

APPENDIX A: PREPARATION FOR HOSPITAL PRACTICE QUESTIONNAIRE

Taken from Hill J, Rolfe IE, Pearson S-A, Heathcote A. Do junior doctors feel they are prepared for hospital practice? A study of graduates from traditional and non-traditional medical schools Medical Education. 1998;32 :19-24.

1. Evaluate the impact of family factors on illness
2. Cope with stress caused by my work
3. Recognize my own clinical limitations
4. Carry out basic surgical procedures
5. Discuss health risk behaviours with patients
6. Cope with my own emotions in distressing clinical situations
7. Handle most clinical emergencies
8. Understand the cellular basis of disease
9. Discuss relevant preventive health strategies with patients
10. Take responsibility for my own learning
11. Carry out basic ward procedures (e.g. drips, catheters)
12. Justify drug uses on the basis of their mechanisms of action
13. Take a drug and alcohol history with an initial consultation
14. Continually evaluate my own performance
15. Understand the interaction of social factors with disease
16. Appreciate the importance of a patient's cultural/ethnic background
17. Balance my work and personal life
18. Encourage patients to improve their health habits
19. Apply an understanding of basic sciences to clinical conditions
20. Deal confidently with 'difficult' patients
21. Appreciate the impact of poverty and unemployment on illness
22. Feel competent to tell a patient that they have a terminal illness
23. Evaluate my educational experience
24. Consider the influence that a patient's religion may have on his/her treatment regime
25. Carry out an efficient physical examination
26. Remain calm in difficult situations
27. Invest time in developing my skills

28. Appreciate the importance of group dynamics when working within a team environment
29. Select drugs on the basis of their costs, risks and benefits
30. Feel competent to counsel a distraught patient
31. Record clinical data systematically
32. Use opportunities to encourage patients to adopt healthier lifestyles
33. Be sensitive to the needs of nursing staff
34. Provide education to patients and families
35. Treat the patient as a whole person
36. Deal with dying patients
37. Approach confidently senior staff for help in interpreting investigations
38. Identify my own educational needs
39. Keep up to date with medicine
40. Co-ordinate a comprehensive patient management plan with allied health professionals (e.g. physiotherapists)
41. Liaise with the social worker about my patients when necessary

Factor analysis of 75 Observable Clinical Items								
item	observable clinical activity	N	Mean	Std Dev	Sum	Minimum	Maximum	CanMEDS competency
1	I decipher a partogram when looking after neonates	400	3.44	0.89	1377	1	5	Medical Expert
2	I read around my patients and clinical experiences in paediatrics	406	3.64	0.75	1479	2	5	Scholar
3	I use my findings from a paediatric history and clinical examination to create a pro	406	3.94	0.64	1598	2	5	Medical Expert
4	I counsel families of children diagnosed with a terminal illness	406	3.10	1.10	1259	1	5	Communicator
5	I put forward my concerns on patient safety when looking after children	411	3.83	0.78	1575	1	5	Leader
6	When managing a child I always take into consideration his/her culture	412	3.52	0.98	1451	1	5	Medical Expert
7	I interpret laboratory results for the purpose of diagnosis and management in child	410	3.81	0.74	1562	2	5	Medical Expert
8	I put up intra-osseous lines on children when needed	409	2.27	1.12	927	1	5	Medical Expert
9	I develop a patient management plan	410	3.80	0.87	1559	1	5	Collaborator
10	I set priorities and manage my time appropriately when looking after children	408	3.57	0.83	1456	1	5	Leader
11	I always give my best in all aspects of my paediatric practice	408	4.09	0.71	1667	2	5	Professional
12	I administer Nasal CPAP to neonates requiring respiratory support	408	2.59	1.16	1058	1	5	Medical Expert
13	I review the Road to Health Booklet to assess growth in every paediatric admissio	408	4.48	0.68	1827	2	5	Medical Expert
14	I prescribe Tuberculosis treatment for children	409	3.59	1.03	1467	1	5	Medical Expert
15	I recognise when to prescribe oral rehydration therapy in acute gastroenteritis cas	407	4.13	0.80	1680	1	5	Medical Expert
16	I resuscitate children of all ages	408	3.25	1.08	1325	1	5	Medical Expert
17	I always implement the IMAM guidelines for the management of children with malnu	407	3.64	0.90	1482	1	5	Medical Expert
18	I demonstrate a good work ethic	409	4.41	0.71	1804	1	5	Comp_professional
19	I always counsel the distraught family of ill children in my care	407	3.27	1.05	1330	1	5	Comp_communicatc
20	I provide information to patients and their families with respect to overall health an	409	3.89	0.76	1590	1	5	Communicator
21	I appreciate the importance of group dynamics when working in a team environmer	413	4.21	0.67	1737	2	5	Collaborator
22	I encourage families I look after to improve their health habits	414	4.02	0.78	1666	2	5	Advocate
23	I understand the laws governing practice with children	408	3.32	0.91	1353	1	5	Professional
24	I draw on my understanding of basic sciences when managing paediatric clinical c	408	3.62	0.71	1478	2	5	Medical Expert
25	I obtain consent from a caregiver of a child undergoing a procedure	409	4.36	0.68	1785	2	5	Communicator
26	When required I safely and comprehensively handover care of children in my care	408	3.83	0.90	1561	1	5	Collaborator
27	I manage paediatric patients taking into account the cost of health care	407	3.31	0.95	1346	1	5	Leader
28	I balance my work and personal life whilst working with children	407	3.51	1.01	1430	1	5	Professional
29	I know and understand the importance of breastfeeding and kangaroo mother care	406	4.47	0.66	1815	1	5	Medical Expert
30	I manage a HIV infected patient holistically including the provision of ART	407	3.98	0.76	1620	1	5	Medical Expert
31	I manage a child with a lower respiratory tract infection based on their severity	405	3.97	0.77	1608	1	5	Medical Expert
32	I resuscitate children with acute hypovolemic shock due to acute gastroenteritis	405	3.71	0.89	1504	1	5	Medical Expert

