



Medical Supervisor and Teacher Values Charter

Reflecting the value with which I hold JMOs I supervise and or teach, I strive to....

demonstrate respect	#1 be friendly and show interest in JMOs as individuals.
	#2 interact politely with JMOs, acknowledge their effort and thank them for it.
	#3 respect JMOs' reputations in conversations with colleagues, staff and patients.
	#4 minimise unintended disrespect by remaining composed when frustrated or stressed.
promote diversity and wellbeing	#5 enquire about and show concern for JMOs' wellbeing.
	#6 demonstrate respect for JMOs' age, gender, cultural values and beliefs.
	#7 treat JMOs equally when, for example, allocating responsibilities, providing JMOs with learning opportunities and making recommendations for employment, etc.
	#8 intervene if I witness others behaving disrespectfully toward JMOs.
ensure patients and staff are safe	#9 supervise JMOs appropriately and consistently.
	#10 allocate responsibilities appropriately for JMOs' roles and experience.
	#11 invite JMOs to raise issues and concerns in relation to patient care and supervision.
collaborate to create an open, safe and empowering learning environment	#12 As required, brief JMOs on roles and expected behaviours, before clinical tasks.
	#13 invite JMOs to provide input into patients' management plans.
	#14 encourage independence and provide support that match JMOs' individual needs.
	#15 act respectfully and reassuringly, if intervening in or changing JMOs' clinical care.
	#16 when identifying learning activities, aim to develop JMOs to the next stage of expertise.
	#17 enable JMOs time to engage in educational activities.
monitor and manage JMOs' work environment	#18 be aware of the JMOs' workloads and allocate tasks to ensure these are reasonable.
	#19 support JMOs to self-manage their workflow and workload.
	#20 when working with JMOs for the first time, invite them to raise issues about aspects of their work that negatively impact their productivity, well-being or training requirements.
achieve effective feedback	#21 show positive regard for JMOs, congratulate them on good practices and promote their beliefs about their ability to excel.
	#22 invite JMOs to self-appraise their performance following learning activities.
	#23 initiate respectful conversations that explore reasons for poor performance, when evident.
	#24 give objective and balanced appraisals of JMOs' practice against expected standards.
	#25 when assisting JMOs to create learning goals, ensure they are effective, for instance, SMART (<i>Specific, Measurable, Attainable, Relevant, Timely</i>)
practice ethically	#26 communicate transparently and honestly, acknowledge and apologise for mistakes.
	#27 maintain JMOs' privacy and confidentiality, appropriately.

