

Intern Training - Intern Outcome Statements (IOS)

Introduction

The Intern Outcome Statements (IOS) are broad and important outcomes that the Intern Medical Officer (IMO) should achieve at the end of the internship training programme. The intern outcome statements provide the Internship Supervisory Consultants (ISCs), who are directly supervising the IMOs, and the Institutional Heads (Hospital Directors), who allocate particular IMOs to their ISCs, with clear criteria for determining the progress and completion of a particular IMO. The ISCs are responsible for designing learning programmes that will enable interns to achieve the intern outcomes.

The outcome statements are:

- Set within six domains¹, aligned with the national framework, SLQF Learning Outcomes² (Table 1).
- To be achieved at the end of the Internship Training Programme.
- Work-based, patient-centred, and take into account the intern's increasing responsibility for patient care under supervision, and are designed to familiarise them with a range of learning environments.

- 1. General Conduct and Professionalism**
- 2. Clinical Competence**
- 3. Medical, Legal, and Administrative Knowledge**
- 4. Communication and Documentation**
- 5. Role as a Team Player**
- 6. Self-Reflection and Lifelong Learning**

¹ These outcomes were formulated at the workshop held on 05 April, 2024 to establish clear evaluation criteria for the Internship Evaluation.

² https://www.ugc.ac.lk/attachments/1156_SLQF_2016_en.pdf

Outcome Statements for the Internship Training Programme

Domain 1: General Conduct and Professionalism

On completing training, Sri Lanka interns are able to:

- 1.1. Demonstrate empathy and compassion in all their professional encounters.
- 1.2. Adhere to honesty and high moral standards.
- 1.3. Behave in a well-mannered way toward all staff and patients.
- 1.4. Maintain punctuality and be skilled in time management.
- 1.5. Maintain professional secrecy (medical confidentiality).
- 1.6. Seek advice from seniors when appropriate.
- 1.7. Present themselves in attire that conveys professionalism and inspires confidence in patients, ensuring the safety of healthcare workers (HCWs) and the community.

Domain 2: Clinical Competence

On completing training, Sri Lanka interns are able to:

- 2.1. Demonstrate adequate theoretical and clinical knowledge to function as a medical officer in Sri Lanka.
- 2.2. Incorporate a problem-focused medical history with relevant physical examinations to generate a valid differential diagnosis.
- 2.3. Triage and prioritize to determine the urgency of patients' needs and make appropriate interventions in emergencies.
- 2.4. Safely perform a range of common procedural skills required for a medical officer.
- 2.5. Arrange rational (common, relevant, and cost-effective) investigations and interpret their results accurately.
- 2.6. Prescribe medications rationally (safely, effectively, and economically).
- 2.7. Ensure patient safety and quality of care.

Domain 3: Medical, Legal, and Administrative Knowledge

On completing training, Sri Lanka interns are able to:

- 3.1. Be aware of the current government rules and regulations, including the E-Code, financial regulations, Medical Service Minutes, and other relevant circulars and regulations.
- 3.2. Identify the medico-legal significance of discrepancies in history with injury patterns.
- 3.3. Make accurate documentation without contradictions.
- 3.4. Collect relevant samples and fill out relevant forms, especially for medico-legal purposes.

- 3.5. Perform death confirmations.
- 3.6. Identify and report non-accidental injuries (NAI).
- 3.7. Communicate with consultants and seniors when appropriate.

Domain 4: Communication and Documentation

On completing training, Sri Lanka interns are able to:

- 4.1. Make legible, contemporaneous documentation with essential details such as name, date, time, and signature.
- 4.2. Appropriately hand over patients to the staff.
- 4.3. Engage in effective verbal communication among staff members and with patients.

Domain 5: Role as a Team Player

On completing training, Sri Lanka interns are able to:

- 5.1. Demonstrate commitment to the team as a member.
- 5.2. Show mutual respect to other members.
- 5.3. Maintain the integrity of communication and confidentiality.
- 5.4. Adhere to team dynamics.

Domain 6: Self-Reflection and Lifelong Learning

On completing training, Sri Lanka interns are able to:

- 6.1. Demonstrate the ability to self-evaluate, identify limitations, and cope with workload and stress.
- 6.2. Demonstrate attributes of becoming a lifelong learner.

The Intern Outcome Statements and Medical Internship Training in Sri Lanka

Internship training is primarily considered the required training for medical graduates to obtain eligibility to apply for full registration (FR) to practice as independent practitioners and legally practice medicine and surgery in Sri Lanka.

Internship training will be provided by institutes recognized by the SLMC as competent to provide such training. It includes one year of training under the supervision of Internship Supervisory Consultant (ISC). The allocation of training institutes is done by the Ministry of Health.

In educational terms, internship training is a formal work-based learning opportunity that enables interns to acquire skills for continuing professional development as medical doctors. Therefore, it plays a key role in the transition and transformation from medical student education to independent medical practice and career development in a chosen specialty.

The intern outcome statements (IOS) describe the knowledge, skills, behaviors, and mindset expected from an intern medical officer to work safely in hospitals and other healthcare settings in Sri Lanka.

The IOS are intern-specific outcomes. However, it is recommended that intern training providers be free to use the IOS as an appropriate guide to ensure the achievement of intern outcomes while setting their own standards to adapt to the specific needs of the institute. Table 1 maps the IOS to the Sri Lanka Qualifications Framework (SLQF) in the absence of a specific curricular framework for medical doctors.

Table 1: Alignment of the Intern outcome statements (IOS) to SLQF learning outcomes

Core Area	SLQF Learning outcomes	IOS¹
Knowledge and skills	1.Subject / Theoretical Knowledge	Medical, Legal and Administrative knowledge
	2. Practical Knowledge and Application	Clinical competence
	3. Communication	Communication and documentation
	4. Teamwork and Leadership	Role as a team player
	5.Creativity and Problem Solving	
	6.Information Usage and Management	
	7.Managerial and Entrepreneurship	
	8. Networking and Social Skills	
Attitudes, Values, Professionalism and Vision for life	9. Adaptability and Flexibility	General Conduct and professionalism
	10.Attitudes, Values and Professionalism	
	11. Vision for Life	Self-reflection and lifelong learning
Mind-set and Paradigm	12. Updating Self / Lifelong Learning	