



COMPETENCIES FRAMEWORK AND ASSESSMENT FOR HOUSE OFFICERS
SHAHIDA ISLAM TEACHING HOSPITAL AND SHAHIDA ISLAM DENTAL HOSPITAL
LODHRAN

The Pakistan Medical and Dental Council (PMDC) has made it mandatory to have an examination and certification system in place to ensure that house job competencies are successfully achieved. Therefore, following the PM&DC guidelines it will be compulsory for all house officers to demonstrate the **acquisition of the necessary competencies**, before receiving their house job certificate. No certificate will be issued **from January 2025** onwards without ensuring the competencies have been achieved.

Additionally, an **AHA-Certified Basic Life Support (BLS) Provider Certificate** is a core requirement of the training and obtaining the house job certificate.

This notification serves as a directive to implement the framework effectively, ensuring that house officers meet the competencies required for safe and competent medical practice.

Sr. No.	CATEGORY	COMPETENCY	DOMAIN	ASSESSMENT METHOD	APPLICABLE TO
1.	Patient Care	Gather comprehensive and focused patient history and perform a detailed physical examination.	Cognitive, Psychomotor	Mini-CEX, DOPS	All Departments
2.		Formulate and justify differential diagnoses based on clinical findings.			
3.		Plan and implement patient management, including prescribing and monitoring therapies.			
4.		Manage acutely ill patients and perform basic life support under supervision.			
5.	Medical Knowledge/	Apply evidence-based knowledge to solve clinical problems and guide patient care.	Cognitive	Mini-CEX, Portfolio/ Reflective Writing	All Departments
6.	Continuing Medical	Evaluate and interpret clinical investigations to make informed decisions.			
7.	Education and Learning	Maintain a portfolio/log-book documenting clinical assessments and reflective practices.			
8.	Communication Skills/ Working with Colleagues and Other Staff	Communicate effectively with patients, families, and healthcare teams using appropriate verbal, written, and digital methods.	Affective	Mini-CEX, 360-degree Feedback	All Departments
9.		Collaborate with colleagues to ensure patient safety and care continuity.			
10.		Adapt communication styles to the cultural and social context of patients.			
11.		Provide and receive feedback constructively to enhance team performance.			



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Sr. No.	CATEGORY	COMPETENCY	DOMAIN	ASSESSMENT METHOD	APPLICABLE TO
12.	Teaching and Learning	Facilitate learning for peers and juniors through structured teaching sessions.	Cognitive, Affective	Mini-CEX, Peer Feedback	All Departments
13.		Participate actively in multidisciplinary team discussions and clinical case reviews.			
14.		Reflect on teaching experiences to identify areas for improvement.			
15.	Professionalism/ Doctor-Patient Relationship	Demonstrate respect for patient autonomy, confidentiality, and informed consent.	Affective	Mini-CEX, Portfolio/ Reflective Writing	All Departments
16.		Exhibit accountability, compassion, and integrity in all professional interactions.			
17.		Promote health awareness and disease prevention during patient encounters.			
18.	Probity and Legal Issues	Complete and document medical and legal records accurately, including death and sickness certificates.	Cognitive, Affective	Mini-CEX, Portfolio/ Reflective Writing	All Departments
19.		Adhere to legal and institutional protocols when managing incidents and ethical dilemmas.			
20.		Maintain honesty and integrity in professional conduct.			
21.	Personal Health Issues	Monitor and maintain personal health to ensure safe and effective clinical performance.	Affective	Mini-CEX, Portfolio/ Reflective Writing	All Departments
22.		Seeking professional support for health issues that may impact patient care.			
23.		Balance professional responsibilities with self-care to prevent burnout.			
24.	Procedural Skills Patient Observations and Examinations	Record baseline physiological observations (vitals) accurately.	Psychomotor, Cognitive	Mini-CEX, DOPS	All Departments
25.		Perform systemic examinations of major body systems.			
26.		Measure BMI and assess nutritional status.			
27.	Procedural Skills Basic Clinical Procedures	Perform venipuncture and IV cannulation safely.	Psychomotor, Cognitive	Mini-CEX, DOPS	All Departments
28.		Draw blood for blood culture, cross matching etc.			All Departments
29.		Measure and interpret capillary blood glucose.			Medical & Allied
30.		Conduct and interpret ECG.			Medical & Allied
31.		Perform and interpret PEF using simple devices.			Medical & Allied
32.		Perform surgical scrubbing up/ donning and doffing.			Surgical & Allied