33	I regularly recognise and investigate children with developmental delay	404	3.43	0.80	1384	1	5	Medical Expert
34	I select appropriate investigations for the purpose of diagnosing a child	402	3.69	0.72	1485	2	5	Medical Expert
35	I do blood sampling on children of all ages	407	4.03	0.98	1641	1	5	Medical Expert
36	I regularly take a drug and alcohol history from parents of children that are in my c	405	3.43	1.03	1391	1	5	Communicator
37	I participate meaningfully in a paediatric mortality and morbidity review meetings	403	2.92	1.09	1176	1	5	Leader
38	I contribute to community and societal projects	402	2.60	1.11	1046	1	5	Advocate
39	I cope with the stress of working in an emotionally challenging environment	407	3.38	0.93	1374	1	5	Professional
40	I always ensure infection prevention protocols are followed when working with new	407	4.05	0.78	1647	1	5	Medical Expert
41	I ensure malnourished children are provided food security on discharge from in-pat	407	3.52	0.95	1433	1	5	Medical Expert
42	I screen / investigate all children for Tuberculosis	407	3.85	0.86	1568	1	5	Medical Expert
43	I always look for and manage metabolic complications that can occur in a child wit	407	3.68	0.88	1498	1	5	Medical Expert
44	I manage critically ill children to ensure they are stable prior to referral to higher le	405	3.49	0.94	1412	1	5	Medical Expert
45	I do lumbar punctures on children when indicated	404	3.78	1.10	1528	1	5	Medical Expert
46	I catheterize all ages of children when required	407	3.68	1.07	1496	1	5	Medical Expert
47	I identify preventative child-health strategies and indicate this to caregivers during	403	3.83	0.85	1544	1	5	Communicator
48	I frequently make use of the social worker in the care of paediatric patients	403	3.91	0.87	1577	1	5	Collaborator
49	I establish and maintain good working relationships with fellow medical doctors	405	4.28	0.72	1733	1	5	Collaborator
50	I use consultations with parents of children to encourage healthy lifestyles	407	3.79	0.82	1542	2	5	Advocate
51	I recognise my own clinical limitations with respect to paediatric practice	407	4.18	0.69	1702	2	5	Professional
52	I actively use evidence based guidelines when managing children with various diag	405	3.79	0.88	1536	1	5	Scholar
53	I always document clinical encounters in paediatrics in an accurate and timely ma	405	3.89	0.78	1574	1	5	communicator
54	I always appreciate the contribution of nursing staff to the care of children	406	4.31	0.70	1748	1	5	Collaborator
55	I always plan holistic patient centred care for a child	407	3.89	0.73	1585	2	5	Medical Expert
56	I always recognise the role of household income on childhood illness	406	3.84	0.82	1560	1	5	Medical Expert
57	I regularly use the STG, EDML, to assist in prescribing the most appropriate medic	404	4.13	0.77	1669	1	5	Medical Expert
58	I elicit a directed history at all encounters involving children	403	4.05	0.69	1634	2	5	Medical Expert
59	I always take a good pregnancy history in order to identify antenatal factors impac	406	3.95	0.78	1604	1	5	Medical Expert
60	I provide advice on the breastfeeding as determined the MBHFI	406	3.98	0.81	1617	1	5	Medical Expert
61	I know the updated EMTCT	405	3.57	1.03	1445	1	5	Medical Expert
62	I identify and differentiate between the causes of acute respiratory distress in chil	407	3.66	0.78	1489	1	5	Medical Expert
63	I triage children in order to ensure the sickest children are seen first	408	3.80	0.81	1551	1	5	Medical Expert
64	I do a physical examination on all children when required of me	409	4.33	0.64	1773	2	5	Medical Expert
65	I always take into consideration the level of education of a family when assessing	408	3.84	0.80	1567	1	5	Medical Expert
66	I am able to monitor and care for premature babies	406	3.08	0.97	1251	1	5	Medical Expert

