

Work place based assessment using peer ratings (SPRAT) for doctors in training:

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Background:

The Record of In-Training Assessment (RITA) for SpRs has largely been informed in an ad hoc way within and across specialities. With the development of RITAs for SHOs, there has never been a greater need for valid, robust and feasible assessment that is in line with the Postgraduate Medical Education and Training Board (PMETB) assessment guidelines.

Aims:

To establish if SPRAT (Sheffield Peer Review Assessment Tool) is a valid and reliable work-place based assessment tool in the Paediatric SHO training grade setting.

Methods and Results:

A questionnaire was derived from the international literature and mapped explicitly to *Good Medical Practice*. The original questionnaire was modified following initial validity and reliability analyses [1, 2]. Fifty-three Paediatric SHO trainees in the South Yorkshire South Humberside Deanery were assessed using SPRAT. The forms were distributed to 10 clinical colleagues (other doctors, nurses and other health professionals) of their choosing. Raters were asked to assess the doctor across twenty-four aspects of clinical performance using a 6 point modified Likert scale. The response rate was 84%. Face, content and construct validity were explored. The mean score of the questionnaire was analysed to estimate the variance components for the doctor and the measurement error. Generalisability analysis showed that 8 raters are needed to achieve the desired reliability co-efficient of $R = 0.70$ (14 raters for $R=0.80$). Applying 95% confidence levels around the mean allows for smaller sampling for the vast number of doctors who will not raise concerns (4 raters if a doctor scores a mean greater than 4.5). One doctor scored less than the acceptable level overall. In particular they scored poorly in behaviours that had already been identified as areas of concern.

Conclusions:

SPRAT is a valid, reliable assessment tool that allows feasible screening of Paediatric SHO trainees' work-based performance. It can be used to reliably inform the RITA process. It also provides valuable information to inform the doctor's personal development plan.

References:

1. Archer, J.C., Davies, H. A. *Sheffield Peer Review Assessment Tool for Consultants (SPRAT): screening for poorly performing doctors*. Association of Medical Education of Europe. 2003. Bern, Switzerland: AMEE.
2. Archer, J.C., Davies, H. A. *Sheffield Peer Review Assessment Tool for Consultants (SPRAT): screening for poorly performing doctors*. Health Service Journal 29th April 2004 (In press)