

CPD handbook appendix 4PPM

Multi-source feedback (procedures in pain medicine) - 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 specialist pain medicine physician: _____

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

	Not observed	Never	Sometimes	Usually	Consistently
Patient management:	Please tick relevant box				
Provides effective clinical assessment and plans					
Demonstrates proficient technical/procedural skills					
Demonstrates good clinical knowledge and application of procedural standards					
Provides clear post-procedural care advice/instructions and ongoing management plans					
Works in a calm and considered manner, even in stressful situations					
Comments					

	Not observed	Never	Sometimes	Usually	Consistently
Communication and teamwork: Please tick relevant box					
Communicates effectively with patients and family or carers, including risks and benefits of procedures					
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					
Comments					
Advocacy and professional attributes: Please tick relevant box					
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 own 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: Please tick relevant box					
Actively increases personal knowledge and skills					
Contributes to and facilitates the learning of other team members on appropriate pain management relevant to procedural preparation and care					
Is available for advice and help when needed					
Comments					
It would be helpful to the team if the specialist were to:					