



ANZCA and FPM CPD Program

Multi-source feedback (clinical support) - form

A voluntary, quality improvement activity

Thanks for agreeing to be a part of this process. The specialist 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 specialists by asking colleagues and co-workers to identify their strengths and attributes that can be developed further and/or addressed if necessary. The items on this form are based on the [ANZCA Supporting Anaesthetists' Professionalism and Performance: A guide for clinicians](#) (2017).

Feedback responses have been requested from others, including, where relevant, anaesthetists, pain medicine specialists, surgeons, nurses, trainees, academic colleagues, fellow board members, organisational leaders and managers, students, and administrative officers.

Please provide honest feedback

Please 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. If you have not observed any particular item, please mark the "not observed" box for that item.

Your feedback is confidential

Please forward 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 summarised feedback to the anaesthetist. The anaesthetist does not view individual forms. The facilitator will destroy them after responses are included in the summary sheet.

Facilitator's name: _____

Where to send the form (email/postal address): _____

Anaesthetist's name: _____

Your role _____

(e.g. medical specialist, trainee/student, academic colleague, organisational leader)

Please indicate the relevant box in each line and provide comments after each section					
Medical and other relevant expertise	Not observed/not applicable	Never	Sometimes	Usually	Consistently
Demonstrates relevant expertise					
Recognises and acknowledges limits of expertise					
Regularly reviews own practice					

Identifies and manages risk					
Makes informed and timely decisions					
Works in a calm and considered manner, even in stressful situations					
Comments:					
Communication and collaboration	Not observed/not applicable	Never	Sometimes	Usually	Consistently
Develops rapport and trust with colleagues and other team members					
Elicits and synthesises timely and accurate information to inform work					
Discusses and communicates options, recognising and articulating problems to be addressed					
Communicates effectively with colleagues and other team members					
Exchanges necessary and relevant information in a timely manner to aid establishment of a shared understanding with others					
Works to prevent, manage and resolve conflict					
Comments:					
Leadership and management	Not observed/not applicable	Never	Sometimes	Usually	Consistently
Sets and maintains standards of practice					
Leads in a manner that inspires others					
Supports others					
Promotes efficiency and cost effectiveness					
Seeks to understand financial and non-financial implications of proposals					
Comments:					

Health advocacy	Not observed/not applicable	Never	Sometimes	Usually	Consistently
Shows respect for others' privacy and dignity					
Advocates for options in the best interests of patients, communities, the health service and/or organisation					
Demonstrates awareness of own biases and status					
Shows cultural awareness and sensitivity					
Comments:					
Scholarship	Not observed/not applicable	Never	Sometimes	Usually	Consistently
Shows commitment to lifelong learning					
Contributes to and facilitates the learning of other team members					
Critically evaluates and integrates evidence into practice					
Fosters scientific enquiry					
Comments:					
Professionalism	Not observed/not applicable	Never	Sometimes	Usually	Consistently
Demonstrates awareness and insight					
Observes ethics and probity					
Maintains own health and wellbeing					
Adheres to regulatory framework of practice					
Actively identifies and manages potential conflicts of interest					
Comments:					

General comments

It would be helpful if they continued to do the following:

It would be helpful if they considered the following improvements: