

Note: This is Online Appendix 1 of Ras T, Daitz E, Jenkins L, et al. Workplace-based assessment in South African postgraduate medical training: A baseline survey. J Coll Med S Afr. 2024;2(1), a88. <https://doi.org/10.4102/jcmsa.v2i1.88>

Operationalising Workplace-based Assessment (WBA) in South African registrar-training programmes – a Situational Analysis

What is your role

Data collection tool (*this tool will be converted to an online survey tool using RedCap or Survey Monkey*)

Demographics/Biographics:

1. Name of University
2. Name of MMed specialty
3. Role at university
4. Years involved with registrar training/medical education

Objective 1 : Describe broad knowledge of and attitude to WBA	
1. I am familiar with Workplace-based assessments.	<ul style="list-style-type: none"> • Agree • Disagree
2. I heard about WBA from:	<ul style="list-style-type: none"> • Colleagues • Conferences • Journals • Public media • Other (specify) • Not yet
3. WBA are valid and reliable methods of assessment for registrar training	<ul style="list-style-type: none"> • agree • disagree • Unsure
4. WBA has value for both formative and summative assessments of registrar training	<ul style="list-style-type: none"> • Agree • Disagree • Unsure
5. WBA requires specific training for supervisors to enhance validity and reliability	<ul style="list-style-type: none"> • Agree • Disagree • Unsure
6. WBA is built on a framework of Entrustable professional Activities (EPAs) that are aligned with the curriculum	<ul style="list-style-type: none"> • Agree • Disagree • Unsure
7. EPAs are activities that can be directly observed in the workplace	<ul style="list-style-type: none"> • Agree • Disagree • Unsure
8. EPAs represent a quantified level of trust that supervisors have in registrars, based on the observed competence within a particular domain	<ul style="list-style-type: none"> • Agree • Disagree • Unsure

9. An entrustment decision for an EPA can only be made once a registrar has reached a pre-defined level of competence within a particular domain	<ul style="list-style-type: none"> • Agree • Disagree • Unsure
10. There are adequate resources for the implementation of WBA in my discipline/institution?	<ul style="list-style-type: none"> • Agree • Disagree • Unsure
11. I support the implementation of WBA in the registrar training programme?	<ul style="list-style-type: none"> • Agree • Disagree • Unsure
12. How often do you think WBA should be implemented?	<ul style="list-style-type: none"> • Daily • Weekly • Monthly • Quarterly ○ Other:

Objective 2: Describe broad practices of WBA (please complete if you use any form of workplace assessments in your programme)	
1. We regularly use some of the tools of WBA for workplace evaluations to monitor registrar progress (e.g. mini-CEX, DOPS, multi-source feedback)	weekly monthly quarterly annually never
2. Our supervisors are trained to ensure accurate assessment of workplace performance	<ul style="list-style-type: none"> • Agree • Disagree • Unsure
3. We have a standardised format of recording workplace assessments	<ul style="list-style-type: none"> • Agree • Disagree • Unsure
4. Our WBAs include an emphasis on direct observations by various supervisors in different clinical settings.	<ul style="list-style-type: none"> • Agree • Disagree • Unsure
5. Our supervisors give regular feedback to registrars, who reflect on this in learning conversations with their supervisors.	<ul style="list-style-type: none"> • Agree • Disagree • Unsure
6. We have structured, agreed upon methods to score registrars' level of competence	<ul style="list-style-type: none"> • Agree • Disagree • Unsure
7. We have regular supervisory meetings to discuss registrar progression	<ul style="list-style-type: none"> • Agree • Disagree • Unsure
8. We use these workplace evaluations to make decisions about registrars' competence and/or progression	<ul style="list-style-type: none"> • Agree • Disagree • Unsure

9. We only use internal examinations to make decisions about registrar progression	<ul style="list-style-type: none"> • Agree • Disagree • Unsure
10. Our College is pursuing WBA as an assessment method of the future, as part of programmatic assessment	<ul style="list-style-type: none"> • Agree • Disagree • Unsure
11. Our university's regulations cater for WBA as a formal assessment method	<ul style="list-style-type: none"> • Agree • Disagree • Unsure
12. Our supervisors are able to deliver on the expectations of WBA	<ul style="list-style-type: none"> • Agree • Disagree • Unsure
13. If you use a standardised format of recording the WBA activities, please indicate the format in which it is recorded	<ul style="list-style-type: none"> • Paper • Digital • Combined • Other (specify)

Objective: Describe (perceived) barriers/risks or enablers/opportunities to/for WBA – open-ended	
1. What are your experiences/perceptions of factors in your clinical/academic environment that are/will be barriers to the success of WBA	<i>Free text answer</i>
2. What are your experiences/perceptions of factors in your clinical/academic environment that are/will be enablers/opportunities to WBA	<i>Free text answer</i>