

CPD handbook appendix 4A

Multi-source feedback (anaesthesia practice) - form

A voluntary, quality improvement activity

Thanks for agreeing to be a part of this process. The anaesthetist who has given you this form is participating in this voluntary activity as part of the Australian and New Zealand College of Anaesthetists (ANZCA) and Faculty of Pain Medicine (FPM) Continuing Professional Development (CPD) Program.

The purpose of the multi-source feedback is to guide improvement of anaesthetists 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: anaesthetists, surgeons, anaesthetic nurses/technicians and anaesthetic trainees (if applicable). Other members of the team you work with also may have been approached, for example: pain nurses, post-anaesthesia care unit staff, scrub scout personnel and administrative staff.

Please provide honest feedback

Please provide honest feedback on the form, by indicating whether you observe the participant 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” box.

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 anaesthetist based on this summary. The anaesthetist 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 anaesthetist: _____

Your role: (e.g. anaesthetist, surgeon, anaesthetic trainee) _____

	Not observed	Never	Sometimes	Usually	Consistently
Patient management:	<i>Please tick relevant box</i>				
Provides effective clinical assessment and plans					
Demonstrates proficient technical/procedural skills					
Provides clear post-anaesthesia care/instructions					
Efficiently manages lists and/or caseload					
Works in a calm and considered manner, even in stressful situations					
Comments					

	Not observed	Never	Sometimes	Usually	Consistently
Communication and teamwork: <i>Please tick relevant box</i>					
Communicates effectively with patients and family or carers					
Communicates effectively with colleagues and other health professionals					
Clearly documents assessment and management plans					
Provides relevant and clear clinical handovers					
Recognises and respects the contribution of other team members					
Participates in team aspects of care					
Leads the team when circumstances require					
Comments					
Advocacy and professional attributes: <i>Please tick relevant box</i>					
Shows respect for patient privacy and dignity					
Advocates for management options in the best interests of the patient					
Recognises and manages the limits of their 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 appropriately when needed					
Comments					

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