



**Pakistan Medical  
&  
Dental Council**

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**Competencies Required  
of  
House officer by End  
of  
One Year**

**House Job – 2024**

## Competencies required at the end of one-year house job - 2024

### A. Patient care

#### House officers must

1. Demonstrate that they recognize personal and professional limits, and ask for help from senior colleagues and other health and social care professionals when necessary and required.
2. Follow the principles of good medical practice and the standards of competence, care and conduct expected of doctors registered with the PMDC as prescribed in the curriculum.
3. Demonstrate that they are taking increasing responsibility, under supervision and with appropriate discussion with colleagues, for patient care, putting the patient at the center of their practice by:
  4. Obtaining an appropriate and relevant history and identifying the main findings
  5. Carrying out an appropriate physical, mental health and systemic examination
  6. Using their knowledge and taking account of relevant factors including physical, psychological and social factors to identify a possible differential diagnosis
  7. Requesting and interpreting the results of appropriate investigations to confirm clinical findings in a timely manner
  8. Establishing a differential diagnosis where possible and considering what might change it
  9. Demonstrating knowledge of treatment options and the limits of evidence supporting them
10. Asking for patient's informed consent as per policy of the hospital
11. Using medicines safely and effectively (under supervision) and giving a clear explanation to patients.
12. Demonstrating an understanding of the safety procedure involved in prescribing controlled drugs.



13. Keeping (or arranging for the keeping of) accurate and clear clinical records that can be understood by colleagues.
14. Demonstrating that they can perform core clinical and procedural skills safely. These core clinical and procedural skills are set out in the following section.
15. Demonstrating knowledge and application of the principles and practice of infection control to reduce the risk of cross-infection.
16. Demonstrate that they are recognizing and managing acutely ill patients under supervision. This includes showing that they are able to manage a variety of situations where a patient requires resuscitation.
17. Demonstrate that they promote, monitor and maintain health and safety in the clinical setting. They must also be able to show that they have knowledge of systems of quality assurance, including clinical governance, and demonstrate the application of the principles of risk management to their medical practice. This includes knowledge and explanation of the procedure for reporting adverse incidents and the procedures for avoiding them. This also includes following safe practices related to dangers in the workplace.
18. Manage their own time under supervision, and develop strategies with other healthcare workers to maximize efficient use of time.
19. Demonstrate that they are able to take appropriate action if their own health, performance or conduct, or that of a colleague (including a more senior colleague or the public) is at risk.
20. Demonstrate that they can recognize and use opportunities to promote health and prevent disease and show that they are aware of worldwide health priorities and concerns about health inequalities.

## **B. Continuing Medical Education and learning –keeping updated**

### **House Officers must**

21. Develop a portfolio/log-book that includes evidence (including workplace-based assessments, involvement in education and clinical teaching sessions, and reflections on experiences with patients and colleagues) to demonstrate.



### **C. Teaching and learning**

#### **House Officers must**

22. Attend regularly MDMs and CPCs.

### **D. Doctor-patient relationship**

#### **House Officers must**

23. Demonstrate knowledge of the theory and demonstrate the ability to ensure that effective relationships with patients are established and maintained. This includes creating an environment where the doctor can encourage and support the patient to share all information relevant to the consultation.
24. Introduce themselves to patients and colleagues with appropriate confidence and authority ensuring that patients and colleagues understand their role, remit and limitations.
25. Demonstrate that they have to deal with patients with good and appropriate knowledge of their disease and another set of patients who are completely ignorant of their disease.
26. Demonstrate that they are a good communicator and when required try to communicate in the language of the patient.
27. Demonstrate that they respect and uphold patients' rights to refuse treatment or take part in teaching or research.
28. Demonstrate sound knowledge concerning confidentiality and anonymity.

### **E. Working with colleagues, and other staff in hospital setting**

#### **House Officer must**

29. Work effectively as a member of a team, including supporting others, handover and taking over the care of a patient safely and effectively from other health professionals.
30. Demonstrate respect for everyone they work with (including colleagues in medicine and other healthcare professionals, allied health and social careworkers and non-



health professionals).

31. Demonstrate that they can communicate in different ways, including spoken, written and electronic methods. They must use communication methods that meet the needs and contexts of individual patients and colleagues, including those within the team, or in other disciplines, professions and agencies where appropriate.
32. Share appropriate information, where necessary, with the patient's permission, with other members of the healthcare team to provide the best possible information and treatment.
33. Demonstrate that they listen to and take into account the view of other health professionals and agencies and, where appropriate, share information with other professionals and agencies in accordance with PMC guidance on consent.

#### **F. Probity and legal issues**

##### **House Officer must**

34. Be honest in their relationships with patients (and their relatives or caretakers), professional colleagues and employers.
35. Be able to complete or arrange for the completion of legal documents correctly such as those certifying sickness and death (or arranging for these documents to be filled in) and liaise with the coroner or procurator fiscal where appropriate as per law of the country.
36. Demonstrate knowledge of and be able to apply relevant legislation to their day-to-day activities and take advice from the relevant department if needed.

#### **G. Personal Health Issues**

##### **House officer must**

37. Demonstrate knowledge of their responsibilities to look after their health, including maintaining a suitable balance between work and personal life, and knowing how to deal with personal illness to protect patients.
38. Take responsibility, in line with good medical practice, for their own health in the



interests of public safety. If they know, or have reasons to believe, that they have a serious condition which could be passed on to patients, or that their judgment or performance could be significantly affected by a condition or illness (or its treatment), they must take and follow advice from a consultant in occupational health or from another suitable qualified doctor on whether, and in what ways, they should change their clinical contact with patients.

39. They must not rely on their own assessment of the risk to patients. This is especially applicable to communicable diseases.

#### H. Key procedural skills

##### Must able to perform

1. Venipuncture
2. IV cannulation
3. Prepare and administer IV medications and injections
4. Arterial puncture in an adult
5. Blood culture from peripheral sites
6. Blood for cross match
7. Intravenous infusion including the prescription of fluids
8. Intravenous infusion of blood and blood products
9. Injection of local anesthetic to skin
10. Injection – subcutaneous (e.g insulin or LMW heparin)
11. Injection – intramuscular
12. Perform and interpret an ECG
13. Perform and interpret peak flow using simple devices
14. Urethral catheterization (male)
15. Urethral catheterization (female)
16. be able to measure urine output
17. be able to measure NG output
18. Airway care including simple adjuncts (oro-pharyngeal airway or laryngeal masks, endo-tracheal airway)
19. Perform lumbar puncture
20. Perform Naso gastric intubation



21. Insert CVP line
22. Perform BLS (CPR and use of AED)
23. Perform log roll and care of cervical spine
24. Immobilize patients upper / lower limbs using appropriate splints.
25. Conduct simple deliveries,
26. Be able to apply forceps and vacuum extraction during deliveries
27. Measurement of Body Mass index and assess nutritional status of the patient.

