

Multisource feedback assessment form (Medical colleague)

Candidate and medical colleague assessor 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	2	3	4	5	
1. Communicates well with patients	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
2. Reaches the correct diagnosis in a timely manner	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> N/O
3. Refers patients appropriately	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> N/O
4. Provides appropriate information for colleagues to provide follow-up patient care	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> N/O
5. Accepts responsibility for care of ongoing issues	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> N/O
6. Provides pertinent and timely information about patients when required	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> N/O
7. Recognises and takes action when urgent intervention is required	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> N/O
8. Takes responsibility for actions and decisions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
9. Demonstrates appropriate clinical judgement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
10. Maintains patient confidentiality	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
11. Works well with colleagues	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
12. Speaks respectfully of colleagues in conversations with patients and co-workers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
13. Documents care appropriately	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

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14. Is willing to take responsibility for error

 1

 2

 3

 4

 5

This doctor:

Below expected level

At expected level

Above expected level

15. Contributes to administrative practices supporting good medical care (office protocols, timely reports / information flow)

 1

 2

 3

 4

 5

 N/O

16. Writes prescriptions and orders clearly

 1

 2

 3

 4

 5

 N/O

17. Appears committed to and current with advances in medical education

 1

 2

 3

 4

 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.