67	I always implement the current EMTCT national guidelines	409	3.68	0.89	1505	1	5	Medical Expert
68	I assess dehydration in children with acute Gastroenteritis	406	4.23	0.72	1717	2	5	Medical Expert
69	I resuscitate new-borns if needed at birth	405	3.24	1.15	1312	1	5	Medical Expert
70	I deal confidently with demanding parents	408	3.32	0.94	1355	1	5	Communicator
71	I always take into consideration the influence of a child's religious traditions when	407	3.67	0.91	1493	1	5	Medical Expert
72	I recognise the severity of Lower Respiratory tract infections in children	407	4.00	0.75	1628	1	5	Medical Expert
73	I assess and calculate the fluid requirements in all children with acute gastroenter	405	3.65	0.93	1480	1	5	Medical Expert
74	I assess the development of every child I see	406	3.70	0.78	1503	2	5	Medical Expert
75	I recognise critically ill neonates	407	3.59	0.87	1463	1	5	Medical Expert

All 75 items

6 factors

Rotated Factor Pattern							
		Factor1	Factor2	Factor3	Factor4	Factor5	Factor6
1	I decipher a partogram when looking after neonates	-0.011	0.294	-0.033	0.133	0.272	0.412
2	I read around my patients and clinical experiences in paediatrics	-0.053	0.244	0.118	0.393	0.131	0.267
3	I use my findings from a paediatric history and clinical examination to create a pro	0.301	0.296	0.056	0.471	0.249	0.132
4	I counsel families of children diagnosed with a terminal illness	0.392	-0.036	0.370	0.428	0.116	0.189
5	I put forward my concerns on patient safety when looking after children	0.156	0.263	0.176	0.543	0.039	0.207
6	When managing a child I always take into consideration his/her culture	-0.062	0.123	0.485	0.573	0.148	-0.025
7	I interpret laboratory results for the purpose of diagnosis and management in child	0.425	0.177	0.037	0.438	0.272	0.193
8	I put up intra-osseous lines on children when needed	0.459	-0.085	0.111	0.292	-0.104	0.361
9	I develop a patient management plan	0.488	0.209	0.282	0.444	0.031	-0.057
10	I set priorities and manage my time appropriately when looking after children	0.345	0.186	0.317	0.455	0.051	0.269
11	I always give my best in all aspects of my paediatric practice	0.162	0.414	0.102	0.400	0.070	0.235
12	I administer Nasal CPAP to neonates requiring respiratory support	0.272	0.010	0.102	0.179	-0.071	0.560
13	I review the Road to Health Booklet to assess growth in every paediatric admissio	0.217	0.484	-0.018	0.442	0.054	-0.127
14	I prescribe Tuberculosis treatment for children	0.541	0.150	0.095	0.372	0.196	0.010
15	I recognise when to prescribe oral rehydration therapy in acute gastroenteritis cas	0.620	0.295	0.076	0.308	0.108	-0.096
16	I resuscitate children of all ages	0.702	-0.065	0.213	0.255	-0.025	0.275
17	I always implement the IMAM guidelines for the management of children with malnu	0.362	0.153	0.297	0.283	0.333	-0.010
18	I demonstrate a good work ethic	-0.054	0.594	0.042	0.162	-0.018	0.244

