

Multisource feedback assessment form (Co-worker)



Australian
Medical Council Limited

Logo placement area

Candidate and co-worker information

AMC candidate name		AMC candidate number	
Assessor name		Assessor position	

This Multisource feedback form assesses the following domains (multiple options can be selected):

History <input type="checkbox"/>	Physical Examination <input type="checkbox"/>	Management/Counselling <input type="checkbox"/>	
Clinical Judgement <input type="checkbox"/>	Communication Skills <input type="checkbox"/>	Working in a team <input type="checkbox"/>	Professionalism <input type="checkbox"/>
Cultural competence <input type="checkbox"/>		Patient safety and quality of care <input type="checkbox"/>	

Please record a rating for each criterion on the scale 1 (extremely poor) to 5 (extremely good). A score of 1-2 is considered below expected level, 3 at expected level and 4-5 above expected level, at the standard of an Australian graduate **at the end of PGY1**. The criteria where there are no **N/O** (*not observable in this encounter*) boxes are mandatory and must be rated for each assessment. Assessors should note that over all the encounters observed it is expected that all attributes are observed and scored at least once. Support all ratings with an explanation / example in the comments box.

This doctor:

	Below expected level	At expected level	Above expected level	
1. Communicates effectively with patients	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4 <input type="checkbox"/> 5
2. Provides pertinent information about patients in a timely manner when required	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> N/O
3. Is available to patients when required	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> N/O
4. Is receptive and respectful of co-worker input regarding care of patients	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4 <input type="checkbox"/> 5
5. Takes responsibility for professional actions	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4 <input type="checkbox"/> 5
6. Maintains the confidentiality of patients	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4 <input type="checkbox"/> 5
7. Speaks respectfully of colleagues in conversations with patients and co-workers	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4 <input type="checkbox"/> 5
8. Respects my professional knowledge	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4 <input type="checkbox"/> 5
9. Is proficient in English	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> N/O
10. Treats patients with respect	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4 <input type="checkbox"/> 5
11. Has the appropriate knowledge and skills to provide proper patient care	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4 <input type="checkbox"/> 5
12. Treats me with respect	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4 <input type="checkbox"/> 5
13. Manages stressful situations constructively	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> N/O

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14. Collaborates with colleagues	<input type="text" value="1"/>	<input type="text" value="2"/>	<input type="text" value="3"/>	<input type="text" value="4"/>	<input type="text" value="5"/>	
This doctor:	Below expected level		At expected level	Above expected level		
15. Is willing to take responsibility for error	<input type="text" value="1"/>	<input type="text" value="2"/>	<input type="text" value="3"/>	<input type="text" value="4"/>	<input type="text" value="5"/>	<input type="text" value="N/O"/>
16. Writes prescriptions and orders clearly	<input type="text" value="1"/>	<input type="text" value="2"/>	<input type="text" value="3"/>	<input type="text" value="4"/>	<input type="text" value="5"/>	<input type="text" value="N/O"/>
17. Contributes to administrative practices supporting good medical care (office protocols, timely reports / information flow)	<input type="text" value="1"/>	<input type="text" value="2"/>	<input type="text" value="3"/>	<input type="text" value="4"/>	<input type="text" value="5"/>	<input type="text" value="N/O"/>
18. Appears committed to and current with advances in medical knowledge	<input type="text" value="1"/>	<input type="text" value="2"/>	<input type="text" value="3"/>	<input type="text" value="4"/>	<input type="text" value="5"/>	

Global rating An overall rating of this doctor's performance and professionalism in all areas. The global rating is not an algorithmic calculation of the candidate assessment criteria ratings but a judgement about the overall performance of the candidate

Not competent

Competent

Assessors comments (compulsory) Please add comments about this doctor's strengths and weaknesses that support your ratings. All comments are deidentified and aggregated for feedback.

Signature of assessor:

Date:

 / /

Observation time:

Feedback time:

Multi-source feedback (MSF)

Multi-source feedback provides evidence on performance of a candidate from a variety of sources. These sources may include colleagues, other co-workers (nurses, allied health) and patients. Questionnaires completed by each of these groups assess a candidate's performance over time in contrast to a specific candidate encounter. MSF enables the assessment of proficiencies that underpin safe and effective clinical practice, yet are often difficult to assess including interpersonal and communication skills, team work, professionalism, clinical management and teaching abilities.

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