



FACULTY OF PATHOLOGY

ROYAL COLLEGE OF
PHYSICIANS OF IRELAND

HISTOPATHOLOGY APTITUDE ASSESSMENT FORM FOR RECOGNITION OF PRIOR EDUCATION

Applicant Name: _____

Assessor Name: _____

Assessor Position: _____

Assessor Medical Council Number: _____

Assessor Email: _____

Assessor relationship to applicant: _____

Duration of professional relationship: _____

Note to Assessor: *This form constitutes part of an assessment of this applicant as to whether they are suitable to go forward for SPR appointment. Comments therefore on their suitability for Histopathology HST and eventual progression to consultant level in Histopathology would be very useful. The applicant will also be interviewed by the National Specialty Director and one or more Regional Specialty Advisors as part of this process*



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The attributes listed in each column should act as a guide to the assessor which then allows the trainee to be graded in each category in the left-hand column as either above average/average/below average

GENERAL

	Attitudes/Aptitudes deemed to be satisfactory	Attitudes/Aptitudes which require attention/improvement	COMMENTS	Assessment Summary		
				Above Average	Average	Below Average
Intellect and Education	Actively requests tuition Frequently consults textbooks and journals Has an enquiring attitude for disease mechanisms Displays aptitude for problem solving Aware of personal limitations Understands basic pathological processes Understands the basic principles of laboratory techniques	Avoids tuition Rarely consults textbooks and journals Lacking interest in disease mechanisms Poor problem-solving ability Unaware of deficiencies in knowledge Significant gaps in knowledge of basic pathology Poor understanding of principles of laboratory techniques				
Training Sessions and Audit	Good attendance record Enthusiastic participant Reasonably well prepared and delivered presentations	Poor attendance at internal/external sessions Unenthusiastic and infrequent contributor Inadequate standard of presentation at meetings				
Interpersonal And Professional Relations	Good rapport with colleagues Maintains good relationships in laboratory and office	Difficult relationships with colleagues Problems in relationships with laboratory or secretarial staff				



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Personal Qualities	Generally punctual Dependable and executes tasks satisfactorily Self-motivated Rational decision making Methodical organisation of work	Often late for appointments or fixed sessions Unreliable or requires frequent reminding Generally lacking in enthusiasm Indecisive or has tendency to guess inappropriately Poorly organised and untidy work				
Communication Skills	Acceptably fluent and concise Legible handwriting Communicates well with clinical staff Actively seeks advice	Poor linguistic ability Illegible handwriting Diffident about contact with clinical staff Inefficient at seeking help and guidance				

HISTOPATHOLOGY AND CYTOLOGY

	Attitudes/Aptitudes deemed to be satisfactory	Attitudes/Aptitudes which require attention/improvement	COMMENTS	Assessment Summary		
				Above Average	Average	Below Average
Histopathology Macroscopic Examination	Adequate anatomical knowledge Accurate descriptions Appropriate and methodical block selection Good dissecting ability Learns from mistakes	Poor anatomical knowledge Inaccurate/incomplete descriptions Inadequate block selection Poor dissection technique and/or hazardous instrument handling Does not learn from mistakes				

	Attitudes/Aptitudes deemed to be satisfactory	Attitudes/Aptitudes which require attention/improvement	COMMENTS	Assessment Summary
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				Above Average	Average	Below Average
Histopathology Microscopic Examination	<p>Operates microscope efficiently</p> <p>Methodical approach to naked eye and microscopic examination</p> <p>Adequate knowledge of normal histology</p> <p>Recognises basic pathological changes</p> <p>Accurate descriptive skills</p> <p>Good recall of pathological changes in differing cases</p> <p>Ability to relate abnormal histology to clinical features</p> <p>Recognises own limitations</p>	<p>Poor microscope technique</p> <p>Disorganised approach to naked eye and microscopic examination</p> <p>Poor knowledge of normal histology and terminology</p> <p>Frequently fails to recognise basic pathological changes</p> <p>Poor verbal descriptive ability</p> <p>Difficulty in recall of cases and appearances</p> <p>Difficulty in placing findings in clinical context</p> <p>Inappropriate estimation of own ability</p>				
Histopathology Construction of Diagnostic Reports	<p>Well-structured reports</p> <p>Uses appropriate grammar and recognises errors</p> <p>Reports usually correlate with histological findings</p> <p>Rarely repeats mistakes</p>	<p>Poorly structured reports</p> <p>Reports contain serious/frequent grammatical errors</p> <p>Inaccurate recording of data in reports</p> <p>Often repeats mistakes</p>				
Cytology	<p>Able to recognise normal cell populations</p> <p>Identifies obvious cytological abnormalities</p> <p>Insight into clinical and histological relevance of cytological abnormalities</p> <p>Understands principles of screening programmes</p>	<p>Unable to recognise normal cell populations</p> <p>Persistently misses obvious abnormalities</p> <p>Does not relate findings to clinical or histological information</p> <p>Does not understand principles of screening programmes</p>				



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AUTOPSY

	Attitudes/Aptitudes deemed to be satisfactory	Attitudes/Aptitudes which require attention/improvement	COMMENTS	Assessment Summary		
				Above Average	Average	Below Average
Autopsy Performance	<p>Observes departmental health and safety policies</p> <p>Safe technique in instrument handling</p> <p>Appropriate dissection skills</p> <p>Working anatomical knowledge of major organ systems</p> <p>Accurately describes and interprets common macroscopic changes</p> <p>Uses normal organ size/weight ranges in context</p> <p>Adequate demonstration of findings</p> <p>Keen to demonstrate findings to clinicians</p>	<p>Poor observance of health and safety policies</p> <p>Hazardous use of instruments</p> <p>Poor dexterity and/or dissection technique</p> <p>Poor anatomical knowledge</p> <p>Poor descriptions and interpretation of basic macroscopic changes</p> <p>Inadequate knowledge of normal size/weight ranges</p> <p>Poor presentation/prioritisation of findings</p> <p>Diffident about discussions with clinicians</p>				
Autopsy Reports	<p>Structured approach to reports</p> <p>Good clinical summaries</p> <p>Accurate recording of findings</p> <p>Able to synthesise and summarise findings with clinical features</p> <p>Good standard of grammar and spelling in reports</p> <p>Adequate interpretation of microscopic features</p>	<p>Poorly structured/incomplete reports</p> <p>Poor clinical summaries</p> <p>Inaccurate recording of findings</p> <p>Poor at summarising and interpreting findings in relation to clinical history</p> <p>Reports contain serious/frequent grammatical errors</p> <p>Inadequate interpretation of microscopic features</p>				

Further comments: