

# The Regional Subject-Specific Qualifications and Assessment Reference Frameworks

## CALOHEA SUBJECT AREA GROUP (SAG) MEDICINE

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# **This report consists of**

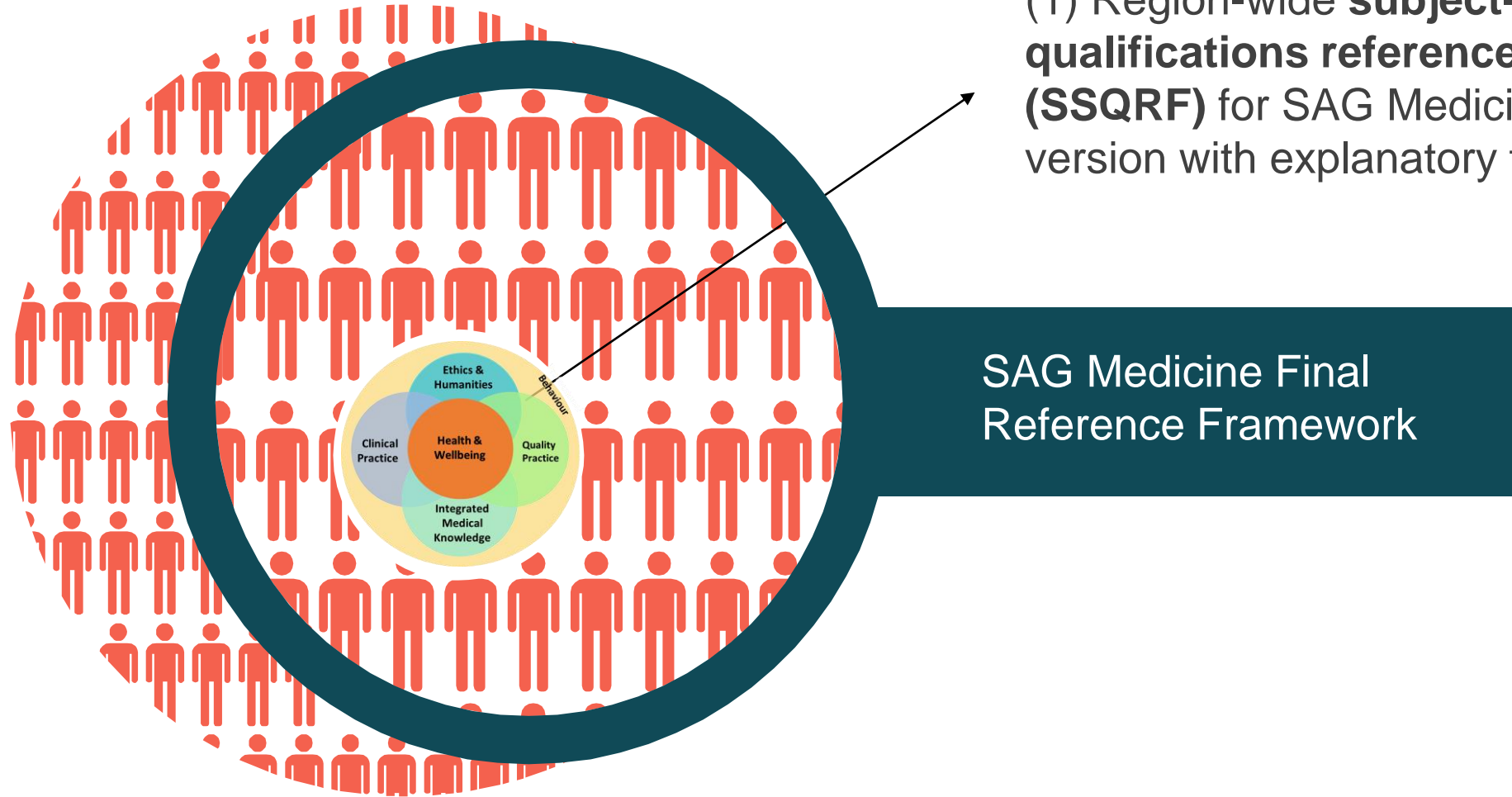
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(1) The final version  
of SAG Medicine  
Subject-Specific  
Qualifications  
Reference Framework  
(SSQRF)



