



## 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:

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

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Anaesthetist's name:

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Your role

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

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| 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                                                        |                                    |              |                  |                |                     |
| <b>Comments:</b>                                                                                                           |                                    |              |                  |                |                     |
| <b>Communication and collaboration</b>                                                                                     | <b>Not observed/not applicable</b> | <b>Never</b> | <b>Sometimes</b> | <b>Usually</b> | <b>Consistently</b> |
| 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                                                                              |                                    |              |                  |                |                     |
| <b>Comments:</b>                                                                                                           |                                    |              |                  |                |                     |
| <b>Leadership and management</b>                                                                                           | <b>Not observed/not applicable</b> | <b>Never</b> | <b>Sometimes</b> | <b>Usually</b> | <b>Consistently</b> |
| 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                                                  |                                    |              |                  |                |                     |
| <b>Comments:</b>                                                                                                           |                                    |              |                  |                |                     |

| 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                                                                     |                             |       |           |         |              |
| <b>Comments:</b>                                                                                             |                             |       |           |         |              |
|                                                                                                              |                             |       |           |         |              |
| 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                                                                                   |                             |       |           |         |              |
| <b>Comments:</b>                                                                                             |                             |       |           |         |              |
|                                                                                                              |                             |       |           |         |              |
| 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                                              |                             |       |           |         |              |
| <b>Comments:</b>                                                                                             |                             |       |           |         |              |
|                                                                                                              |                             |       |           |         |              |

**General comments**

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

**It would be helpful if they considered the following improvements:**