ANZCA
FPM

ANZCA and FPM CPD Program

Peer review of non-clinical (excluding educational*) practice – Observation form**

* see separate guidelines and forms for Peer review of educational practice

** the items under roles 1-6 on this form are based on the *Supporting Professionalism and Performance: A guide for Anaesthetists' and Pain Medicine Physicians* (2024) and Multi-source feedback (clinical support) - form

Date: _____ Location: _____

Practice observed: _____

Focus area/s from the list below (choose at least one): _____

Note: while the items under roles 1-6 in the list below are based on the ANZCA Supporting Professionalism and Performance guide (2024) and Multi-source feedback (clinical support) - form, additional items tailored to suit the role(s) being observed can be added if needed under "7. Other (optional)".

Roles	Observations	Outcome of discussion
1. Medical and other relevant expertise		
1.1 Demonstrates relevant expertise		
1.2 Recognises and acknowledges limits of expertise		
1.3 Regularly reviews own practice		
1.4 Identifies and manages risk		

Roles	Observations	Outcome of discussion
1.5 Makes informed and timely decisions		
1.6 Works in a calm and considered manner, even in stressful situations		
2. Communication and collaboration		
2.1 Develops rapport and trust with colleagues and other team members.		
2.2 Elicits and synthesises timely and accurate information to inform work		
2.3 Discusses and communicates options, recognising and articulating problems to be addressed		

Roles	Observations	Outcome of discussion
2.4 Communicates effectively with colleagues and other team members		
2.5 Exchanges necessary and relevant information in a timely manner to aid establishment of a shared understanding with others		
2.6 Works to prevent, manage and resolve conflict		
3. Leadership and management		
3.1 Sets and maintains standards of practice		
3.2 Leads in a manner that inspires others		

Roles	Observations	Outcome of discussion
3.3 Supports others		
3.4 Promotes efficiency and cost effectiveness		
3.5 Seeks to understand financial and non-financial implications of proposals		
4. Health advocacy		
4.1 Shows respect for others' privacy and dignity		
4.2 Advocates for options in the best interests of patients, communities, the health service and/or organisation		

Roles	Observations	Outcome of discussion
4.3 Demonstrates awareness of own biases and status		
4.4 Shows cultural awareness and sensitivity		
5. Scholarship		
5.1 Shows commitment to lifelong learning		
5.2 Contributes to and facilitates the learning of other team members		
5.3 Critically evaluates and integrates evidence into practice		

Roles	Observations	Outcome of discussion
5.4 Fosters scientific enquiry		
6. Professionalism		
6.1 Demonstrates awareness and insight		
6.2 Observes ethics and probity		
6.3 Maintains own health and wellbeing		
6.4 Adheres to regulatory framework of practice		
6.5 Actively identifies and manages potential conflicts of interest		

Roles	Observations	Outcome of discussion
7. Other (optional)		
7.1 (Specify)		
7.2 (Specify)		

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