



## CPD handbook appendix 4PM

### Multi-source feedback (pain medicine practice) - form

#### A voluntary, quality improvement activity

Thanks for agreeing to be a part of this process. The pain medicine specialist who has given you this form is participating in this activity voluntarily, as part of the Australian and New Zealand College of Anaesthetists, and Faculty of Pain Medicine Continuing Professional Development (CPD) program.

The purpose of the multi-source feedback (MsF) is to guide improvement of specialists by asking colleagues and co-workers to identify attributes that can be developed further and/or addressed if necessary.

Feedback responses have been requested from others, including: pain medicine colleagues, referring specialists, general practitioners and trainees (if applicable). Other members of the pain medicine team may have also been approached, for example: allied health, and administrative staff.

#### Please provide honest feedback

It is requested that you provide honest feedback on the form, by indicating whether you observe the specialist never, sometimes, usually or consistently demonstrating the attributes listed on the left hand side of the form. You are encouraged to indicate if you have not observed any particular item, if this is the case please mark the 'Not observed'.

#### Your feedback is confidential

Please give the completed form to the facilitator listed below.

The facilitator will collate the results from individual forms on to a summary sheet and provide de-identified feedback to the specialist based on this summary. The specialist does not view individual forms. The facilitator will destroy them after responses are included in a summary document.

Facilitator: \_\_\_\_\_

#### Multi-source Feedback (MsF) form

Name of pain medicine specialist: \_\_\_\_\_

Your role: (e.g. pain medicine colleague, referring specialist) \_\_\_\_\_

	Not observed	Never	Sometimes	Usually	Consistently
<b>Patient management:</b>	Please tick relevant box				
Provides effective clinical assessment and plans					
Demonstrates proficient technical/procedural skills (if applicable)					
Provides clear advice and ongoing management plans					
Efficiently manages appointments. Procedure lists and ward commitments					
Works in a calm and considered manner, even in stressful situations					
<b>Comments</b>					

	Not observed	Never	Sometimes	Usually	Consistently
<b>Communication and teamwork:</b> <span style="float: right;">Please tick relevant box</span>					
Communicates effectively with the patient, and family or carers					
Communicates effectively with colleagues and other health professionals					
Clearly documents assessment and management plans					
Provides relevant and clear information to referring doctors and handover for inpatients					
Recognises and respects the contribution of other team members					
Participates in team aspects of care					
Leads the team when circumstances require					
<b>Comments</b>					
<b>Advocacy and professional attributes:</b> <span style="float: right;">Please tick relevant box</span>					
Shows respect for patient privacy and dignity					
Advocates for management options in the best interests of the patient					
Recognises and manages the limits of his/her experience and expertise					
Recognises and manages conflict					
Acts in an ethical manner					
Shows cultural awareness and sensitivity					
Is punctual and reliable					
Is contactable and responds when needed					
<b>Comments</b>					

	Not observed	Never	Sometimes	Usually	Consistently
<b>Teaching and learning:</b> Please tick relevant box					
Actively increases personal knowledge and skills					
Contributes to and facilitates the learning of other team members on appropriate pain management					
Is available for advice and help when needed					
<b>Comments</b>					
<b>It would be helpful to the team if he/she:</b>					