

# JRCPTB Position on AI in workplace based assessments and reflective logs on ePortfolio

## 1. Purpose

Workplace based assessments (WPBAs) and Reflective practice are central to physician training and professional development. They support the development of clinical reasoning, critical thinking and insight into practice and underpins decision-making at ARCP.

The primary purpose of WPBAs and reflective entries within the ePortfolio is to demonstrate individualised learning, insight and progression based on lived clinical experience.

This guidance applies to all doctors using the JRCPTB ePortfolio including doctors in training, other doctors contributing to portfolio evidence (for example SAS, local employed or other non-training roles) and doctors in supervisory roles.

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## 2. Role of AI

Artificial intelligence (AI) tools are increasingly accessible and may support aspects of written communication. JRCPTB recognises that AI can assist with:

- Structuring reports and reflections
- Improving clarity and readability
- Prompting deeper consideration of learning points
- Supporting grammar, tone and presentation

However, AI cannot replace authentic reflection, which must remain the product of the individual doctor's own experience and thinking.

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## 3. Acceptable Use

Doctors in training may use AI tools to support (but not replace) their WPBAs and reflective practice. Acceptable use includes:

- Using AI-generated prompts to guide thinking
- Editing or refining their own writing for clarity
- Exploring alternative perspectives on an identified experience
- Improving structure, grammar, and presentation

In all cases, the underlying assessments and reflection must originate from the doctor's own experience and analysis. Use of AI should support, not replace, the doctor's responsibility for active participation in their own learning and reflection.

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## 4. Unacceptable Use

AI must not be used in ways that undermine the integrity of training or assessment. This includes:

- Entering patient identifiable information into AI tools or external platforms outside approved clinical or training platforms
- Submitting AI-generated WPBAs and reflections as if they are personal work
- Producing content that is generic, formulaic, or lacks individual insight
- Using AI to avoid engaging in the reflective process
- Fabricating or embellishing experiences
- Contravening local trust or employer I.T policies regarding AI use

Entries that are overly polished, impersonal, or inconsistent with other evidence in the portfolio may call into question their reliability for assessment purposes.

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## 5. Transparency and Accountability

Where AI tools have been used to support an entry, it is recommended that this is declared within the log (e.g. “AI was used to assist with structuring/editing this reflection”).

Regardless of AI use:

- The doctor remains fully responsible for the content
- Entries must be accurate, authentic, and meaningful
- Reflections must demonstrate insight that can inform future practice
- Portfolio entries form part of formal educational appraisal and must accurately represent the doctor’s own performance and development.

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## 6. Educational Supervisor Responsibilities

Educational supervisors and clinical supervisors should:

- Focus on whether entries demonstrate genuine, individualised learning
- Ensure that portfolio evidence provides a reliable basis for appraisal, educational planning and progression decisions
- Challenge entries that appear superficial, generic, or inconsistent with observed performance
- Discuss appropriate use of AI with doctors in training
- Only sign off assessments where they are satisfied that the evidence is credible and educationally valuable
- If a Clinical or Educational Supervisor suspects use of AI in writing WPBAs or reflections, and the trainee has not declared the use of AI, the supervisor should meet with the trainee and review how the assessment was produced and suggest

revision or replacement of the assessment with more appropriately-derived material

Supervisors should recognise that AI may improve presentation, but clarity of writing must not be confused with depth of reflection.

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## 7. Implications for ARCP

ARCP panels rely on the ePortfolio to make defensible judgements about progression. For this reason:

- Portfolio evidence must be reliable and representative of the doctor’s ability
- Reflections and WPBAs should demonstrate clinical reasoning, learning, and development
- Over-reliance on AI may limit the ability of panels to assess competence and may require further clarification

Apparent “perfection” in entries, without evidence of learning or development, may be unhelpful in assessing progression.

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## 8. Core Principle

AI can support the production of WPBAs and the presentation of reflection, but not the process of reflection itself.

JRCPTB supports the responsible use of AI as an adjunct to learning. However, the integrity of training requires that WPBA and reflective entries remain personal, authentic, and demonstrably linked to professional development.

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