



Junior Medical Officer Teaching and Supervision Values Charter

Reflecting the value with which I hold my supervisors and teachers (S&Ts) I, as a JMO, strive to...

demonstrate respect	#1 be friendly and show interest in my S&Ts as individuals.
	#2 interact politely with S&Ts, acknowledge their effort, and thank them for it.
	#3 respect S&Ts' reputations in conversations with colleagues, staff and patients.
	#4 minimise unintended disrespect by remaining composed when frustrated or stressed.
promote diversity and well-being	#5 enquire about and show concern for S&Ts' well-being.
	#6 demonstrate respect for our S&Ts' age, gender, cultural values and beliefs.
	#7 treat my S&Ts equally when evaluating them and considering their advice.
	#8 support S&Ts if others are observed to behave disrespectfully toward them.
ensure patients and staff are safe	#9 act upon S&Ts' patient management advice appropriately.
	#10 seek clarification if advice is unclear or I have concerns about carrying it out.
	#11 practice according to my designated roles and experience, and consult appropriately.
	#12 communicate my concerns and listen to concerns raised by patients and colleagues.
create an environment that is safe, empowering and conducive to learning	#13 clarify roles, priorities and expectations, regarding communication and consultation.
	#14 show initiative in patient care and support other team members.
	#15 don't take it personally if my supervisors intervene in, or change our clinical care.
	#16 make the most of educational opportunities by attending and being prepared.
monitor and manage the work environment	#17 monitor my workload and ask for help or guidance to manage it, if required
	#18 suggest innovations in work practices, and where appropriate, take initiative to self-manage my workflow.
	#19 speak up if issues impact negatively on my productivity, wellbeing, or career progress.
learn from feedback	#20 provide positive feedback to S&Ts when I feel I learn useful things from them.
	#21 be receptive to constructive feedback provided by my S&Ts.
	#22 reflect on my practice in an objective, balanced and self-forgiving manner.
	#23 work with my S&Ts to convert feedback into SMART goals (Specific, Measurable, Attainable, Relevant, and Timely).
	#24 hold the assumption that my S&Ts value my ability effort and potential
practice ethically	#25 communicate transparently and honestly, acknowledge and apologise for mistakes
	#26 maintain appropriate privacy and confidentiality in my dealings with S&Ts.