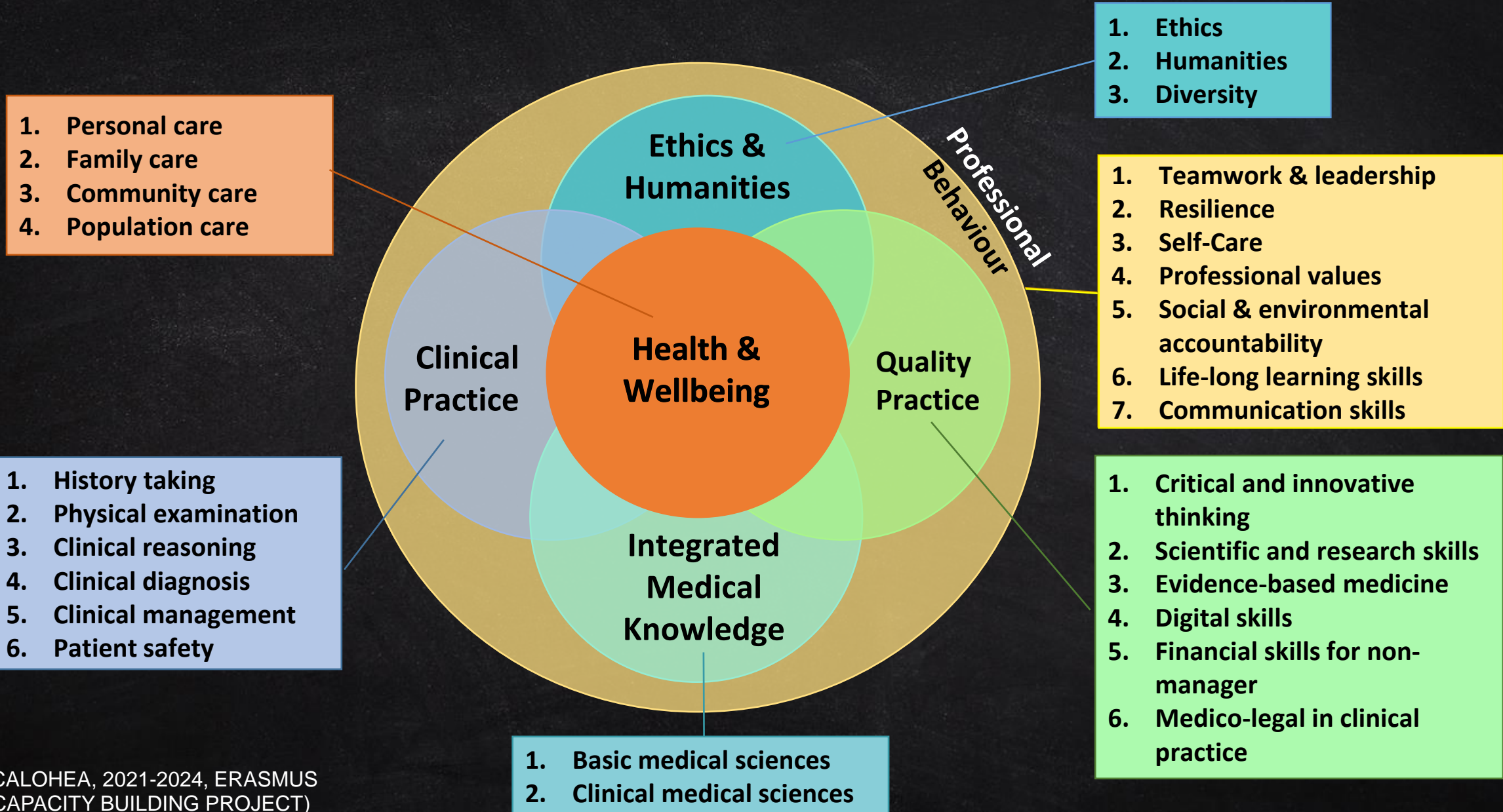


(1) Region-wide **subject-specific qualifications reference framework (SSQRF)** for SAG Medicine: the final version with explanatory texts.