Sr. No.	CATEGORY	COMPETENCY	DOMAIN	ASSESSMENT METHOD	APPLICABLE TO
33.	Procedural Skills Emergency and Critical Procedures	Perform BLS and CPR according to protocols.	Psychomotor, Cognitive	AHA Certified BLS Course	All Departments
34.		Manage airways using adjuncts (e.g., oropharyngeal airway, endotracheal intubation).		Mini-CEX, DOPS	Medical & Allied
35.		Perform lumbar puncture safely.			Medicine & Anesthesia
36.		Perform central venous catheterization safely.			Nephrology & Anesthesia
37.		Perform arterial puncture in adults safely.			Nephrology & Anesthesia
38.	Procedural Skills Therapeutic Procedures	Administer medications and infusions via IV, IM, and subcutaneous routes safely.	Psychomotor, Cognitive	Mini-CEX, DOPS	All Departments
39.		Administer blood and blood products safely.			All Departments
40.		Inject local anesthetic safely.			Surgery & Allied
41.		Prescribe and manage oxygen therapy.			All Departments
42.		Insert nasogastric tubes and measure N/G output.			Medicine & Surgery
43.		Insert urinary catheters and measure urine output.			All Departments
44.		Perform wound care, including closure and dressing.			Surgery & Allied
45.	Procedural Skills Advanced Procedures	Conduct simple deliveries and use forceps/vacuum extraction.	Psychomotor, Cognitive	Mini-CEX, DOPS	Gynae
46.		Apply splints and immobilize fractures.			Ortho
47.		Interpret X-rays (chest, abdomen, limbs).			All Departments
48.		Perform digital rectal examination and proctoscopy.			Surgery & Urology
49.		Conduct and interpret ophthalmoscopy.			Ophthalmology
50.		Conduct and interpret otoscopy.			ENT

Shahida Islam Medical College Lodhran is committed to implementing a robust system to ensure compliance with the outcome requirements outlined by the Pakistan Medical and Dental Council (PMDC). The following measures will be undertaken to meet the prescribed standards:

- Examination and Certification System:**

- An examination and certification system will be established to assess the achievement of house job competencies.
- Assessment methods will include Mini-CEX, DOPS and portfolio reviews, ensuring comprehensive evaluation of all competency domains.
- Certification will be issued upon satisfactory demonstration of all required competencies.



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- **Monitoring and Documentation:**

- A structured system will be in place to monitor and document the progress of house officers throughout their training.
- Supervisors and mentors will conduct regular evaluations to provide feedback and identify areas for improvement.
- Progress reports will be maintained in the form of logbooks, portfolios, and performance records, ensuring transparency and accountability.

- **Institutional Accountability:**

- The institution will ensure compliance with PMDC guidelines by conducting periodic internal audits of the competency framework implementation.
- Mechanisms for continuous improvement of the training process will be instituted, aligning with evolving PMDC standards.

By adopting this policy, Shahida Islam Medical College Lodhran ensures that its house officers are well-prepared to meet the professional and ethical standards required for safe and competent medical practice.

