

Multisource feedback assessment form (Co-worker)

Candidate and co-worker assessor information

Candidate Name		Assessor Name	
Date of Assessment		Assessor Position	

How well do you know this doctor? *Not at all *Not well *Somewhat Well Very well

*If you have marked anything below 'well or not well'; please refer to your provider for advice as to your suitability to assess the candidate.

Please rate this doctor on the performance statements according to the following scale. This form is used by a variety of the doctor's co-workers (for example, nurses, pharmacists, psychologists). Therefore, not all of the items will be relevant to you. Please use the unable to assess if you have insufficient information to answer a question. Your individual replies will remain confidential. Replies from co-workers will be combined before feedback is given to the candidate. Mark (✓) with an ink pen.

This doctor:	Unable to assess	I strongly disagree	I disagree	Neutral	I agree	I strongly agree
1. Communicates effectively with patients.	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
2. Provides patient information about patients in a timely manner when required.	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
3. Is available to patients when required.	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
4. Is receptive and respectful of co-worker input regarding care of patients.	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
5. Takes responsibility for professional actions.	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
6. Maintains the confidentiality of patients.	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
7. Speaks respectfully of colleagues in conversations with patients and co-workers.	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
8. Respects my professional knowledge.	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
9. Is proficient in English.	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
10. Treats patients with respect.	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
11. Has the appropriate knowledge and skills to provide proper patient care.	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
12. Treats me with respect.	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
13. Facilitates co-worker and colleague learning.	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
14. Manages stressful situations constructively.	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
15. Collaborates with colleagues.	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
16. Is willing to take responsibility for error.	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

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This doctor:	Unable to assess	I strongly disagree	I disagree	Neutral	I agree	I strongly agree
17. Contributes to administrative practices supporting good medical care (office protocols, timely reports / information flow).	<input type="text" value="0"/>	<input type="text" value="1"/>	<input type="text" value="2"/>	<input type="text" value="3"/>	<input type="text" value="4"/>	<input type="text" value="5"/>
18. Writes prescriptions and orders clearly.	<input type="text" value="0"/>	<input type="text" value="1"/>	<input type="text" value="2"/>	<input type="text" value="3"/>	<input type="text" value="4"/>	<input type="text" value="5"/>
19. Demonstrates commitments to health promotion in the community and practice.	<input type="text" value="0"/>	<input type="text" value="1"/>	<input type="text" value="2"/>	<input type="text" value="3"/>	<input type="text" value="4"/>	<input type="text" value="5"/>
20. Manages health care resources appropriately.	<input type="text" value="0"/>	<input type="text" value="1"/>	<input type="text" value="2"/>	<input type="text" value="3"/>	<input type="text" value="4"/>	<input type="text" value="5"/>
21. Appears committed to and current with advances in medical education.	<input type="text" value="0"/>	<input type="text" value="1"/>	<input type="text" value="2"/>	<input type="text" value="3"/>	<input type="text" value="4"/>	<input type="text" value="5"/>
22. Appears medically capable to practise medicine.(unencumbered by physical and mental health problems and drug, alcohol and substance abuse)	<input type="text" value="0"/>	<input type="text" value="1"/>	<input type="text" value="2"/>	<input type="text" value="3"/>	<input type="text" value="4"/>	<input type="text" value="5"/>
23. Is someone I would recommend to a friend or family member.	<input type="text" value="0"/>	<input type="text" value="1"/>	<input type="text" value="2"/>	<input type="text" value="3"/>	<input type="text" value="4"/>	<input type="text" value="5"/>

Global Rating An overall rating for this candidate's performance and professionalism in all areas.

Below expected level At expected level Above expected level

<input type="text" value="1"/>	<input type="text" value="2"/>	<input type="text" value="3"/>	<input type="text" value="4"/>	<input type="text" value="5"/>	<input type="text" value="6"/>	<input type="text" value="7"/>	<input type="text" value="8"/>	<input type="text" value="9"/>
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Assessor's comments on the candidate's performance

Please comment especially on any ratings at 3 or below. All comments are deidentified and aggregated for feedback.

Signature of
Assessor:

Date:

<input type="text"/>	<input type="text"/>	/	<input type="text"/>	<input type="text"/>	/	<input type="text"/>	<input type="text"/>
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Multisource feedback information for assessors

Aim of Multisource feedback assessment

Multisource feedback (MSF) is an assessment which provides evidence on the performance of a candidate from a variety of sources. These sources may include colleagues, other co-workers (nurses, allied health) and patients. Questionnaires completed by each of these groups assess a candidate's performance over time in contrast to a specific candidate encounter. MSF enables the assessment of proficiencies that underpin safe and effective clinical practice, yet are often difficult to assess including interpersonal and communication skills, teamwork, professionalism, clinical management and teaching abilities.

Level of Assessment

It is important to note that the candidate is being rated at the level of PGY1 (intern) level and should demonstrate characteristics that are satisfactory at that level.

Assessors

Assessors MUST be familiar with the candidate's usual performance in his/her work. If you do not know the candidate well enough to do this, please return the form to the provider so that another assessor may be selected.

Please refer to the AMC Intern Outcome Statements for more guidance on what is expected of an intern

<http://www.amc.org.au/joomla-files/images/intern-training/intern-training-intern-outcome-statements-2014-09-24.pdf>

Please visit <http://wbaonline.amc.org.au/> for the MSF training resource and further information.

Overall performance

An overall judgement of performance at the expected level (PGY1).

After completing your feedback form please ensure that it is signed.

Notes

If there are further notes for this candidate they may be included here.