

SMC's Supervisory Framework – Train the Trainers Workshops

Training aims to improve consistency, quality of assessment and reports of supervisee doctors.

SMC held its inaugural Supervisory Framework 'Train-the-Trainer' workshops for SMC-approved supervisors in July 2020 over three sessions via video conferencing. A total of 188 participants from the various healthcare institutions including Voluntary Welfare Organisations and the private sector attended the training sessions.

Under the SMC's Supervisory Framework, SMC-approved supervisors are required to submit assessment reports of the supervisee doctors i.e. Conditionally registered and Temporarily registered doctors. To improve quality and rigour of assessments and reporting of supervisee doctors, all supervisors are required to undergo the standardised training to improve consistency in the assessments.

The SMC's Train-the-Trainers sessions were designed to enable healthcare institutions to replicate the same training to their institution's supervisors under the Supervisory Framework. The institutions will certify their own institutional supervisors for Conditionally registered and Temporarily registered doctors based on participation and attendance in the institution's training. Each institution had Chief and Deputy Chief trainers to co-ordinate the training of supervisors in their own cluster of institutions.



Trainers and participants engaged in active discussion via video conferencing platform

The Train-the-Trainers sessions were conducted on 16, 24 and 30 July 2020 by A/Prof Chen Fun Gee and A/Prof Alan Ng. Case materials were adapted, and vignettes anonymized. The online assessment forms were sent to trainers pre-workshop and their responses aggregated into summarised graphs and charts for discussion.

Each of the three sessions began with the slide presentation followed by the interactive discussion on the vignettes and the aggregated responses. Performance improvement plans were also discussed. After each training, the questions and answers during the session were compiled into a set of FAQs, which were distributed to all participating trainers.

These trainers have done an excellent job to train the SMC-approved supervisors in their own institutions, hospitals and clinics. From the returns received, more than 3,000 supervisors have been trained already and still counting.

We would like to thank A/Prof Chen Fun Gee, A/Prof Alan Ng, all Chief and Deputy Chief Trainers and the 186 trainers who are doing the training in their own institutions.

Comments from Participants

Prior to this many of us were not aware of the importance of the SMC report and its implications. This training is timely, and we need to standardise to ensure assessment is non-prejudiced, unbiased and used for providing honest constructive feedback.



It clarified a lot of my doubts, especially on the nuances of grading, and when we should be firm / pay extra attention to the extenuating circumstances the supervisee may be undergoing.

Good illustration from the vignettes

Gave more insights into the backend processing that happens at SMC when Borderline & Unsatisfactory are given on the assessment report, and how they come into play when an application for F-Reg is submitted.

Supervisory Framework

The SMC's Supervisory Framework is mandated by the Medical Registration Act to ensure there is direct and timely supervision of International Medical Graduates (IMGs) practising in Singapore. These C-reg and T-reg doctors must be supervised by fully registered (F-reg) and senior doctors while they are at work.

This framework helps the new foreign-trained doctor to acclimatize to the local healthcare system and practise safely under supervision. There are three levels of supervision from most to least intensive as the doctor becomes more independent and competent.

During the period of supervision, the SMC-approved supervisors complete and submit assessment reports of their supervisees to SMC at regular 6 intervals usually every 6 months. SMC reviews the C-reg or T-reg doctor's performance based on such assessment reports. If performance is consistently satisfactory, the doctor can apply for full registration after fulfilling other SMC criteria for the application.