no loading >0.40

no loading >0.40

19	I always counsel the distraught family of ill children in my care	0.466	0.081	0.489	0.245	0.019	0.223	
20	I provide information to patients and their families with respect to overall health an	0.123	0.520	0.302	0.380	-0.090	0.185	
21	I appreciate the importance of group dynamics when working in a team environmen	0.002	0.623	0.101	0.144	-0.101	0.318	
22	I encourage families I look after to improve their health habits	0.079	0.496	0.386	0.231	-0.213	0.131	
23	I understand the laws governing practice with children	0.325	0.086	0.430	0.315	0.168	0.139	
24	I draw on my understanding of basic sciences when managing paediatric clinical c	0.330	0.171	0.235	0.261	0.247	0.305	no loading >0.40
25	I obtain consent from a caregiver of a child undergoing a procedure	0.201	0.526	0.020	0.140	0.119	-0.030	
26	When required I safely and comprehensively handover care of children in my care	0.529	0.304	0.255	0.133	0.152	0.096	
27	I manage paediatric patients taking into account the cost of health care	0.278	0.121	0.387	0.131	0.231	0.247	no loading >0.40
28	I balance my work and personal life whilst working with children	0.111	0.296	0.215	0.099	0.194	0.415	
29	I know and understand the importance of breastfeeding and kangaroo mother care	0.136	0.569	-0.032	0.177	0.282	0.014	
30	I manage a HIV infected patient holistically including the provision of ART	0.319	0.338	0.137	0.211	0.537	0.031	
31	I manage a child with a lower respiratory tract infection based on their severity	0.570	0.317	0.085	0.189	0.333	0.097	
32	I resuscitate children with acute hypovolemic shock due to acute gastroenteritis	0.715	0.119	0.096	0.179	0.267	0.104	
33	I regularly recognise and investigate children with developmental delay	0.346	0.213	0.386	0.155	0.186	0.254	no loading >0.40
34	I select appropriate investigations for the purpose of diagnosing a child	0.447	0.290	0.273	0.103	0.346	0.278	
35	I do blood sampling on children of all ages	0.753	0.095	0.055	0.067	-0.006	0.035	
36	I regularly take a drug and alcohol history from parents of children that are in my c	0.153	0.214	0.557	0.084	0.018	0.115	
37	I participate meaningfully in a paediatric mortality and morbidity review meetings	0.394	-0.030	0.535	0.179	0.206	0.215	
38	I contribute to community and societal projects	0.186	-0.073	0.590	0.115	0.195	0.359	
39	I cope with the stress of working in an emotionally challenging environment	0.233	0.223	0.278	0.021	0.178	0.492	
40	I always ensure infection prevention protocols are followed when working with new	0.128	0.468	0.249	0.182	0.186	0.117	
41	I ensure malnourished children are provided food security on discharge from in-pat	0.284	0.173	0.452	0.096	0.336	0.127	
42	I screen / investigate all children for Tuberculosis	0.396	0.387	0.312	-0.003	0.212	-0.107	no loading >0.40
43	I always look for and manage metabolic complications that can occur in a child wit	0.565	0.129	0.154	0.062	0.330	0.097	
44	I manage critically ill children to ensure they are stable prior to referral to higher le	0.616	0.119	0.255	0.020	0.306	0.176	
45	I do lumbar punctures on children when indicated	0.753	0.043	0.196	0.132	0.027	-0.020	
46	I catheterize all ages of children when required	0.668	0.120	0.193	0.129	-0.066	0.035	
47	I identify preventative child-health strategies and indicate this to caregivers during	0.278	0.488	0.284	0.251	0.029	-0.087	
48	I frequently make use of the social worker in the care of paediatric patients	0.478	0.300	0.418	0.163	0.160	-0.158	
49	I establish and maintain good working relationships with fellow medical doctors	0.159	0.614	0.183	-0.048	0.012	0.260	
50	I use consultations with parents of children to encourage healthy lifestyles	0.149	0.497	0.539	0.084	-0.015	0.171	
51	I recognise my own clinical limitations with respect to paediatric practice	0.033	0.516	0.153	0.048	0.110	0.012	
52	I actively use evidence based guidelines when managing children with various diag	0.318	0.301	0.372	0.128	0.303	0.090	no loading >0.40

