

Payment By Results (PBR) / Information Management Benchmark Sheet

	Concerns	Good practice	Trainer Comments
Investigation and understanding of PBR and information required	Doesn't really understand process, not spoken to relevant stakeholders. Unable to articulate importance or relevance.	Clearly researched, explored and discussed process with relevant stakeholders. Aware of implications for funding. Realises why this is important.	
Analyses reference cost submitted	Not looked at this or not involved the right people. Superficial.	Taken advice from clinical leads and managers on the implications and requirements. Aware of ED requirements in this.	
Identifies and checks where possible errors	Not enough understanding to do this effectively.	Understands data enough to identify error. Looks for themes or quick wins.	
Makes suggestions for improvements in data collection/quality	Some suggestions which are unrealistic or uninformed. Requires significant support.	Pragmatic and sensible suggestions to improve quality or data collection. Uses clinical perspective to identify areas of development.	
Translate suggestion into guidelines for staff	Superficial or unrealistic suggestions. Unlikely to be effective in changing practice	Has thought through implications, discusses alternative solutions or providers. Can weigh alternative number of options. Able to develop something that staff will relate to or understand.	
Reflection	Has not demonstrated required learning or reflection from process.	Demonstrates understanding of PBR and Information Management. Aware of challenges and identified personal learning points.	

The assessor is asked to consider the learner's performance in all of the domains listed in completing this statement:

“Based on this WPBA, I would be satisfied that this learner could contribute to a PBR / Information management as a newly appointed consultant”

Yes	
No	
Signature	
GMC	
Date	

If no, these are the reasons and my recommendations for further work: