**Work Place Based Assessments**

“Schools of Anaesthesia are to ensure that the curriculum is adequately sampled through either the use of WPBA and/or other formalised accredited training courses26 to provide the necessary evidence, which along with the professional judgement of trainers, demonstrates whether a trainee has met the standard required by the Completion of Unit of Training form or the attainment levels defined for intensive care medicine.”

**Oxford Deanery Guidance for completion of WPBA**

It is recognised that Core Trainees (CT) often work with Specialist Trainees (ST), who are usually ST4 or above. This creates training opportunities for the CT which might otherwise be lost.

The level of seniority for sign off of WPBA has traditionally ST5 and above, in the Oxford Deanery. This was, in part, because of the achievement of Final FRCA being a prerequisite to be ST5. In light of the fact that it is often ST4 as well as ST5 who are supervising, plus the move of the requirement for passing the Final FRCA to end of ST5, this level of seniority has recently been reviewed.

The guidance from the RCOA is as follows:

“Taking into account GMC standard 5.9, it is appropriate that senior trainees be given the opportunity as part of their training [to achieve the competencies in annex G] to assess junior trainees. It is the responsibility of the Clinical Supervisor to determine whether it is appropriate for the trainee to conduct the assessment on a junior trainee.”

The requirements for senior trainee completion of WPBA for a more junior trainee are now as follows:

* The supervising trainee is not in the same stage of training as the supervisee (intermediate can assess core, and higher could assess intermediate. In the new curriculum, Stage 2 can assess Stage 1, and Stage 3 can assess Stage 2)
* The supervising consultant is aware of and in agreement with the WPBA being assessed.
* The supervising trainee must feel they have the appropriate expertise to assess the more junior trainee.
* The trainee being assessed is aware that, for Completion of Units of Training, the relevant WPBA must have a mix of both Consultants and ST assessors.
* This guidance does not apply to those WPBA for the Initial Assessment of Competency, as these need to be assessed by consultants only.

In addition, it is recognised that such supervision cases create a learning opportunity for the senior trainee, to learn and indeed to be assessed on their supervision skills. These non technical skills are an important part of increasing seniority and it is appropriate to highlight these learning opportunities to the senior trainees for their own learning journey.