53	I always document clinical encounters in paediatrics in an accurate and timely manner	0.339	0.434	0.348	0.008	0.194	0.126
54	I always appreciate the contribution of nursing staff to the care of children	-0.122	0.629	0.067	0.071	0.241	0.067
55	I always plan holistic patient centred care for a child	0.202	0.460	0.435	0.142	0.358	-0.049
56	I always recognise the role of household income on childhood illness	0.003	0.414	0.411	0.186	0.365	-0.100
57	I regularly use the STG, EDML, to assist in prescribing the most appropriate medication	0.287	0.368	0.243	0.094	0.385	-0.105
58	I elicit a directed history at all encounters involving children	0.355	0.524	0.221	0.038	0.196	-0.004
59	I always take a good pregnancy history in order to identify antenatal factors impacting on the child	0.176	0.483	0.216	0.039	0.241	0.085
60	I provide advice on the breastfeeding as determined by the MBHFI	0.286	0.421	0.282	0.170	0.276	0.035
61	I know the updated EMTCT	0.246	0.178	0.139	0.106	0.541	0.266
62	I identify and differentiate between the causes of acute respiratory distress in children	0.453	0.204	0.249	0.061	0.418	0.349
63	I triage children in order to ensure the sickest children are seen first	0.582	0.223	0.289	0.005	0.116	0.143
64	I do a physical examination on all children when required of me	0.446	0.611	0.056	0.011	0.130	0.030
65	I always take into consideration the level of education of a family when assessing a child	0.181	0.370	0.506	0.173	0.037	0.022
66	I am able to monitor and care for premature babies	0.491	0.098	0.321	0.011	0.217	0.373
67	I always implement the current EMTCT national guidelines	0.383	0.251	0.233	0.112	0.494	0.221
68	I assess dehydration in children with acute Gastroenteritis	0.569	0.498	0.059	-0.020	0.228	-0.042
69	I resuscitate new-borns if needed at birth	0.663	-0.015	0.177	0.020	0.031	0.329
70	I deal confidently with demanding parents	0.393	0.120	0.458	0.097	0.024	0.382
71	I always take into consideration the influence of a child's religious traditions when caring for a child	0.221	0.265	0.603	0.091	0.056	0.028
72	I recognise the severity of Lower Respiratory tract infections in children	0.493	0.414	0.302	-0.103	0.205	0.051
73	I assess and calculate the fluid requirements in all children with acute gastroenteritis	0.655	0.149	0.156	-0.015	0.218	0.185
74	I assess the development of every child I see	0.284	0.335	0.453	0.000	0.123	0.086
75	I recognise critically ill neonates	0.604	0.152	0.235	0.023	0.182	0.298

no loading >0.40

67 items
4 factors

Rotated Factor Pattern					
		Factor1	Factor2	Factor3	Factor4
1	I decipher a partogram when looking after neonates	0.045	0.340	0.233	0.026
3	I use my findings from a paediatric history and clinical examination to create a management plan	0.372	0.359	0.096	0.356
4	I counsel families of children diagnosed with a terminal illness	0.388	0.038	0.379	0.467
5	I put forward my concerns on patient safety when looking after children	0.173	0.284	0.164	0.538
6	When managing a child I always take into consideration his/her culture	-0.028	0.264	0.267	0.571

