Identifying GP Registrar learning needs

Identifying learning needs in a GP Registrar is no different from anyone else, really. Except it is easier - working in a training environment means there are more potential sources of data on gaps in knowledge, skills, and attitudes, and more time to think about them!

Here are some examples:

**Own experience in direct patient care**

- PUNs and DENs
- Blind spots
- Clinically-generated unknowns
- Competence standards
- Diaries
- Difficulties arising in practice
- Introducing innovations in practice
- Knowledgeable patients
- Mistakes
- Patients' complaints and feedback
- Post-mortems
- Reflection on practical experience

**In the Primary Health Care team**

- Clinical meetings
- Practice (business) meetings
- Practice (educational) meetings
- Mentoring

**Non-clinical activities**

- Academic activities
- Half-day release participation
- Conferences
Visits to other practices
Journal articles
Medico-legal cases
Press and media
Professional conversations
Research

**Specific needs assessment**
Random case analysis
Problem case analysis
Video assessment of performance
Formative assessment package
Observation - joint surgery
Self-assessment - confidence scales
Objective tests of knowledge and skill
e.g. PEP CD package; Summative assessment MCQ
Critical incident surveys

**Formal quality management and risk assessment**
Audit
Morbidity patterns
Patient adverse events
Patient satisfaction surveys
Risk assessment

**Peer review**
In-practice peer review