

# IN-CONFIDENCE REFERENCE REPORT



Canberra Health  
Services



For senior medical and dental practitioners seeking appointment and/or credentialing or re-credentialing in a Public Health Facility in the Australian Capital Territory

▼ TO THE ATTENTION OF: (referee)		▼ REFERENCE REPORT FOR: (applicant)	
▼ Name	▲ Title, SURNAME, Given Name(s)	▼ Name	▲ Title, SURNAME, Given Name(s)
	▲ Position and Institution		▲ Current [or Applied For] Position with ACT Health Directorate
▼ Contact Details	✉	▼ Contact Details	✉
	📞		📞
	📠		📠

► You have been nominated by the above-named applicant to complete this Reference Report.

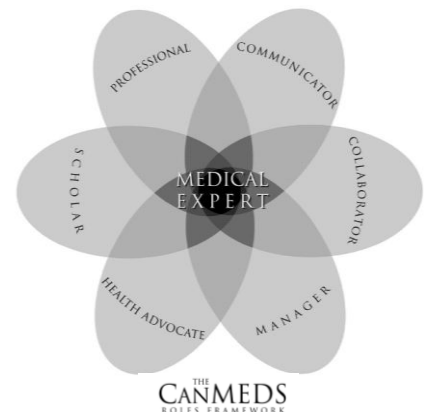
ACT Health Directorate invites your candid, honest and fair opinion of the applicant's skills, qualities and characteristics.

## The CanMEDS 2015 Physician Competency Framework

ACT Health uses the CanMEDS 2015 Physician Competency Framework as its framework of assessment of clinical competency for the granting, and also the routine and extraordinary review, of clinical privileges and a scope of clinical practice for all doctors and dentists working in an ACT Health facility.

The CanMEDS cloverleaf illustrates the elements and interconnections of the seven CanMEDS roles embodied by competent clinicians, including: Medical Expert, the central role; Communicator; Collaborator; Health Advocate; Manager; Scholar; and Professional.

The items comprising this Reference Report include the CanMEDS Key Competency statements for the seven CanMEDS roles.



► Refer to the instructions on completing this Reference Report overleaf. The CanMEDS Framework is available at [www.royalcollege.ca/rcsite/documents/canmeds/canmeds-full-framework-e.pdf](http://www.royalcollege.ca/rcsite/documents/canmeds/canmeds-full-framework-e.pdf)

Please RETURN this Reference Report to the Medical Officer Support, Credentialing, Employment and Training Unit

**ASAP**

▲ DEADLINE for submission

### ► RETURN REFERENCE REPORT via fax or

✉ email: + 61 2 5124 3626  
📠 [MDAAC@act.gov.au](mailto:MDAAC@act.gov.au)

✉ Medical Officer Support, Credentialing,  
Employment and Training Unit Building 2,  
Level 3, Canberra Health Services  
Yamba Drive GARRAN ACT 2605 AUSTRALIA

### ► DIRECT ALL ENQUIRIES to:

Manager, Credentialing & Scope of  
Clinical Practice Team

+ 61 2 5124 7231  
[MDAAC@act.gov.au](mailto:MDAAC@act.gov.au)

**NOTE: Please only tick one box against each CanMEDS Key Competency statement**

### MEDICAL EXPERT Role - CanMEDS

As **Medical Experts**, clinicians integrate all of the CanMEDS Roles, applying medical knowledge, clinical skills and professional attitudes in their provision of patient-centred care. This is the central Role in the CanMEDS framework.

**I am of the opinion that, in relation to the Medical Expert Role, the applicant is able to:**

	Excellent	Good	Adequate	Poor	Not Observed/ Not Applicable
Function effectively as a consultant, integrating all of the CanMEDS Roles to provide optimal, ethical and patient-centred medical care.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Establish and maintain clinical knowledge, skills and attitudes appropriate to his/her practice.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Perform a complete and appropriate assessment of a patient.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Use preventive and therapeutic interventions effectively.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Demonstrate proficient and appropriate use of procedural skills, both diagnostic and therapeutic.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Seek appropriate consultation from other health professionals, recognising the limits of his/her expertise.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

### COMMUNICATOR Role - CanMEDS

As **Communicators**, clinicians effectively facilitate the clinician-patient relationship and the dynamic exchanges that occur before, during and after the clinical encounter.

**I am of the opinion that, in relation to the Communicator Role, the applicant is able to:**

	Excellent	Good	Adequate	Poor	Not Observed/ Not Applicable
Develop rapport, trust and ethical therapeutic relationships with patients and families.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Accurately elicit and synthesise relevant information and perspectives of patients and families, colleagues and other professionals.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Accurately convey relevant information and explanations to patients and families, colleagues and other professionals	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Develop a common understanding on issues, problems and plans with patients, families and other professionals to develop a shared plan of care.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Convey effective oral and written information about a clinical encounter.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

<b>COLLABORATOR Role – CanMEDS</b>					
As <b>Collaborators</b> , clinicians effectively work within a healthcare team to achieve optimal patient care.					
<b>I am of the opinion that, in relation to the Collaborator Role, the applicant is able to:</b>					
	Excellent	Good	Adequate	Poor	Not Observed/ Not Applicable
Participate effectively and appropriately in an interprofessional healthcare team.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Effectively work with other health professionals to prevent, negotiate and resolve interprofessional conflict.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

<b>MANAGER Role - CanMEDS</b>					
As <b>Managers</b> , clinicians are integral participants in healthcare organisations, organising sustainable practices, making decisions about allocating resources and contributing to the effectiveness of the healthcare system.					
<b>I am of the opinion that, in relation to the Manager Role, the applicant is able to:</b>					
	Excellent	Good	Adequate	Poor	Not Observed/ Not Applicable
Participate in activities that contribute to the effectiveness of his/her healthcare organisations and systems.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Manage his/her practice and career effectively.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Allocate finite healthcare resources appropriately.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Serve in administration and leadership roles, as appropriate.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

<b>HEALTH ADVOCATE Role - CanMEDS</b>					
As <b>Health Advocates</b> , clinicians responsibly use their expertise and influence to advance the health and well-being of individual patients, communities and populations.					
<b>I am of the opinion that, in relation to the Health Advocate Role, the applicant is able to:</b>					
	Excellent	Good	Adequate	Poor	Not Observed/ Not Applicable
Respond to individual patient health needs and issues as part of patient care.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Respond to the health needs of the communities that he/she serves.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Identify the determinants of health for the populations that he/she serves.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Promote the health of individual patients, communities and populations.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

## SCHOLAR Role - CanMEDS

As **Scholar**, clinicians demonstrate a lifelong commitment to reflective learning, as well as the creation, dissemination, application and translation of clinical knowledge.

I am of the opinion that, in relation to the Scholar Role, the applicant is able to:

	Excellent	Good	Adequate	Poor	Not Observed/ Not Applicable
Maintain and enhance professional activities through ongoing learning.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Critically evaluate clinical information and its sources and apply this appropriately to practice decisions.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Facilitate the learning of patients, families, students, residents, other health professionals, the public and others, as appropriate.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Contribute to the creation, dissemination, application and translation of new knowledge and practices.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

## PROFESSIONAL Role - CanMEDS

As **Professional**, clinicians are committed to the health and well-being of individuals and society through ethical practice, profession-led regulation and high personal standards of behaviour.

I am of the opinion that, in relation to the Professional Role, the applicant is able to:

	Excellent	Good	Adequate	Poor	Not Observed/ Not Applicable
Demonstrate a commitment to his/her patients, profession and society through ethical practice.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Demonstrate a commitment to his/her patients, profession and society through participation in profession-led regulation.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Demonstrate a commitment to clinician health and sustainable practice.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

## COMMENTS

Please feel free to include additional comments as necessary:

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<b>OTHER ITEMS</b>	
How long have you known the applicant?	
What is/was your position in relation to the applicant?	
When was your last professional contact with the applicant?	
Are you aware of any formal investigation or disciplinary action or relevant legal proceedings against the applicant?	

<b>FOR COMPLETION BY A REFEREE WHO IS ALSO THE CURRENT LINE MANAGER OF THE APPLICANT</b>	
In your capacity as the current line manager of the applicant, do you have any concerns regarding the applicant's continuing professional development (CPD), which you believe require attention?	
In your capacity as the current line manager of the applicant, do you have any concerns regarding the applicant's performance, which you believe require attention?	

**SIGNATURE OF REFEREE:**

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▲ Signature ▲ Date

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▲ Title, SURNAME, Given Name(s)

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▲ Position and Institution