

# ROYAL COLLEGE OF PHYSICIANS OF IRELAND

## REFERENCE REQUEST

Candidate Name:	Specialty:
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The above named has applied for a Fixed Term Training post and has given your name as a referee. I would be grateful if you would provide a reference for this candidate. It would be helpful if you would answer all the questions below. If it is easier, you may reply in letter format, but it would be helpful to the Appointments Committee if you covered the headings as listed.

- Directions:
- A rating of "1" indicates the candidate is below average and there are significant weak areas or uneven aspects to performance;
  - A rating of "3" indicates the candidate is average and achieves a sufficiently high standard for this job level;
  - A rating of "5" indicates the candidate is above average and displays distinctive strengths for this job level.

### Clinical Experience & Skills

	Below Average		Average		Above Average	
Level of knowledge compared with other doctors at this level	1	2	3	4	5	
Overall clinical competence compared with other doctors at this level	1	2	3	4	5	
Ability to organize and prioritise clinical problems and personal work	1	2	3	4	5	
Awareness and insight into knowing when it is necessary to seek help/advice	1	2	3	4	5	
Ability to demonstrate thoroughness in approach to work	1	2	3	4	5	

### Personal Skills

	Below Average		Average		Above Average	
Ability to act decisively and take responsibility	1	2	3	4	5	
Interpersonal skills that promote good teamwork and contribute to patient-care	1	2	3	4	5	
Adapts to new situations readily, demonstrates flexibility	1	2	3	4	5	
Deals with patients and colleagues in a non-judgmental & appropriate way	1	2	3	4	5	
Ability to operate under pressure and cope with setbacks	1	2	3	4	5	
Commitment, enthusiasm and drive for the specialty	1	2	3	4	5	
Displays honesty, integrity and is aware of ethical dilemmas	1	2	3	4	5	

### Overall Comments

Would you wish to work with this candidate again?	1	2	3	4	5
Please indicate your preference to work with the candidate again using the scale. A rating of "1" indicates that you would not wish to work with the candidate again. A rating of "5" indicates that you would be very enthusiastic to work with the candidate again.					

*Please note a copy of this reference will be made available to the candidate upon request. Thank you for your time.*

Name of Referee:	Position:
Hospital/Address:	Telephone:
Signature:	Date: