

## PROGRAM OBJECTIVES

The program is designed to produce doctors who have the following competencies:

### 1 - Medical Knowledge

Graduates should demonstrate the ability to recall knowledge of human structure, function, development and pathophysiology; and of epidemiological and social-behavioral sciences and apply it in providing care to individuals, families and society.

#### Sub-competencies

- i) Recognize and describe normal structure and function of the body.
- ii) Describe the molecular, biochemical and cellular mechanisms important to maintaining the body's homeostasis.
- iii) Explain the pathology and pathophysiology of the body and its major organ systems that are seen in various diseases and conditions.
- iv) Distinguish the causes of disease and recognize the ways in which they affect the body.
- v) Interpret diagnostic tests as related to common clinical, laboratory, radiologic and pathologic findings in common disease states.
- vi) Apply scientific findings to advance medical knowledge and improve service delivery (evidence based practice).
- vii) Describe the epidemiology of common maladies within a defined population, and the systematic approaches useful in reducing the incidence and prevalence of those maladies.

### 2- Clinical Skills and Patient Care

Graduates should demonstrate effective use of motor and cognitive skills in diagnosis, management and prevention of common health problems encountered in patient care.

#### Sub-competencies

- i) Elicit, synthesize and interpret both a thorough and appropriately focused history and a list of the patient's concerns in a respectful, logical and organized manner.
- ii) Perform complete and appropriately focused physical and mental examination in a respectful, logical and organized manner.
- iii) Perform routine technical procedures used in clinical practice.
- iv) Create appropriate diagnostic and therapeutic management strategies for patients with both acute and chronic care needs.
- v) Develop intervention plans based on an understanding of current scientific knowledge as applied to health problems.
- vi) Effectively work in partnership with the patient, family, health care team, and other parties in order to achieve the best possible health care outcomes.
- vii) Utilize appropriate technology to enhance the practice of medicine and the delivery of health care services.

### 3 - Critical inquiry and scientific method

Graduates should demonstrate an understanding and use of scientific theory, methodology and critical thinking skills to conduct research, interpret findings and apply these to improve individual, family and community health.

#### Sub-competencies

- i) Demonstrate an understanding of the ethical, legal, professional and social issues implicit in the responsible design and conduct of research.

- ii) Demonstrate the ability to make use of observations in routine health care procedures
- iii) Demonstrate the critical thinking needed to apply basic, clinical and population research to improve individual, family and community health.
- iv) Demonstrate the ability to carry out research.

#### **4 - Professionalism and ethical practice**

Graduates should demonstrate through knowledge and behavior, a commitment to the highest standards of clinical care, ethics, integrity and accountability to the patient, society and the profession.

##### Sub-competencies

- i) Demonstrate the primacy of patient welfare.
- ii) Demonstrate respect, compassion, altruism and integrity in all interactions with patients, families, faculty, colleagues and peers.
- iii) Demonstrate the ability to understand, communicate with, and effectively interact with people across cultures (cultural competence)
- iv) Demonstrate understanding of peculiar health situation in special groups and for minority groups
- v) Demonstrate sensitivity and responsiveness to diversity without discrimination of any kind and following the principles of human rights.
- vi) Apply self and external assessment for professional performance.
- vii) Apply appropriate scientific standards for quality health care delivery.
- viii) Demonstrate accountability to society in every day practice

#### **5 - Interpersonal and Communication Skills**

Graduates should demonstrate effective inter-personal and communication skills with a wide range of individuals and groups in order to provide appropriate health care.

##### Sub-competencies

- i) Demonstrate effective and appropriate listening, verbal, non-verbal and written communication skills with and about patients to family, colleagues, and public.
- ii) Demonstrate a commitment to working in collaborative groups in all aspects of health care.
- iii) Demonstrate leadership skills that can be used in a variety of health care settings.
- iv) Act in a consultative role to other health professionals.
- v) Demonstrate the ability to adapt communications to a variety of professional settings and roles.
- vi) Demonstrate ability to maintain comprehensive, timely, and legible medical records.

#### **6 - Leadership & Management**

Graduates should demonstrate appropriate leadership and management skills for effective and efficient health systems

##### Sub-competencies

- i) Demonstrate an understanding of the principles of leadership and management.
- ii) Apply the leadership skills (scanning, focusing, aligning, and inspiring) during the provision of health care.
- iii) Apply management skills (planning, organizing, implementation, monitoring and evaluation) during the provision of health care.
- iv) Demonstrate the ability to mobilize and utilise resources.
- v) Demonstrate entrepreneurship skills in the provision of health care.
- vi) Demonstrate the ability to provide mentorship to team members.
- vii) Demonstrate the ability to manage and utilise health information systems.

#### **7 - Population Health Skills**

Graduates should demonstrate the ability to work with the community to promote health, prevent disease and empower communities in order to produce a healthy population.

#### Sub-competencies

- i) Demonstrate an understanding of community dynamics.
- ii) Apply knowledge, strategies and skills for community empowerment for health.
- iii) Demonstrate the ability to harness the community as a major resource, as well as other available resources in the community.
- iv) Demonstrate ability to create a sense of community responsibility for their health and for health promotion.
- v) Apply knowledge of social and environmental determinants of health to promote community health and wellbeing.
- vi) Demonstrate ability to use epidemiological and statistical principles in the analysis and interpretation of health data

### **8 - Continuous Improvement of Care through Reflective Practice**

Graduates should demonstrate the ability to investigate and evaluate their practice, appraise and assimilate scientific evidence, and to continuously improve health care based on constant self-evaluation and lifelong learning.

#### Sub-competencies

- i) Demonstrate the ability to recognize and improve upon the limitations in one's knowledge and clinical skills.
- ii) Demonstrate lifelong learning in the areas of science, health care and public health.
- iii) Systematically analyze practice using quality improvement methods, and implement changes with the goal of practice improvement.
- iv) Incorporate formative evaluation feedback into daily practice.
- v) Locate, appraise and assimilate evidence from scientific studies related to their patients' health problems.
- vi) Use information technology to optimize learning.
- vii) Participate in the education of patients, families, students, and other health professionals.

### **9 - Health Systems Management**

Graduates should demonstrate an understanding of the composition, organization, economics and other interrelated dynamics of health service provision and the ability to practice within the health system.

#### Sub-competencies

- i) Describe the different players in health delivery and enabling functions, such as stewardship, financing, and resource generation, including the health workforce.
- ii) Discuss local and global health trends.
- iii) Analyse the legal and policy frameworks of health delivery
- iv) Explain the different sources of health care and health seeking behaviors
- v) Describe the structure of the health care system in the country
- vi) Demonstrate ability to work with different partners in health care
- vii) Demonstrate ability to work at different levels of the health care system