

Five Roles of the Learner (Graduate Attributes) & Competencies (Program Outcome)

At the end of Competency Based Training Program, an Indian Medical Graduate shall assume five roles (graduate attributes) and shall acquire various competencies (program outcome) listed under each role:

1. Clinician, who understands and provides preventive, promotive, curative, palliative and holistic care with compassion

1.1. Demonstrate knowledge of normal human structure, function and development from a molecular, cellular, biologic, clinical, behavioural and social perspective.

1.2. Demonstrate knowledge of abnormal human structure, function and development from a molecular, cellular, biological, clinical, behavioural and social perspective.

1.3. Demonstrate knowledge of medico-legal, societal, ethical and humanitarian principles that influence health care.

1.4. Demonstrate knowledge of national and regional health care policies including the National Health Mission that incorporates National Rural Health Mission (NRHM) and National Urban Health Mission (NUHM), frameworks, economics and systems that influence health promotion, health care delivery, disease prevention, effectiveness, responsiveness, quality and patient safety.

1.5. Demonstrate ability to elicit and record from the patient, and other relevant sources including relatives and caregivers, a history that is complete and relevant to disease identification, disease prevention and health promotion.

1.6. Demonstrate ability to elicit and record from the patient, and other relevant sources including relatives and caregivers, a history that is contextual to gender, age, vulnerability, social and economic status, patient preferences, beliefs and values.

1.7 Demonstrate ability to perform a physical examination that is complete and relevant to disease identification, disease prevention and health promotion.

1.8 Demonstrate ability to perform a physical examination that is contextual to gender, social and economic status, patient preferences and values.

1.9 Demonstrate effective clinical problem solving, judgment and ability to interpret and integrate available data in order to address patient problems, generate differential diagnoses and develop individualised management plans that include preventive, promotive and therapeutic goals.

1.10 Maintain accurate, clear and appropriate record of the patient in conformation with legal and administrative frame works.

1.11 Demonstrate ability to choose the appropriate diagnostic tests and interpret these tests based on scientific validity, cost effectiveness and clinical context.

1.12 Demonstrate ability to prescribe and safely administer appropriate therapies including nutritional interventions, pharmacotherapy and interventions based on the principles of rational drug therapy, scientific validity, evidence and cost that conform to established national and regional health programmes and policies for the following:

- (i) Disease prevention,
- (ii) Health promotion and cure,
- (iii) Pain and distress alleviation, and
- (iv) Rehabilitation.

1.13 Demonstrate ability to provide a continuum of care at the primary and/or secondary level that addresses chronicity, mental and physical disability.

1.14 Demonstrate ability to appropriately identify and refer patients who may require specialised or advanced tertiary care.

1.15 Demonstrate familiarity with basic, clinical and translational research as it applies to the care of the patient.

2. Leader and member of the health care team and system

2.1 Work effectively and appropriately with colleagues in an inter-professional health care team respecting diversity of roles, responsibilities and competencies of other professionals.

2.2 Recognise and function effectively, responsibly and appropriately as a health care team leader in primary and secondary health care settings.

2.3 Educate and motivate other members of the team and work in a collaborative and collegial fashion that will help maximise the health care delivery potential of the team.

2.4 Access and utilise components of the health care system and health delivery in a manner that is appropriate, cost effective, fair and in compliance with the national health care priorities and policies, as well as be able to collect, analyse and utilise health data.

2.5 Participate appropriately and effectively in measures that will advance quality of health care and patient safety within the health care system.

2.6 Recognise and advocate health promotion, disease prevention and health care quality improvement through prevention and early recognition: in a) life style diseases and b) cancers, in collaboration with other members of the health care team.

3. Communicator with patients, families, colleagues and community

3.1 Demonstrate ability to communicate adequately, sensitively, effectively and respectfully with patients in a language that the patient understands and in a manner that will improve patient satisfaction and health care outcomes.

3.2 Demonstrate ability to establish professional relationships with patients and families that are positive, understanding, humane, ethical, empathetic, and trustworthy.

3.3 Demonstrate ability to communicate with patients in a manner respectful of patient's preferences, values, prior experience, beliefs, confidentiality and privacy.

3.4 Demonstrate ability to communicate with patients, colleagues and families in a manner that encourages participation and shared decision-making.

4. Lifelong learner committed to continuous improvement of skills and knowledge

4.1. Demonstrate ability to perform an objective self-assessment of knowledge and skills, continue learning, refine existing skills and acquire new skills.

4.2. Demonstrate ability to apply newly gained knowledge or skills to the care of the patient.

4.3. Demonstrate ability to introspect and utilize experiences, to enhance personal and professional growth and learning.

4.4. Demonstrate ability to search (including through electronic means), and critically evaluate the medical literature and apply the information in the care of the patient.

4.5. Be able to identify and select an appropriate career pathway that is professionally rewarding and personally fulfilling.

5. Professional who is committed to excellence, is ethical, responsive and accountable to patients, community and the profession

5.1. Practice selflessness, integrity, responsibility, accountability and respect.

5.2. Respect and maintain professional boundaries between patients, colleagues and society.

5.3. Demonstrate ability to recognise and manage ethical and professional conflicts.

5.4. Abide by prescribed ethical and legal codes of conduct and practice.

5.5. Demonstrate a commitment to the growth of the medical profession as a whole.