

## Practitioner Performance Appraisal



The assessment below is a summary of the interview and shared documentation with the purpose of recommending the practitioner for privileges within Island Health. It is based on the [CanMEDS framework](#).

<b>Practitioner's Name:</b>	
<b>Department:</b>	
<b>Review Period:</b>	____/____/____ to ____/____/____ (dd) (mmm) (yy) (dd) (mmm) (yy)
<b>Signature:</b>	

<b>Reviewed by:</b>	
<b>Title:</b>	
<b>Signature:</b>	

<b>MEDICAL EXPERT</b>	<b>Strongly disagree</b>	<b>Disagree</b>	<b>Neutral</b>	<b>Agree</b>	<b>Strongly agree</b>
Practices medicine within their defined scope of practice and expertise	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Performs patient centered clinical assessment and establishes management plans	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Plans and performs procedures for the purpose of management	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Establishes plans for timely follow up and appropriate consultation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Participates as a member of a team, providing high quality, safe patient care	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments:					

<b>COMMUNICATOR</b>	<b>Strongly disagree</b>	<b>Disagree</b>	<b>Neutral</b>	<b>Agree</b>	<b>Strongly agree</b>
Establishes professional, therapeutic relationships with patients and their families					
Develops plans that reflect the patient's health care needs					
Documents and shares electronic information about the medical encounter					
Comments:					

<b>COLLABORATOR</b>	<b>Strongly disagree</b>	<b>Disagree</b>	<b>Neutral</b>	<b>Agree</b>	<b>Strongly agree</b>
Works effectively with other health care professionals					
Effectively and safely hands over care to appropriate health care professional					
Performs a patient-centred clinical assessment and establishes management plans					
Plans and performs procedures for the purpose of management					
Establishes plans for timely follow up and appropriate consultation					
Participates as a member of a team, providing high quality, safe patient care					
Comments:					

LEADER	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
Contributes to the improvement of health care delivery in health care teams					
Engages in the stewardship of health care resources					
Demonstrates leadership in professional practice					
Manages their practice and career					
Comments:					

SCHOLAR	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
Develops a plan to enhance competence across all the <a href="#">CanMEDS</a> domains					
Facilitates the learning of students, other health care professionals, and the public					
Integrates best available evidence into real time decision making					
Critically evaluates the integrity, reliability and applicability of health related research and literature					
Contributes to the dissemination of knowledge and practices applicable to health					
Comments:					

<b>HEALTH ADVOCATE</b>	<b>Strongly disagree</b>	<b>Disagree</b>	<b>Neutral</b>	<b>Agree</b>	<b>Strongly agree</b>
Responds to the individual patient's complex health needs by advocating with the patient within and beyond the clinical environment					
Responds to the needs of a community or population they serve by advocating with them for system-level change					
Comments:					

<b>PROFESSIONAL</b>	<b>Strongly disagree</b>	<b>Disagree</b>	<b>Neutral</b>	<b>Agree</b>	<b>Strongly agree</b>
Demonstrates commitment to patients by applying best practices and adhering to high ethical standards					
Demonstrates a commitment to society by recognizing and responding to the social contract in health care					
Demonstrates a commitment to the profession by adhering to standards and participating in healthcare professional led regulation					
Demonstrates a commitment to personal health and wellbeing to foster optimal patient care					
Establishes plans for timely follow up and appropriate consultation					
Comments:					

During this review, did you review any of the following (check all that apply)?

- ☐ Incident reports and complaints
- ☐ Patient satisfaction data
- ☐ Utilization/quality management data.
- ☐ Continuing medical education including updates specific to departmental and/or program requirements
- ☐ Review of inpatient and outpatient clinical documentation for quality, accuracy and timeliness (medical record documentation)
- ☐ Procedural privilege evaluation including frequency of procedures done
- ☐ Direct observation of procedural and assessment skills;
- ☐ Compliance with bylaws, rules and departmental policies and procedures;
- ☐ Communication with medical colleagues and other members of the health care team and health authority staff with whom the member works
- ☐ Complications, morbidity and mortality review
- ☐ Other, please specify: \_\_\_\_\_

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\_\_\_\_\_

Overall Comments/Summary:

Recommendation:

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