



# Multi-source feedback (MsF) paper form

This form should only be used by ANZCA trainees who are completing a core unit in approved overseas training.

## Details

Date of assessment \_\_\_\_\_

Trainee name \_\_\_\_\_

Assessor name \_\_\_\_\_

Assessor role (select one)

Specialist (Anaesthesia)		Provisional fellowship trainee equivalent (Other medical specialty)	
Specialist (Intensive care)		Other medical specialist (Surgeon etc)	
Provisional fellowship trainee (Anaesthesia)		Nurse/technician (Anaesthesia/ Intensive care)	
Provisional fellowship trainee equivalent (Intensive care medicine)		Other nurse/midwife/technician (Theatre/pain/recovery/ ward/maternity)	
Other health professional (Physiotherapist, Pharmacist, Dietician etc)			

## Assessment

	Significant assistance, support and review	Some constructive feedback	Positive feedback only	Unable to assess						
Relationships with patients	<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
Communication with patients	<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
Empathy	<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
Integrity	<i>Honest &amp; reliable verbal &amp; written communication. Maintains contact so is readily available when needed.</i>									

	Significant assistance, support and review			Some constructive feedback			Positive feedback only			Unable to assess
	1	2	3	4	5	6	7	8	9	UTA
Communicating with team	<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
Working with team	<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.</i>									
	1	2	3	4	5	6	7	8	9	UTA
Describe how the trainee interacts with other team members										
Organisation/ Efficiency	<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
Planning and Preparation	<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
Management in clinical environment	<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
Insight	<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
Cost Efficiency	<i>Is mindful of waste &amp; limited resources.</i>									
	1	2	3	4	5	6	7	8	9	UTA
Advocacy	<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
Describe the trainee's organisational and advocacy skills										
Teaching	<i>Is actively engaged and skilled in teaching students &amp; other staff, facilitates learning of other.</i>									

	Significant assistance, support and review			Some constructive feedback			Positive feedback only			Unable to assess
	1	2	3	4	5	6	7	8	9	UTA
Learning	<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
Professionalism	<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
Ethical behaviour	<i>Responds appropriately to ethical issues encountered in practice, demonstrates cultural sensitivity, adheres to the regulatory framework of their practice.</i>									
	1	2	3	4	5	6	7	8	9	UTA
Work practices	<i>Sets priorities and manages time to balance patient care, practice requirements, outside activities and personal life.</i>									
	1	2	3	4	5	6	7	8	9	UTA
Describe the trainee's approach to teaching and learning and professionalism										

## Feedback

<p><b>Trainee strengths</b></p> <p><i>Example: John's handover in recovery is systematic and concise and he checks I understand what he has told me"</i></p>	
<p><b>Suggestions for improvement</b></p> <p><i>Example: John is sometimes difficult to get hold of, he could focus on responding quicker to requests for assistance</i></p>	

## Global assessment

Overall the trainee requires:

Significant assistance, support and review			Some constructive feedback			Positive feedback only			Unable to assess
1	2	3	4	5	6	7	8	9	UTA

**For anaesthetists**

What level of training do you think this trainee is currently performing?

Early IT	Late IT	Early BT	Late BT	Early AT	Late AT	Early PFT	Late PFT

**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.