



Trainee name:		Phase of training	
Name of assessor:		Grade	
Type of Shift		Date	
Shift times and level of responsibility			
Timeline of the Shift			
Training Undertaken			
Other Activity Undertaken			
Curriculum elements covered			



Component	Comments
Equipment Preparation and Brief	
Non-Clinical Time Management	
Training Undertaken	
Mission Planning	
Scene Safety and Management	
Patient Assessment	
Clinical Management	
Triage & transport decisions	
Handover	
Documentation	
Recovery and Debrief	
Overall Clinical Judgement	



Non-Technical Skills on Scene

Element	Grading	Comments
Gathering of Information		
Team building and leadership		
Selection and Maintenance of the Aim		
Situational Awareness		
Maintenance of Momentum		
Flexibility		
Maintenance of Standards		
Safety and Security		
Authority and Assertiveness		
Effective Communication		
Situational Awareness		
Overall Performance		



Performance Descriptors

Element	Examples of Positive Behavior	Examples of Negative Behavior
Gathering of Information	Gathers and processes handover Ensures appropriate patient assessment Reviews overall scene	Ignores on scene clinicians Takes handover without team members Moves to patient without assessing mechanism
Building the Team	Is respectful of other team members Includes team in decision making Builds an effective team, incorporating everyone on scene	Is dismissive of the work of others Ignores input of on scene team
Selection and Maintenance of the Aim	Identifies key interventions required Maintains focus on clear goals	Assessment is not focused on life threatening problems. Wastes time on interventions better done in hospital
Anticipation and Planning	Anticipates potential complications Looks into the future Briefs team on potential issues, and plans for eventualities	Loads patient onto aircraft without considering potential in-flight complications Does not specify actions required of receiving centre
Maintenance of Momentum	Actively moves patient care forward at all times Ensures concurrent activity Keeps all team members appropriately occupied	Tolerates wasted time Does not prepare for the next phase Allows team members to passively observe
Flexibility	Adjusts plan as situation evolves Does not get flustered by changes in patient condition	Maintains with plan despite changes in circumstances Is dismissive of information which alters mental model of patient condition
Maintenance of Standards	Appropriate attention to detail Utilizes best available evidence to guide care Robust documentation	Tolerates poor pressure area and temperature care Does not adhere to national guidelines, without good reason
Safety and Security	Ensures that safety of the team remains paramount Conducts dynamic risk assessment, and is prepared to react to evolving threats	Does not utilise PPE Ignores warnings of danger
Authority and Assertiveness	Is appropriately assertive on behalf of the patient Negotiates problems with all stakeholders Maintains focus on high standards of care at all times Educates and supports to ensure poor practice is not continued	Does not advocate for patient Tolerates poor care for fear of confrontation Shouts, rather than educates
Effective Communication	Active listening Two-way communication with team Good interaction with patient and others on scene	Poor radio discipline Lack of engagement with patient
Situational Awareness	Maintains sufficient bandwidth to cope with workload Offloads appropriately to ensure situational awareness is maintained	Becomes task fixated Finds a job, and continues with it to the exclusion of the needs of the team

Performance Grades

1	2	3	4
Performance below standard expected of Phase 1 trainee	Performance expected at completion of Phase 1a	Performance expected at completion of Phase 1b	Performance of clinician ready to be a PHEM consultant
Demonstrates rudimentary skills in this domain. This is concerning and indicates the need for further development.	Demonstrates basic skills in this domain.	Demonstrates sound skills in this domain.	Demonstrates skills of a consistently high standard. A model for other team members.