



ANZCA and FPM CPD Program

Multi-source feedback (pain medicine) - 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 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

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 specialist pain medicine physician. The specialist 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): _____

Specialist pain medicine physician’s name: _____

Your role _____

(e.g. pain medicine specialist, general practitioner)

Please tick relevant box in each line and provide comments after each section					
Patient management	Not observed	Never	Sometimes	Usually	Consistently
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					
Comments					
Communication and teamwork	Not observed	Never	Sometimes	Usually	Consistently
Communicates effectively with patients and their family/whanau/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					
Comments:					
Advocacy and professional attributes	Not observed	Never	Sometimes	Usually	Consistently
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 when needed					
Comments:					

Teaching and learning	Not observed	Never	Sometimes	Usually	Consistently
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					
Comments:					
General comments					
It would be helpful to the team if they continued to do the following:					
It would be helpful to the team if they considered the following improvements:					