



تجمع الرياض الصحي الثاني
Riyadh Second Health Cluster
شركة الصحة القابضة



THE MERIT AWARDS: COMMITTEE EVALUATION HANDBOOK



MERIT



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THE MERIT AWARDS

This handbook provides the standardized assessment framework and scoring rubrics for the Merit Annual Resident Awards. To maintain the integrity of the Riyadh Second Health Cluster's recognition process, the committee evaluates "Model Trainees" and "Model Trainers" through separate, specialized criteria.





MODEL TRAINEE AWARD: EVALUATION FRAMEWORK

To ensure a rigorous and transparent selection process, the Merit Committee utilizes the following professional criteria to evaluate candidates for the Model Trainee Award. This framework identifies residents who exceed standard training requirements through a combination of clinical mastery and academic leadership.

Assessment Criteria:

- **Clinical Proficiency & Diagnostic Mastery:** Assessment of the resident's high-level clinical knowledge and the precision of their diagnostic skills in complex medical scenarios.
- **Academic Engagement & Scholarly Contribution:** Evaluation of the trainee's academic participation, including research tracking and any successful publications archived within the Merit Library.
- **Professionalism & Ethical Conduct:** Review of the resident's consistency in adhering to the Saudi Commission for Health Specialties (SCFHS) professional standards and the specific policies of the Riyadh Second Health Cluster.
- **Multidisciplinary Interaction & Communication:** Measurement of the nominee's effectiveness in peer-to-peer collaboration, patient-centered communication, and teamwork within a multidisciplinary healthcare environment.
- **Documented Summary of Achievements:** Analysis of the nominator's detailed description regarding specific instances of leadership, patient advocacy, and professional excellence.
- **Verified Evidence of Excellence:** Comprehensive review of the resident's recent clinical evaluations or a structured list of significant clinical accomplishments.

MODEL TRAINEE AWARD: SCORING RUBRIC

The committee assigns scores based on the following weighted variables. Any submission missing mandatory metadata or the final accuracy acknowledgment will be disqualified.

CATEGORY	EVALUATION METRIC	WEIGHT
Clinical Excellence	Demonstrated proficiency in diagnostic and patient care settings.	30%
Academic Impact	Volume and quality of research submitted to the Merit Library or publication assistance pathway.	25%
Leadership & Advocacy	Evidence of leadership roles, patient advocacy, and proactive initiative as described in the summary of achievements.	20%
Professionalism	Adherence to SCFHS ethics and high-quality peer/patient communication.	15%
Evidence Quality	Validity and strength of the uploaded clinical evaluations or accomplishments portfolio.	10%



MODEL TRAINER AWARD: EVALUATION FRAMEWORK

The Model Trainer Award recognizes faculty who transcend standard supervisory roles to act as true architects of the next generation's medical careers. The following criteria and scoring rubric are utilized by the Merit Committee to evaluate the impact of nominees within the Riyadh Second Health Cluster.

Assessment Criteria

- **Pedagogical Excellence and Feedback:** Evaluates the trainer's proficiency in delivering clear, constructive, and actionable feedback that measurably advances the resident's clinical knowledge base.
- **Clinical Mentorship in Complex Practice:** Measures the mentor's effectiveness in guiding residents through the nuances of sophisticated patient care and the management of complex clinical cases.
- **Supervisory Dedication:** Assesses the trainer's commitment to consistent supervision and the maintenance of an open, transparent dialogue aimed at optimizing training outcomes.
- **Scholarly Publication Facilitation:** Reviews the trainer's active involvement in assisting residents with manuscript development, navigating the publication process, and utilizing the Merit Research Library.
- **Academic Leadership:** Evaluates the trainer's participation in formal academic sessions, journal clubs, and the rigorous review of resident research.
- **Regulatory & SCFHS Compliance:** Ensures the trainer consistently upholds the stringent standards set by the Saudi Commission for Health Specialties (SCFHS) for accredited training programs.
- **Ethical Leadership and Culture:** Recognizes trainers who demonstrate ethical leadership and cultivate a collaborative, inclusive environment at the training site.



MODEL TRAINER AWARD: SCORING RUBRIC

The committee utilizes a weighted scoring system to translate qualitative mentorship into a quantitative merit rank.

CATEGORY	EVALUATION METRIC	WEIGHT
Mentorship Impact	Excellence in clinical feedback, availability for supervision, and guidance in complex patient care.	40%
Scholarly Support	Demonstrated success in assisting residents with research writing, journal reviews, and academic activities.	30%
Institutional Leadership	Ethical leadership, fostering collaboration, and participation in academic forums.	20%
Regulatory Alignment	Consistency in meeting SCFHS accreditation standards and administrative accuracy.	10%



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