



Universal Medical Supervision Values Charter

Reflecting the value with which we hold JMOs and their supervisors, we strive to...

demonstrate respect	#1 be friendly and show interest in one another, as individuals.
	#2 interact politely and acknowledge others' effort and contribution
	#3 respect reputations in conversations with colleagues, staff and patients.
	#4 minimise unintended disrespect by remaining composed when frustrated or stressed.
promote diversity and wellbeing	#5 show concern for one another.
	#6 demonstrate respect for age, gender, cultural values and beliefs.
	#7 treat everyone equally.
	#8 support others if you witness disrespectful behaviour
ensure patients and staff are safe	#9 act upon senior medical advice
	#10 clarify when unclear or concerned about advice
	#11 practice within role and consult appropriately
	#12 communicate our concerns and listen to concerns raised by patients and colleagues.
collaborate to create an open, safe and empowering learning environment	#13 clarify roles, priorities and expectations, regarding communication and consultation.
	#14 show initiative, promote independence and offer support
	#15 show respect when changing others' management or having your management altered
	#16 enable protected time for education and make the most of it
monitor and manage JMOs' work environment	#17 monitor workloads and seek and or provide support to manage them
	#18 promote innovation and initiative in managing workflow
	#19 raise concerns (and encourage others to do the same) if any aspect of one's work impacts negatively on productivity, wellbeing, or career progression.
achieve effective feedback	#20 believe you are valued, show positive regard and acknowledge good performance in others
	#21 practice self appraisal
	#22 be objective and measured in one's appraisals
	#23 be receptive to constructive feedback
	#24 initiate open respectful conversation to explore poor performance, when relevant
practice ethically	#25 convert feedback to effective improvement goals
	#26 communicate transparently, acknowledge, and apologise for, mistakes
	#27 maintain privacy and confidentiality, appropriately