SAG Medicine Final  
Reference Framework

# MEDICAL COMPETENCY REFERENCE FRAMEWORK



# MEDICAL COMPETENCY REFERENCE FRAMEWORK

To ensure the readiness of medical graduates to assume the responsibilities of a junior doctor, a comprehensive competency framework has been developed. This framework delineates the essential knowledge, skills, and responsibilities that medical graduates must acquire to meet the demands of their roles effectively.

- **Knowledge Acquisition:** Medical graduates are expected to acquire a deep understanding of various domains essential for junior doctor responsibilities.
- **Skills Attainment:** Medical graduates must acquire the following skills to perform their expected responsibilities competently.
- **Responsibility Expectations:** As individuals and professionals, medical graduates are expected to uphold the highest standards of patient care.

The detail of description for each domain and subdomain of the competency framework are provided in the subsequent pages.



DOMAIN (SUBDOMAIN)	Knowledge that a medical graduate needs to acquire for them to perform the expected skills	Skills that a medical graduate must attain to perform the expected responsibilities	Ultimate expectation of a medical graduate as an individual and as a professional
	KNOWLEDGE	SKILLS	RESPONSIBILITY
<b>HEALTH &amp; WELLBEING</b> (Personal, Family, Community & Population Care)	Demonstrate the understanding of health & wellbeing for a medical graduate to perform expected responsibilities as a junior doctor	Apply the health & wellbeing knowledge with appropriate skills, when performing expected responsibilities as a junior doctor	Perform expected responsibilities as a junior doctor with holistic care of health & wellbeing
<b>ETHICS &amp; HUMANITIES</b> (Ethics, Humanities, Diversity)	Demonstrate the understanding of ethics & humanities for a medical graduate to perform expected responsibilities as a junior doctor	Demonstrate ethics and humanities with appropriate skills, when performing expected responsibilities as a junior doctor	Perform expected responsibilities as a junior doctor with the highest standard of ethics & humanities
<b>INTERGRATED MEDICAL KNOWLEGDE</b> (Basic & Clinical Medical Sciences)	Demonstrate the understanding of basic & clinical medical sciences for a medical graduate to perform expected responsibilities as a junior doctor	Apply the medical knowledge with appropriate skills, when performing expected responsibilities as a junior doctor	Perform expected responsibilities as a junior doctor with sound basic & clinical medical sciences.
<b>CLINICAL PRACTICE</b> (History Taking, Clinical Reasoning, Clinical Diagnosis, Clinical Management, Patient Safety)	Demonstrate the understanding of clinical practices for a medical graduate to perform expected responsibilities as a junior doctor	Demonstrate appropriate clinical skills, when performing expected responsibilities as a junior doctor	Perform expected responsibilities as a junior doctor with the highest standard of clinical practices
<b>QUALITY PRACTICE</b> (Critical & innovative thinking, Scientific & research skills, Evidence-based medicine, Digital skills, Financial skills for non-manager, Medico-legal in clinical practice)	Demonstrate the understanding of quality practices for a medical graduate to perform expected responsibilities as a junior doctor	Demonstrate the quality practice with appropriate skills, when performing expected responsibilities as a junior doctor	Perform expected responsibilities as a junior doctor with the best quality practices
<b>PROFESSIONAL BEHAVIOUR</b> (Teamwork & Leadership, Resilience, Self-care, Professional values, Social & environmental accountability, Life-long learning skills, Communication skills)	Demonstrate the understanding of professional behaviors for a medical graduate to perform expected responsibilities as a junior doctor	Demonstrate appropriate professional behaviors with appropriate skills when performing expected responsibilities as a junior doctor	Perform expected responsibilities as a junior doctor with the highest standard of professional behaviors

