works with communities or populations to identify the determinants of health that affect them</p>					
<p>i. Responds appropriately to service demands from hospitals and communities with regard to the need for screening of infectious agents</p>					
<p>j. Demonstrates an understanding of the laboratory role in outbreak investigation and management</p>					
<p>k. Recognizes the importance of applying continuous quality improvement to disease prevention, health promotion, and health surveillance activities</p>					
<p>l. Demonstrates knowledge of the principles of public health and the detection, surveillance, and prevention of infectious diseases of public health importance, and how a laboratory can contribute through sharing information</p>					

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m. Recognizes ethical and professional issues inherent in health advocacy

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SCHOLAR					
a. Demonstrates a continuous enhancement of their professional activities through ongoing learning					
b. Develops personally successful learning strategies and identifies areas for improvement					
c. Plans and delivers learning activities for students, residents, and other health care professionals					
d. Promotes a safe learning environment and ensures the patient’s safety is maintained when learners are involved					
e. Assesses and evaluates learners, teachers, and programs, and provides feedback to enhance learning and performance					
f. Integrates the best available evidence into practice					
g. Demonstrates an understanding of the scientific principles of research and scholarly inquiry and the role of research evidence in health care					
h. Identifies ethical principles for research and incorporates them into the development of research questions					
i. Summarizes and communicates the findings of relevant research and scholarly inquiry					
Completes a scholarly research, quality assurance, or educational project relevant to <i>Medical Microbiology</i> , as required in the <i>Objectives of Training</i>	<input type="checkbox"/> Yes		<input type="checkbox"/> No		
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<p>PROFESSIONAL</p>					
<p>a. Demonstrates honesty, integrity, humility, commitment, compassion, respect, altruism, respect for diversity, and maintenance of confidentiality</p>					
<p>b. Demonstrates commitment to excellence in all aspects of practice</p>					
<p>c. Demonstrates an ability to recognize and respond to ethical issues encountered in practice</p>					
<p>d. Recognizes and manages conflict of interests</p>					
<p>e. Exhibits professional behaviour in the use of technology-enabled communication</p>					
<p>f. Demonstrates a commitment to patient safety and quality improvement</p>					
<p>g. Demonstrates a commitment to fulfilling and adhering to professional and ethical codes, standards of practice, and laws governing practice</p>					
<p>h. Participates in peer review assessment</p>					
<p>i. Demonstrates a commitment to physician health and well-being to foster optimal patient care</p>					
<p>Please comment on the strengths and weaknesses of the candidate and provide a rationale for your ratings. Make direct reference to the specific objectives and give specific examples wherever possible.</p>					