no loading >0.40

no loading >0.40

7	I interpret laboratory results for the purpose of diagnosis and management in	0.485	0.233	0.149	0.331
8	I put up intra-osseous lines on children when needed	0.419	-0.133	0.275	0.352
9	I develop a patient management plan	0.489	0.232	0.104	0.500
10	I set priorities and manage my time appropriately when looking after children	0.337	0.215	0.323	0.514
11	I always give my best in all aspects of my paediatric practice	0.179	0.420	0.133	0.393
12	I administer Nasal CPAP to neonates requiring respiratory support	0.223	-0.035	0.396	0.247
13	I review the Road to Health Booklet to assess growth in every paediatric	0.255	0.478	-0.192	0.396
14	I prescribe Tuberculosis treatment for children	0.579	0.192	0.080	0.316
15	I recognise when to prescribe oral rehydration therapy in acute gastroenteritis	0.639	0.297	-0.025	0.294
16	I resuscitate children of all ages	0.661	-0.094	0.326	0.335
18	I demonstrate a good work ethic	-0.056	0.554	0.075	0.191
19	I always counsel the distraught family of ill children in my care	0.416	0.117	0.482	0.389
20	I provide information to patients and their families with respect to overall health	0.096	0.514	0.194	0.480
21	I appreciate the importance of group dynamics when working in a team	-0.027	0.557	0.146	0.232
22	I encourage families I look after to improve their health habits	0.011	0.454	0.220	0.414
23	I understand the laws governing practice with children	0.331	0.175	0.371	0.363
25	I obtain consent from a caregiver of a child undergoing a procedure	0.240	0.528	-0.066	0.110
26	When required I safely and comprehensively handover care of children in my	0.536	0.328	0.228	0.193
28	I balance my work and personal life whilst working with children	0.125	0.352	0.404	0.101
29	I know and understand the importance of breastfeeding and kangaroo mother	0.215	0.617	-0.063	0.084
30	I manage a HIV infected patient holistically including the provision of ART	0.435	0.489	0.168	0.052
31	I manage a child with a lower respiratory tract infection based on their severity	0.634	0.377	0.152	0.101
32	I resuscitate children with acute hypovolemic shock due to acute gastroenteritis	0.756	0.159	0.183	0.123
34	I select appropriate investigations for the purpose of diagnosing a child	0.490	0.374	0.395	0.079
35	I do blood sampling on children of all ages	0.731	0.046	0.078	0.114
36	I regularly take a drug and alcohol history from parents of children that are in my	0.107	0.275	0.456	0.231
37	I participate meaningfully in a paediatric mortality and morbidity review meetings	0.382	0.080	0.559	0.255
38	I contribute to community and societal projects	0.165	0.048	0.701	0.201
39	I cope with the stress of working in an emotionally challenging environment	0.222	0.267	0.529	0.058
40	I always ensure infection prevention protocols are followed when working with	0.159	0.526	0.214	0.175
41	I ensure malnourished children are provided food security on discharge from in-	0.311	0.307	0.469	0.100
43	I always look for and manage metabolic complications that can occur in a child	0.608	0.193	0.252	0.011
44	I manage critically ill children to ensure they are stable prior to referral to higher	0.636	0.181	0.374	0.021
45	I do lumbar punctures on children when indicated	0.735	0.028	0.144	0.196

no loading >0.40

no loading >0.40

46	I catheterize all ages of children when required	0.629	0.077	0.149	0.225
47	I identify preventative child-health strategies and indicate this to caregivers	0.280	0.506	0.065	0.312
48	I frequently make use of the social worker in the care of paediatric patients	0.486	0.365	0.197	0.230
49	I establish and maintain good working relationships with fellow medical doctors	0.134	0.573	0.236	0.044
50	I use consultations with parents of children to encourage healthy lifestyles	0.097	0.523	0.424	0.263
51	I recognise my own clinical limitations with respect to paediatric practice	0.064	0.532	0.042	0.076
53	I always document clinical encounters in paediatrics in an accurate and timely	0.347	0.479	0.319	0.080
54	I always appreciate the contribution of nursing staff to the care of children	-0.060	0.688	0.039	0.014
55	I always plan holistic patient centred care for a child	0.257	0.595	0.293	0.133
56	I always recognise the role of household income on childhood illness	0.076	0.572	0.236	0.145
58	I elicit a directed history at all encounters involving children	0.382	0.546	0.130	0.068
59	I always take a good pregnancy history in order to identify antenatal factors	0.211	0.545	0.202	0.030
60	I provide advice on the breastfeeding as determined the MBHFI	0.326	0.509	0.226	0.155
61	I know the updated EMTCT	0.345	0.325	0.365	-0.057
62	I identify and differentiate between the causes of acute respiratory distress in	0.506	0.309	0.480	-0.009
63	I triage children in order to ensure the sickest children are seen first	0.563	0.234	0.320	0.076
64	I do a physical examination on all children when required of me	0.465	0.585	0.033	0.013
65	I always take into consideration the level of education of a family when	0.149	0.425	0.334	0.300
66	I am able to monitor and care for premature babies	0.478	0.151	0.534	0.057
67	I always implement the current EMTCT national guidelines	0.459	0.390	0.399	0.003
68	I assess dehydration in children with acute Gastroenteritis	0.605	0.505	0.031	-0.042
69	I resuscitate new-borns if needed at birth	0.614	-0.054	0.382	0.119
70	I deal confidently with demanding parents	0.337	0.141	0.562	0.247
71	I always take into consideration the influence of a child's religious traditions	0.183	0.337	0.436	0.249
72	I recognise the severity of Lower Respiratory tract infections in children	0.495	0.453	0.291	-0.050
73	I assess and calculate the fluid requirements in all children with acute	0.665	0.168	0.293	-0.011
74	I assess the development of every child I see	0.262	0.392	0.382	0.105
75	I recognise critically ill neonates	0.591	0.174	0.408	0.069

