

## Explanatory Notes on the Learning Agreement for Higher Surgical Trainees in Urology

As the trainee progresses through the training programme, learning in clinical practice will increase relative to didactic teaching. Subject areas of the curriculum are taught by staff with relevant expertise. More generic aspects of practice may be learned from the wider multidisciplinary team. The Assigned Education Supervisor (AES) will discuss and agree with each trainee how he/ she can best achieve his or her learning objective within a placement. This learning agreement forms the basis of a learning partnership between the AES and the trainee.

Learning partnership is the professional relationship between the teacher (AES) and the learner (trainee) that is essential to the teaching and learning programme.

Important features of such partnership included:

1. Specialty component of curriculum and assessment methods.
2. Professional behavior including judgement, leadership and teamwork
3. Observation and practice elements in education.
4. Linkage of knowledge and practice
5. Reflections to improve and develop practice
6. Ongoing dialogue between teacher and learner
7. Adequate facilities and resources for education
8. Protected time for teaching and learning.

### Trainee-led learning

A trainee led and trainer guided approach to Learning partnership is encouraged. Trainees are expected to take a proactive approach in learning and development.

1. Make full use of learning opportunities during training
2. Identify areas for observation and feedback.
3. Initiate assessment and appraisal meetings with trainers
4. Maintain up to date learning portfolio
5. Self and peer assessment.
6. Regular reflective practice

### Learning opportunities

1. Learning from practice
2. Learning from formal situations.
3. Self directed learning.

1. Learning from practice:
  - Direct Observative of Procedural Skills (DOPS)
  - Procedure Base Assessment (PBA)
  - Clinical Evaluation Exercise (CEX)
  - Case Based Discussion (CBD)
  - Surgical logbook
  - To be applied in different combinations in different workplace situations: operating theatre, ward rounds, clinics.
  
2. Learning from formal situations:
  - Mandatory courses
  - Conferences and courses.
  
3. Self directed learning
  - Study group
  - Personal studies
  - Oral and written reflections
  - Web base learning
  - Specialty Association website.

#### Objectives of Learning in different Phases of Urology Training

Urology Training is a time based as well as competency based training programme. The objectives are defined for each key phase. There should be progress in different modules as defined in the curriculum of urology training. Within each module, competence is monitored in the domains of knowledge, clinical skills, technical skills and professionalism.

#### Initial phase (Year 1)

During the initial phase the trainee should gain experience in aspects of the management of a urology patient. This includes management of outpatients, and emergency and elective inpatient. Management includes clinical evaluation and planning, and performance of procedures and operations as appropriate and with supervision.

#### Intermediate phase (Year 2/3)

In years 2 and 3 trainees are expected to consolidate experience and competencies gained in the first year and make progress in achieving competency in the generality of the specialty in clinical and technical aspects. Trainees are expected to become more

independent in decision making and performing procedures, and will have exposure to wider spectrum of practice through rotation.

#### Final phase (year 4)

The final phase of training will consist of an indicative period of 1 year. By the end of this phase trainees will have been adequately prepared for the intercollegiate examination. Trainees will have developed sufficient experience and competence in the generality of urology to be eligible for the award of specialist recognition. They may be provided with the opportunity to develop an area of special interest during this period through the selection of appropriate subspecialty team attachment.

Urology Board

College of Surgeons of Hong Kong