



## (11) Maintaining Competence

**Done By: Ghadah AlHarbi**  
**Revised By: Noor AlZahrani**

Khalid AIOsaimi & Khulood AIRaddadi  
Professionalism432@gmail.com

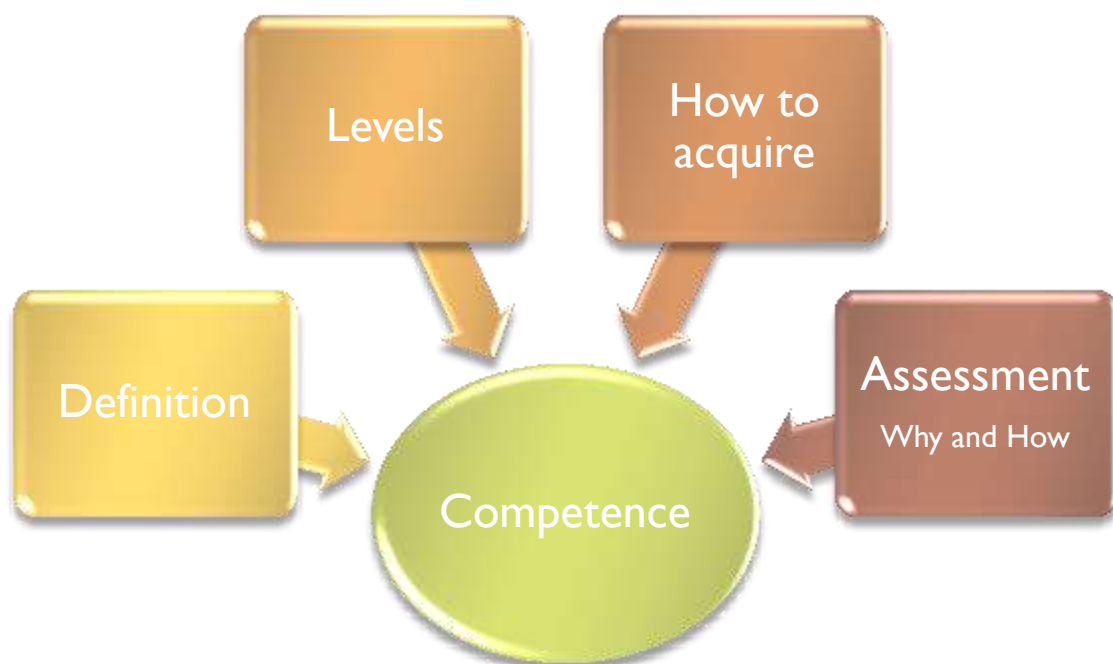
## Objectives and Mind Map

---

### Objectives:

- Define competence and its vitality.
- Recognize the different levels of competence in medical practice.
- Outline as how to acquire competence.
- Recognize the ways and importance to assess the competence.

### Mind Map:



## Maintaining Competence

### Definition and vitality of competence:

- Competence can be defined as the **ability to perform a specific task in a manner that yields desirable outcomes**. It develops overtime and is nurtured by reflection on experience.
- The vitality of competence is that all the countries need **to ensure that the practice of medicine is ethical and competent, and thereby protect their public from poor practice**. The patient simply expects that the healthcare professional have up-to-date knowledge and skills.

### Different levels of competence in medical practice: (Important)



- ✓ **Novice:** Has no background or experience especially in new situation.
- ✓ **Advanced beginner:** demonstrates marginally acceptable performance based on experience acquired under the **mentoring** of a more experienced physician or a teacher.
- ✓ **Competent:** Competent physicians are able to differentiate between **the aspects of the current situation and those of the future and can select those aspects that are important**. They may have an unrealistic concept of what they can actually handle.
- ✓ **Proficient:** Proficient physicians are able to see **the whole situation in context and can apply knowledge to clinical practice**, identifying the most salient aspects and differentiating them from those that are less important. They have confidence in their own knowledge and abilities, focus less on rules and time management.
- ✓ **Expert:** The expert physician is **able to focus intuitively on solutions to situations without having to explore alternatives**. This ability is based on a rich experiential background.



## How competence could be acquired?

It is gained in the healthcare professions through:

### 3 main discourses:

- Pre-service education.
- In-service training.
- Work experience.

## Competence could be assessed by:

- ✓ Self-assessment.
- ✓ Observation.
- ✓ Post-test.

## Why assess competence?

The reasons are:

- Health care reform.
- Organizational performance.
- Liability and ethics.
- Risk management.
- Certification and recertification of providers.
- Planning for new services.
- Measuring training outcomes.
- Selection of new staff.
- Individual performance improvement.
- Supervision.



## Questions

---

**Q1:** Which one of the following statements is correct?

- A- The resident has no background or previous experiment.
- B- The medical student is considered as advanced beginner.
- C- The registrar is able to see the whole situation in context and can apply knowledge to clinical practice.

**Q2:** Competence could be acquired by:

- A- Observation
- B- Self-assessment
- C- All of the above.

**Q3:** When the performance based on experience acquired under the mentoring of a more experienced physician or a teacher:

- A- Medical student
- B- Intern
- C- Resident

Answers: 1- C 2- C 3- B



### Quiz:

- 1- What are the different levels of competence in medical practice?
- 2- What are 3 main discourages through which the competence is acquired?
- 3- Name 2 reasons for which the competence is required to be assessed?
- 4- Why you think achieving competence is vital?