no loading >0.40

no loading >0.40

61 items

4 factors

Rotated Factor Pattern				
	Factor1	Factor2	Factor3	Factor4
				Factor

31	I manage a child with a lower respiratory tract infection based on their severity	0.631	0.392	0.136	0.087	1
62	I identify and differentiate between the causes of acute respiratory distress in children	0.522	0.300	0.454	-0.011	
72	I recognise the severity of Lower Respiratory tract infections in children	0.488	0.463	0.311	-0.085	
15	I recognise when to prescribe oral rehydration therapy in acute gastroenteritis cases	0.632	0.318	-0.042	0.282	1
32	I resuscitate children with acute hypovolemic shock due to acute gastroenteritis	0.763	0.178	0.142	0.106	
43	I always look for and manage metabolic complications that can occur in a child with acute gastroenteritis	0.613	0.203	0.232	-0.018	
68	I assess dehydration in children with acute Gastroenteritis	0.586	0.527	0.025	-0.059	
73	I assess and calculate the fluid requirements in all children with acute gastroenteritis	0.678	0.179	0.250	-0.023	
16	I resuscitate children of all ages	0.700	-0.082	0.259	0.316	1
44	I manage critically ill children to ensure they are stable prior to referral to higher level care	0.651	0.188	0.357	-0.007	
63	I triage children in order to ensure the sickest children are seen first	0.577	0.233	0.305	0.057	
69	I resuscitate new-borns if needed at birth	0.649	-0.048	0.326	0.104	
75	I recognise critically ill neonates	0.613	0.177	0.376	0.046	
30	I manage a HIV infected patient holistically including the provision of ART	0.424	0.493	0.167	0.059	1/2
67	I always implement the current EMTCT national guidelines	0.469	0.370	0.357	0.056	
13	I review the Road to Health Booklet to assess growth in every paediatric admission	0.245	0.482	-0.207	0.418	2/3
41	I ensure malnourished children are provided food security on discharge from in-patient care	0.327	0.292	0.480	0.089	
60	I provide advice on the breastfeeding as determined by the MBHFI	0.326	0.504	0.208	0.178	
29	I know and understand the importance of breastfeeding and kangaroo mother care	0.199	0.627	-0.067	0.111	1/2
40	I always ensure infection prevention protocols are followed when working with newborns	0.160	0.518	0.231	0.186	
59	I always take a good pregnancy history in order to identify antenatal factors impacting on the newborn	0.208	0.541	0.198	0.043	
66	I am able to monitor and care for premature babies	0.513	0.139	0.495	0.066	
14	I prescribe Tuberculosis treatment for children	0.585	0.200	0.038	0.323	1
9	I develop a patient management plan	0.493	0.236	0.107	0.481	1/2
21	I appreciate the importance of group dynamics when working in a team environment	-0.028	0.552	0.167	0.242	
26	When required I safely and comprehensively handover care of children in my care	0.538	0.344	0.227	0.174	
48	I frequently make use of the social worker in the care of paediatric patients	0.482	0.367	0.218	0.215	
49	I establish and maintain good working relationships with fellow medical doctors	0.133	0.568	0.257	0.045	
54	I always appreciate the contribution of nursing staff to the care of children	-0.080	0.689	0.080	0.011	
4	I counsel families of children diagnosed with a terminal illness	0.419	0.014	0.366	0.463	2/3/4
19	I always counsel the distraught family of ill children in my care	0.448	0.104	0.470	0.377	
20	I provide information to patients and their families with respect to overall health and prognosis	0.109	0.502	0.192	0.497	
25	I obtain consent from a caregiver of a child undergoing a procedure	0.220	0.541	-0.053	0.116	
36	I regularly take a drug and alcohol history from parents of children that are in my care	0.134	0.250	0.454	0.241	