Dean Academics
Prof. Dr. Azfar Farogh



MINI-CEX ASSESSMENT FORM

DEPARTMENT:		DATE:	
HOUSE OFFICER NAME:			
ASSESSOR NAME:			
ASSESSOR DESIGNATION:			
CASE DETAILS			
PATIENT CASE TYPE: (e.g., Medical, Surgical, Emergency, Obstetric etc.)			
CASE COMPLEXITY: ☐ Simple ☐ Moderate ☐ Complex			
CLINICAL SETTING: ☐ Ward ☐ OPD ☐ Emergency ☐ ICU ☐ OT			
CLINICAL FOCUS AREA: (e.g., history taking, physical exam, diagnosis, management, communication)			
COMPETENCY DOMAINS AND ASSESSMENT			
Domain	Specific Competency	Rating (1-5)	Comments
Clinical Skills	Gather comprehensive and focused history.		
	Perform detailed physical examination.		
Clinical Reasoning and Decision-Making	Formulate and justify differential diagnoses.		
	Interpret investigations and make informed decisions.		
	Develop and implement appropriate management plans.		
	Apply evidence-based knowledge to solve clinical problems.		
Communication Skills	Communicate effectively with patients, families, and healthcare teams.		
	Adapt communication style to the context.		
Professionalism	Demonstrate respect for patient autonomy and confidentiality.		
	Uphold accountability, compassion, and integrity.		
Interpersonal and Teamwork Skills	Collaborate effectively with team members.		
	Handle feedback and interpersonal challenges professionally.		
Patient Management	Prescribe and explain medications safely.		
	Provide preventative healthcare advice.		

RATING SCALE:

1 = Below Expectations | 2 = Needs Improvement | 3 = Meets Expectations | 4 = Above Expectations | 5 = Outstanding

OVERALL FEEDBACK	
STRENGTHS OBSERVED:	
AREAS FOR IMPROVEMENT:	
OUTCOME AND PLAN	
COMPETENCY ACHIEVED: ☐ YES ☐ NO	
FOLLOW UP ACTION (if required):	
House Officer Signature:	Assessor Signature:



DOPS ASSESSMENT FORM

DEPARTMENT:		DATE:	
HOUSE OFFICER NAME:			
ASSESSOR NAME:			
ASSESSOR DESIGNATION:			
PROCEDURE DETAILS			
PROCEDURE PERFORMED:			
PROCEDURE COMPLEXITY: ☐ Simple ☐ Moderate ☐ Complex			
CLINICAL SETTING: ☐ Ward ☐ OPD ☐ Emergency ☐ ICU ☐ OT			
PATIENT CASE TYPE: (e.g., Medical, Surgical, Obstetric)			
ASSESSMENT DOMAINS AND RATINGS			
Domain	Specific Competency	Rating (1–5)	Comments
Preparation	Ensure patient safety, privacy, and informed consent.		
	Prepare necessary equipment and environment.		
Technical Skills	Perform the procedure using correct techniques.		
	Maintain precision and control during the procedure.		
Infection Control	Apply infection prevention measures effectively (e.g., hand hygiene, PPE).		
	Dispose of used materials safely.		
Communication Skills	Explain the procedure to the patient clearly and obtain informed consent.		
	Respond to patient concerns or queries.		
Professionalism	Demonstrate respect, compassion, and ethical conduct throughout the procedure.		
Post Procedure Care	Document the procedure accurately.		
	Monitor patient post-procedure and address any immediate complications.		

RATING SCALE:

1 = Below Expectations | 2 = Needs Improvement | 3 = Meets Expectations | 4 = Above Expectations | 5 = Outstanding

OVERALL FEEDBACK	
STRENGTHS OBSERVED:	
AREAS FOR IMPROVEMENT:	
OUTCOME AND PLAN	
COMPETENCY ACHIEVED: ☐ YES ☐ NO	
FOLLOW UP ACTION (if required):	
House Officer Signature:	Assessor Signature:



WEEKLY REFLECTIVE WRITING FORM
Shahida Islam Medical College Lodhran

Week Ending On: _____

House Officer Name: _____

Department of House Job: _____ Date of Writing Reflection: _____

1. WHAT (*Reflect on the week's experiences and learning*)

What were the key events or experiences from this week? _____

What tasks or responsibilities did you perform? _____

What were your most significant learning moments during the week? _____

2. SO WHAT (*Analyze the impact and significance of your learning experiences*)

What went well this week? Why? _____

What challenges or difficulties did you face? How did you address them? _____

How did this week's experiences contribute to your learning and professional development? _____

3. WHAT NEXT (*Plan for improvement and future learning*)

What skills or knowledge do you want to improve in the upcoming weeks? _____

What strategies or actions will you take to achieve these goals? _____

How will you apply what you learned this week in your future practice? _____

House Officer Signature: _____

HOD/Supervisor Signature: _____