



Neurosurgery Statement of Competence

The overall objective of the Surgical Education and Training Program in Neurosurgery is to produce competent independent specialist neurosurgeons with the experience, knowledge, skills and attributes necessary to provide the communities, health systems and profession they serve with the highest standard of safe, ethical and comprehensive neurosurgical care and leadership.

To achieve the overall objective, competencies of a gradating trainee have been developed in the Royal Australasian College of Surgeons competency areas of Medical Expertise, Judgement and Clinical Decision Making, Technical Expertise, Professionalism, Health Advocacy, Communication, Collaboration and Teamwork, Leadership and Management, Scholarship and Teaching and Cultural Competence and Cultural Safety.

Medical Expertise

Access and apply relevant knowledge to clinical practice:

- maintain currency of knowledge
- apply scientific knowledge in practice
- appropriate to patient need and context
- critically evaluate new technology.

Judgement and Clinical Decision Making

Design and implement effective management plans:

- recognise the clinical features, accurately diagnose, and manage neurological problems
- formulate a well-reasoned provisional diagnosis and management plan based on a thorough history and examination
- formulate a differential diagnosis based on investigative findings
- manage patients in ways that demonstrate sensitivity to their physical, social, cultural and psychological needs
- recognise disorders of the nervous system and differentiate those amenable to surgical treatment
- effectively manage the care of patients with neurotrauma including multiple system trauma
- effectively recognise and manage complications
- accurately identify the benefits, risks and mechanisms of action of current and evolving treatment modalities
- indicate alternatives in the process of interpreting investigations and in decision-making
- manage complexity and uncertainty
- consider all issues relevant to the patient
- identify risk
- assess and implement a risk management plan
- critically evaluate and integrate new technologies and techniques.

Organise diagnostic testing, imaging and consultation as needed:

- select medically appropriate investigative tools and monitoring techniques in a cost-effective and useful manner
- appraise and interpret appropriate diagnostic imaging and investigations according to patients' needs
- critically evaluates the advantages and disadvantages of different investigative modalities.



Neurosurgery Statement of Competence Surgical Education and Training in Neurosurgery

Royal Australasian College of Surgeons & Neurosurgical Society of Australasia



Technical Expertise

Safely and effectively performs appropriate surgical procedures:

- consistently demonstrate sound surgical skills
- demonstrate procedural knowledge and technical skill at a level appropriate to the level of training
- demonstrate manual dexterity required to carry out procedures
- adapt their skills in the context of each patient and each procedure
- maintain and acquire new skills
- approach and carries out procedures with due attention to safety of patient, self and others
- critically analyse their own clinical performance for continuous improvement.

Professionalism

Appreciate the ethical issues associated with Neurosurgery:

- consistently apply ethical principles
- identify ethical expectations that impact on medico-legal issues
- recognise the current legal aspects of informed consent and confidentiality
- be accountable for the management of their patients.

Professionalism by:

- employing a critically reflective approach to Neurosurgery
- adhering with current regulations concerning workplace harassment
- regularly carrying out self and peer reviewed audit
- acknowledging and have insight into their own limitations
- acknowledging and learning from mistakes.

Health advocacy

Health advocacy:

- Promote health maintenance of patients.
- Advocate for appropriate health resource allocation.
- Promote health maintenance of colleagues and self.

Communication

Communicate effectively:

- communicate appropriate information to patients (and their family) about procedures, potentialities and risks associated with surgery in ways that encourage their participation in informed decision-making
- communicate with the patient (and their family) the treatment options including benefits and risks of each
- communicate with and co-ordinate health management teams to achieve an optimal surgical environment
- initiate the resolution of misunderstandings or disputes
- modify communication to accommodate cultural and linguistic sensitivities of the patient.



Neurosurgery Statement of Competence Surgical Education and Training in Neurosurgery

Royal Australasian College of Surgeons & Neurosurgical Society of Australasia



Collaboration and Teamwork

Work in collaboration with members of an interdisciplinary team where appropriate:

- collaborate with other professionals in the selection and use of various types of treatments assessing and weighing the indications and contraindications associated with each type
- develop a care plan for a patient in collaboration with members of an interdisciplinary team
- employ a consultative approach with colleagues and other professionals
- recognise the need to refer patients to other professionals.

Leadership and Management

Effective use of resources to balance patient care and system resources:

- identify and differentiate between system resources and patient needs
- prioritise needs and demands dealing with limited system resources.

Manage and lead clinical teams - see also Collaboration :

- recognise the importance of different types of expertise which contribute to the effective functioning of a clinical team.

Maintain clinically relevant and accurate contemporaneous records.

Scholarship and Teaching

Recognise the value of knowledge and research and its application to clinical practice:

- assume responsibility for self-directed learning
- critically appraise new trends in Neurosurgery
- facilitate the learning of others.

Cultural Competence and Cultural Safety

Demonstrates a willingness to embrace diversity among all patients, families, carers and the healthcare team and respects the values, beliefs and traditions of individual cultural backgrounds which are different to their own:

- Promote self-reflection, acknowledge biases, prejudices and stereotypes and work to mitigate their effects
- Promote a safe and inclusive health care environment and work to eliminate health inequities
- Promote cultural competence and cultural safety across the whole health system in order to achieve equitable healthcare for Aboriginal and Torres Strait Islander peoples and Māori
- Foster a safe and respectful health care environment for all patients, families and carers
- Promotes an inclusive and safe workplace for all colleagues and team members