



Chief Examiner's Introduction to the Annual Report on AKT and CSA Assessments in 2016-2017

Introduction

This is my first introduction to the Annual Report on the MRCGP assessment components in my role as Chief Examiner. As in previous years, the Annual Reports for the year 2016-2017 include a comprehensive statistical report on the AKT and CSA, and a review of the workplace-based assessment component. This introduction includes a section on the MRCGP review, an update on work in differential attainment, and an update on MRCGP-related research and development.

MRCGP review

A review of the three assessment components of the MRCGP was undertaken in 2017. The purpose of setting up the review, which was initiated by the College's Trustee Board, was to ensure that the College is able to integrate the new GMC's Generic Professional Competency (GPC) Framework, reach the new standards determined by the GMC Standards for Curricula and Assessments Review, and continue to provide a world class programme of assessment by ensuring that each component of the examination is fit for purpose in the context of current evidence-based assessment methodologies.

The review process began with a stakeholder consultation on the curriculum core statement 'Being a GP' in November 2016 and in early 2017, following a formal tendering process, an international assessment consortium, the Health Professional Assessment Consultancy (HPAC), was appointed to conduct the review. HPAC is an expert health professions education consultancy company based in Singapore, comprising an exceptional team of individuals with established track records of previous consultancy and research in the principles and best practice of design and development of curricula and assessments, extensive quality assurance work and wide experience in the postgraduate education arena. Led by the director Professor Kathy Boursicot, the HPAC team have undertaken a comprehensive analysis of statistical and other reports, and conducting interviews and site visits relating to all aspects of the MRCGP.

Any recommendations made by HPAC on the MRCGP will need careful consideration by the College and its curriculum, assessment and quality management team leads along with representatives from relevant stakeholders. During 2018, a short life working group will review each recommendation in detail in terms of its priority, utility, feasibility and acceptability to determine whether further pilots or additional analyses are needed.

Work on differential attainment in the MRCGP

The RCGP continues to work with key stakeholders including BAPIO and BIDA to prioritise research and development in all aspects of differential attainment in the MRCGP. Up until

now this work has largely focused on differential attainment on the basis of primary medical qualification and ethnicity, and is now expanding to cover other protected characteristics such as disability.

The following actions have been undertaken by the RCGP to address differential attainment/equality and diversity issues during the last academic year

1. Joint working between the RCGP and the Academy of Medical Royal Colleges to produce relevant guidance for trainers and assessors

- Publication of guidance on giving feedback for trainers, including advice on cultural sensitivity, aimed at optimising a supportive training environment

<http://www.aomrc.org.uk/publications/reports-guidance/improving-feedback-reflection-improve-learning-practical-guide-trainees-trainers/>

- Guidance on reasonable adjustments for disabled candidates in high stakes assessments (working group in progress)
- Guidance on unconscious bias for assessors (working group commencing)

2. Joint working between the RCGP and BAPIO, and BIDA to support IMGs

- RCGP and BAPIO joint working to present on culture and performance in International Medical Graduate doctors. RCGP Annual Primary Care Conference, 'Forward together', Liverpool, October 2017.

3. Joint working between the GMC, RCGP and other Medical Royal Colleges on differential attainment

Work has recently begun on the GMC Differential Attainment project and the RCGP are involved in this on an ongoing basis.

4. Specific MRCGP actions

- A new equality and diversity statement in the GP curriculum (in progress)
- Review of the policy of granting candidates an exceptional 5th attempt at either the AKT or CSA on the basis of additional educational attainment, with the decision made to extend this, to be reviewed after a further year.
- Further training on candidates with specific protected characteristics for all members of the MRCGP panel at the annual examiners' conference
- A review of WPBA to reduce the burden of assessment for trainers and trainees

Research and Development

The RCGP has had a long-standing and positive record of research and evaluation across the three components of MRCGP. This is a vital area of activity to the RCGP and to its various stakeholders, providing evidence for validity, reliability, fairness and innovation with respect to the licensing process. It also helps to ensure that the RCGP continues to meet its Public Sector Equality Duty as it exercises its functions with respect to conducting examinations and assessing proficiency. Professor Niro Siriwardena, the MRCGP Research and Development Lead, has been updating the research strategy for the MRCGP examination, is liaising between the three modules on R&D work.

The MRCGP team has submitted/published the following research papers on the theme of fairness in assessment in the last year:

Recent Publications

Bodgener S, Denney ML, Howard J. Consistency and reliability of judgements by assessors of case based discussions in general practice specialty training programmes in the United Kingdom. *Education for Primary Care* Vol. 28, Iss. 1, 2017.

Recent conferences presentations

Pattinson J, Blow C, Sinha B, Siriwardena AN. Understanding reasons for variation by ethnicity in performance of general practice specialty trainees in the Membership of the Royal College of General Practitioners' Applied Knowledge Test: cognitive interview study. Society for Academic Primary Care Annual Scientific Meeting, 12-14 July 2017, University of Warwick.

Asghar Z, Siriwardena AN, Blow C et al. Performance of candidates with dyslexia in the Applied Knowledge Test for Membership of the Royal College of General Practitioners. Society for Academic Primary Care Annual Scientific Meeting, 12-14 July 2017, University of Warwick.

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January 2018