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	KNOWLEDGE	SKILLS	RESPONSIBILITY
HEALTH & WELLBEING	Demonstrate the understanding of health & wellbeing for a medical graduate to perform expected responsibilities as a junior doctor	Apply the health & wellbeing knowledge with appropriate skills, when performing expected responsibilities as a junior doctor	Perform expected responsibilities as a junior doctor with holistic care of health & wellbeing
1. PERSONAL CARE	Explain the importance of personal health and well-being in patient care.	Demonstrate ability to integrate personal health and well-being in patient care.	Take proactive steps to address the individual's health and well-being needs.
2. FAMILY CARE	Explain the importance of family-centered care and the impact of family dynamics on health outcomes.	Demonstrate ability to engage and support families in the patient care process.	Recognize the role of families in patient care decision-making and support family well-being.
3. COMMUNITY CARE	Explain different components in community health status, social determinants and community wellbeing.	Demonstrate ability to determine and evaluate community health status, social determinants and community wellbeing.	Participate in the design, implementation and evaluation of community health and wellbeing interventions.
4. POPULATION CARE	Explain social determinants of health, epidemiology, and the healthcare needs of diverse populations.	Demonstrate cultural competence to address population health and well-being.	Contribute to initiatives for population health and well-being.

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	KNOWLEDGE	SKILLS	RESPONSIBILITY
ETHICS & HUMANITIES	Demonstrate the understanding of ethics & humanities for a medical graduate to perform expected responsibilities as a junior doctor	Demonstrate ethics and humanities with appropriate skills, when performing expected responsibilities as a junior doctor	Perform expected responsibilities as a junior doctor with the highest standard of ethics & humanities
1. ETHICS	Explain ethical principles, guidelines and code of conduct in healthcare.	Demonstrate ethical reasoning in clinical decision-making.	Practice ethical principles, recognize ethical dilemmas and report ethical concerns.
2. HUMANITIES	Explain the role of humanities in healthcare.	Utilize humanities to enhance communication, empathy, and understanding in patient interactions.	Practice humanistic principles in healthcare practices.
3. DIVERSITY	Explain the importance of cultural competence, diversity, equity and inclusion in healthcare.	Demonstrate effective collaboration with diverse patient populations.	Advocate for equitable and inclusive healthcare practices.



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	KNOWLEDGE	SKILLS	RESPONSIBILITY
INTERGRATED MEDICAL KNOWLEGDE	Demonstrate the understanding of basic & clinical medical sciences for a medical graduate to perform expected responsibilities as a junior doctor	Apply the medical knowledge with appropriate skills, when performing expected responsibilities as a junior doctor	Perform expected responsibilities as a junior doctor with sound basic & clinical medical sciences.
1. BASIC MEDICAL SCIENCES	Explain the key elements in foundational biomedical sciences.	Apply basic medical science knowledge to clinical problem-solving and decision-making.	Keep abreast with latest knowledge in basic medical sciences life-long.
2. CLINICAL MEDICAL SCIENCES	Explain the key elements in clinical medicine including diagnostics, therapeutics, and patient management.	Perform comprehensive clinical assessments, interpret diagnostic tests, and develop management plans.	Utilize current clinical medical science knowledge and skills to ensure patient safety.

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CLINICAL PRACTICE	Demonstrate the understanding of clinical practices for a medical graduate to perform expected responsibilities as a junior doctor	Demonstrate appropriate clinical skills, when performing expected responsibilities as a junior doctor	Perform expected responsibilities as a junior doctor with the highest standard of clinical practices
1. HISTORY TAKING	Explain the process of obtaining relevant and accurate patient history.	Demonstrate the ability to systematically elicit relevant patient history.	Recognize the significance of obtaining patient narratives.
2. PHYSICAL EXAMINATION	Explain the key components and techniques of a comprehensive physical examination.	Perform a systematic and thorough physical examination, interpret findings, and document observations accurately.	Prioritize patient comfort and dignity during physical examinations.
3. CLINICAL REASONING	Explain the key elements and concepts in clinical reasoning.	Demonstrate critical thinking skills in effective decision-making.	Practice clinical reasoning skills in patient care
4. CLINICAL DIAGNOSIS	Explain the principles of diagnostic testing and interpretation.	Indicate relevant diagnostic tests to aid in accurate clinical diagnoses	Engage in ongoing learning to enhance diagnostic skills.
5. CLINICAL MANAGEMENT	Explain the key elements of clinical management in healthcare	Demonstrate appropriate clinical skills in the management of patient care.	Demonstrate ability to manage patient at the highest standards of clinical practice
6. PATIENT SAFETY	Explain the key principles of patient safety, error prevention, and risk mitigation.	Implement patient safety protocols, identify potential risks, and communicate effectively within the healthcare team.	Practice the principles of patient safety in all aspects of care.

