

## Multi-source Feedback (MSF) Paper Form

Assessment	Regarding the areas outlined below, the trainee requires:									
	Significant assistance, support and review			Some constructive feedback			Positive feedback only			Unable to assess
<b>Relationships with patients</b>	<i>Develops positive relationships with patients, is trustworthy, encourages patients and families to be a part of the decision making process</i>									
	1	2	3	4	5	6	7	8	9	UTA
<b>Communication with patients</b>	<i>Explains procedures to patients in a language they can understand, informs patients of risks, encourages discussion and questions, provides written information to facilitate understanding</i>									
	1	2	3	4	5	6	7	8	9	UTA
<i>Describe how the trainee interacts with patients and their families</i>										
<b>Empathy</b>	<i>Displays empathy and compassion toward patients, treats patients as individuals recognising and respecting differences</i>									
	1	2	3	4	5	6	7	8	9	UTA
<b>Integrity</b>	<i>Honest &amp; reliable verbal &amp; written communication. Maintains contact so is readily available when needed</i>									
	1	2	3	4	5	6	7	8	9	UTA
<b>Advocacy</b>	<i>Advocates for treatment and care that is in the best interests of the patient, respects patient's privacy and dignity, actively promotes safety and risk reduction, uses opportunities in their practice to promote health and prevent disease</i>									
	1	2	3	4	5	6	7	8	9	UTA
<b>Communicating with team</b>	<i>Synthesises and communicates relevant information, conveys management plan to team members with clear instructions as to roles and responsibilities, demonstrates a respectful attitude to all team members</i>									
	1	2	3	4	5	6	7	8	9	UTA
<b>Working with team</b>	<i>Functions as an effective team member, participates in team aspects of care (checklists), safely hands over responsibility of patient care to others, effectively allocates resources during crises, works with others to prevent and resolve conflicts, shows consideration for professional perspectives</i>									
	1	2	3	4	5	6	7	8	9	UTA
<i>Describe how the trainee interacts with other team members</i>										
<b>Teaching</b>	<i>Is actively engaged and skilled in teaching students &amp; other staff, facilitates learning of others</i>									
	1	2	3	4	5	6	7	8	9	UTA
<b>Learning</b>	<i>Initiates discussion and voices opinion. Willing to consider advice, feedback and/or instruction</i>									
	1	2	3	4	5	6	7	8	9	UTA
<b>Organisation/ Efficiency</b>	<i>Attends in time to adequately prepare &amp; uses time well through effective prioritisation</i>									
	1	2	3	4	5	6	7	8	9	UTA
<b>Planning and Preparation</b>	<i>Formulates &amp; articulates appropriate plans, including anticipation of potential problems; prepares well including checking of equipment, organising theatre and monitoring</i>									
	1	2	3	4	5	6	7	8	9	UTA
<b>Management in clinical environment</b>	<i>Allocates and prioritises cases effectively, efficiently runs theatre lists, prioritises clinical tasks to match workload, ensures suitable resources and environment for patient care</i>									
	1	2	3	4	5	6	7	8	9	UTA
<b>Insight</b>	<i>Recognises limits of their expertise and experience, seeks advice from appropriate staff when required, takes on responsibility appropriately</i>									
	1	2	3	4	5	6	7	8	9	UTA
<b>Professionalism</b>	<i>Shows respect for confidentiality and privacy of patients and colleagues, is punctual, works in a calm and considered manner, responds promptly to requests for assistance</i>									
	1	2	3	4	5	6	7	8	9	UTA



## Introduction

The major role of MSF is to broaden the sources of feedback on everyday clinical care, recognizing anaesthetists do not work in isolation but as members of interdisciplinary and inter professional teams to deliver care.

It provides information on how the trainee is performing across the different ANZCA roles, including feedback on how others perceive their skills in communication, collaboration and teamwork, patient advocacy and professionalism

Unlike the other Workplace Based Assessments, MSF does not necessarily use real time observation but rather incidental observations over a period of time. It includes anaesthetists and others who have had a direct experience of the trainee.

Please remember the most important aspect of this assessment is providing constructive feedback, so please aid the trainee's future development by making suggestions for improvement. The Supervisor of Training takes into account the ratings and comments of multiple MSF assessments and will provide consolidated feedback to the trainee.