47	I identify preventative child-health strategies and indicate this to caregivers during	0.270	0.507	0.096	0.306	
53	I always document clinical encounters in paediatrics in an accurate and timely ma	0.348	0.479	0.342	0.062	
70	I deal confidently with demanding parents	0.375	0.120	0.550	0.247	
22	I encourage families I look after to improve their health habits	0.026	0.442	0.213	0.441	2/3
38	I contribute to community and societal projects	0.207	0.017	0.711	0.187	
50	I use consultations with parents of children to encourage healthy lifestyles	0.114	0.508	0.448	0.258	
5	I put forward my concerns on patient safety when looking after children	0.189	0.276	0.172	0.523	3/4
10	I set priorities and manage my time appropriately when looking after children	0.364	0.201	0.318	0.505	
37	I participate meaningfully in a paediatric mortality and morbidity review meetings	0.415	0.063	0.552	0.241	
6	When managing a child I always take into consideration his/her culture	-0.012	0.224	0.302	0.582	1/2/4
7	I interpret laboratory results for the purpose of diagnosis and management in child	0.496	0.233	0.128	0.325	
8	I put up intra-osseous lines on children when needed	0.457	-0.129	0.210	0.342	
34	I select appropriate investigations for the purpose of diagnosing a child	0.505	0.365	0.388	0.071	
35	I do blood sampling on children of all ages	0.734	0.069	0.046	0.093	
45	I do lumbar punctures on children when indicated	0.744	0.039	0.122	0.176	
46	I catheterize all ages of children when required	0.640	0.091	0.117	0.216	
55	I always plan holistic patient centred care for a child	0.249	0.583	0.333	0.132	
56	I always recognise the role of household income on childhood illness	0.070	0.552	0.274	0.156	
58	I elicit a directed history at all encounters involving children	0.370	0.555	0.142	0.053	
64	I do a physical examination on all children when required of me	0.447	0.606	0.039	-0.001	
65	I always take into consideration the level of education of a family when assessing	0.157	0.404	0.370	0.301	
71	I always take into consideration the influence of a child's religious traditions when	0.193	0.316	0.492	0.220	
11	I always give my best in all aspects of my paediatric practice	0.187	0.412	0.130	0.393	2/3
18	I demonstrate a good work ethic	-0.059	0.544	0.082	0.226	
28	I balance my work and personal life whilst working with children	0.142	0.339	0.404	0.101	
39	I cope with the stress of working in an emotionally challenging environment	0.248	0.244	0.522	0.062	
51	I recognise my own clinical limitations with respect to paediatric practice	0.046	0.539	0.094	0.042	

Factor description:	Core Procedural skills	Holistic-care skills	Emotional skills Social competency /Self	Emotional skills Social competency /Self

to 3

61 item Final factor solution

4 factors

Rotated Factor Pattern						
		Factor1	Factor2	Factor3	Factor4	Factor
31	I manage a child with a lower respiratory tract infection based on their severity	0.631	0.392	0.136	0.087	1
62	I identify and differentiate between the causes of acute respiratory distress in children	0.522	0.300	0.454	-0.011	
72	I recognise the severity of Lower Respiratory tract infections in children	0.488	0.463	0.311	-0.085	
15	I recognise when to prescribe oral rehydration therapy in acute gastroenteritis cases	0.632	0.318	-0.042	0.282	1
32	I resuscitate children with acute hypovolemic shock due to acute gastroenteritis	0.763	0.178	0.142	0.106	
43	I always look for and manage metabolic complications that can occur in a child with acute gastroenteritis	0.613	0.203	0.232	-0.018	1
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59	I always take a good pregnancy history in order to identify antenatal factors impacting on neonatal well-being	0.208	0.541	0.198	0.043	1
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71	I always take into consideration the influence of a child's religious traditions when deciding on management	0.193	0.316	0.492	0.220
11	I always give my best in all aspects of my paediatric practice	0.187	0.412	0.130	0.393
18	I demonstrate a good work ethic	-0.059	0.544	0.082	0.226
28	I balance my work and personal life whilst working with children	0.142	0.339	0.404	0.101

2/3/4

2/3

3/4

1/2/4

2/3

39	I cope with the stress of working in an emotionally challenging environment	0.248	0.244	0.522	0.062
51	I recognise my own clinical limitations with respect to paediatric practice	0.046	0.539	0.094	0.042

Factor description:	Core Procedural skills	Holistic-care skills	Emotional skills Social competency /Self Managemnt	Emotional skills Social competency /Self Managemnt
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similar to 3