

# WORKPLACE BASED ASSESSMENT (WPBA)



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# What is WPBA?

## **Definition:**

Workplace-Based Assessment (WPBA) is an evaluation method conducted in real clinical or work settings to assess a healthcare professional's competence in real-time.

## **Purpose:**

- To evaluate performance in the workplace rather than relying solely on theoretical or simulation-based exams.
- Focuses on day-to-day clinical activities and behaviors.



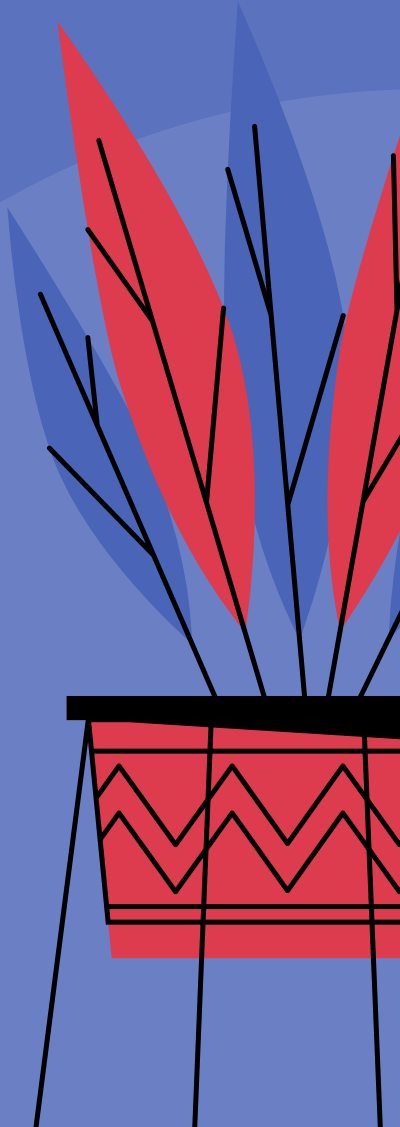


### **Key Elements:**

- **Direct observation of skills of students.**
- **Provides formative feedback to improve on going learning of students.**
- **Encourages self-reflection and professional growth of students.**
- **Adaptable to different healthcare specialties and roles, allowing targeted assessment of relevant competencies.**

# Benefits of WPBA

- **Assesses both technical skills (e.g., procedures) and non-technical skills (e.g., communication, teamwork).**
- **Conducted in actual clinical settings, reflecting real-life challenges and decisions.**
- **Offers immediate, actionable feedback to the learner.**
- **Encourages ongoing improvement rather than a one-time evaluation.**
- **Helps identify strengths and areas for growth.**



# Common WPBA tools

**Mini-CEX (Clinical  
Evaluation  
Exercise)**

**DOPS (Direct  
Observation of  
Procedural Skills)**

**CBD (Case-Based  
Discussion)**

**MSF (Multi-Source  
Feedback)**

**OSATS (Objective  
Structured  
Assessment of  
Technical Skills)**

# Challenges of WPBA



## **Subjectivity:**

Variability between assessors in scoring and feedback quality.

## **Time Constraints:**

Difficulty conducting detailed assessments in busy clinical settings.

## **Resistance:**

Learners or assessors may view it as additional workload rather than a learning tool.

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