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QUALITY PRACTICE	Demonstrate the understanding of quality practices for a medical graduate to perform expected responsibilities as a junior doctor	Demonstrate the quality practice with appropriate skills, when performing expected responsibilities as a junior doctor	Perform expected responsibilities as a junior doctor with the best quality practices
1. CRITICAL & INNOVATIVE THINKING	Explain the importance of critical thinking in clinical decision-making.	Demonstrate critical thinking to analyze complex clinical scenarios and propose innovative solutions.	Contribute to problem-solving within the healthcare team and embrace a culture of innovation.
2. SCIENTIFIC & RESEARCH SKILLS	Explain research methodologies and principles of scientific inquiry.	Demonstrate competence in literature review, study design, data analysis, and research interpretation.	Contribute to quality improvement and integrate evidence into clinical practice.
3. EVIDENCE-BASED MEDICINE	Explain the principles of evidence-based medicine.	Demonstrate evidence-based medicine in clinical practice.	Contribute to evidence-based approaches in clinical practice
4. DIGITAL SKILLS	Explain the use of digital tools and technologies in healthcare.	Effectively use electronic health records, telemedicine, and other digital platforms for patient care.	Embrace and adapt to evolving digital technologies in healthcare.
5. FINANCIAL SKILLS FOR NON-MANAGER	Explain the key financial principles related to healthcare services.	Demonstrate the ability to appreciate the cost-effectiveness in healthcare.	Participate in cost-effective practices and advocate for financial responsibility in patient care.
6. MEDICO-LEGAL IN CLINICAL PRACTICE	Explain the key medico-legal principles in healthcare.	Demonstrate awareness of legal and ethical considerations in clinical decisions and communication.	Adhere to legal and ethical standards within the healthcare team.

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PROFESSIONAL BEHAVIOUR	Demonstrate the understanding of professional behaviors for a medical graduate to perform expected responsibilities as a junior doctor	Demonstrate appropriate professional behaviors with appropriate skills when performing expected responsibilities as a junior doctor	Perform expected responsibilities as a junior doctor with the highest standard of professional behaviors
1. TEAMWORK & LEADERSHIP	Explain the key elements of effective leadership and teamwork in healthcare.	Demonstrate leadership and collaboration within healthcare teams.	Take initiative in coordinating patient care, supporting team members, and contributing to a positive team environment.
2. RESILIENCE	Explain the impact of stressors on personal well-being and professional performance.	Demonstrate effective coping mechanisms and strategies for maintaining personal resilience.	Seek support when needed, learn from setbacks, and promote a culture of well-being
3. SELF-CARE	Explain the importance of self-care for maintaining personal and professional well-being.	Demonstrate effective self-care practices to prevent distress and burnout.	Engage in activities that promote personal well-being
4. PROFESSIONAL VALUES	Explain the core professional values and ethical principles	Demonstrate adherence to professional values in clinical practice	Uphold professional values in decision-making, interactions, and relationships
5. SOCIAL & ENVIRONMENTAL ACCOUNTABILITY	Explain the social determinants of health and the environmental impact of healthcare.	Demonstrate the ability to contribute to social and environmental responsibilities.	Advocate for healthcare policies that address societal needs and minimize environmental impact.
6. LIFE-LONG LEARNING SKILLS	Explain the key element of life-long learning in healthcare.	Demonstrate the ability to consistently access and update knowledge and/or skills for safe clinical practice.	Engage in ongoing professional development and adapt to evolving healthcare practices.
7. COMMUNICATION SKILLS	Explain the principles of effective communication in healthcare	Demonstrate clear and empathetic communication skills.	Actively listen, convey information clearly, and adapt communication to diverse audiences.



# INSIGHTS

- The establishment of a region-wide subject-specific qualifications reference framework (SSQRF) for SAG Medicine holds paramount importance in ensuring the preparedness and proficiency of medical graduates transitioning into their roles as junior doctors.
- By delineating the essential knowledge, skills, and responsibilities required for medical practice, this framework serves as a guiding principle, empowering graduates to meet the rigorous demands of their profession with confidence and competence.
- The framework promotes consistency, standardization, and accountability across the region's medical education landscape, ultimately enhancing patient care and safety while fostering a culture of excellence within the healthcare system.

