Multi-source Feedback Survey

Developing trainees across all the roles of a specialist pain medicine physician

Thanks for agreeing to be a part of this process. The pain medicine trainee who has given you this form is currently completing the Faculty of Pain Medicine training program with a view to becoming a specialist pain medicine physician.

The purpose of the multi-source feedback (MsF) is to guide the development of trainees by asking colleagues and co-workers to identify attributes that can be improved.

Feedback responses will be requested from a variety of people, including specialist pain medicine physicians, other specialist medical practitioners, and junior colleagues as well as nursing, allied health and administrative staff.

Please provide feedback

It is requested that you provide feedback on the form, by indicating whether you observe the trainee never, sometimes, usually or consistently demonstrating the attributes listed on the left hand side of the form. Please mark the ‘unable to assess’ box if you have not observed any particular item.

Your feedback is confidential

Please give the completed form to the trainee’s supervisor listed below.

The trainee does not view individual forms. The supervisor de-identifies and collates the information from multiple feedback forms and destroys the forms after responses are included in the summary document.

Supervisor: ________________________________
# Multi-source Feedback Survey Form

**Name of trainee:**

__________________________________________

**Return form to:**

__________________________________________ (Trainee Supervisor)

<table>
<thead>
<tr>
<th>Roles in Practice</th>
<th>Descriptor</th>
<th>Never</th>
<th>Occasionally</th>
<th>Sometimes</th>
<th>Consistently</th>
<th>Unable to assess</th>
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</thead>
<tbody>
<tr>
<td><strong>Communicator</strong></td>
<td>Demonstrates effective interpersonal communication skills</td>
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<td></td>
<td>Conveys all relevant information when transferring care of a patient</td>
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<tr>
<td><strong>Collaborator</strong></td>
<td>Participates constructively as a member of a multidisciplinary team</td>
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<td></td>
<td>Conveys relevant information when transferring care of a patient to another practitioner</td>
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<tr>
<td><strong>Comments</strong></td>
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<tr>
<td><strong>Professional</strong></td>
<td>Demonstrates professional behaviours in interactions with patients, colleagues, junior staff and students and respects confidentiality</td>
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<td></td>
<td>Is punctual and respectful of others’ time and commitments</td>
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<td></td>
<td>Demonstrates respect for differences in cultural and social norms</td>
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<td></td>
<td>Recognises the limitations of their expertise and seeks appropriate guidance</td>
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<td><strong>Manager/Leader</strong></td>
<td>Contributes to quality assurance and improvement activities</td>
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<td></td>
<td>Organises, prioritises and delegates tasks to balance conflicting requirements;</td>
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<td>Considers resource availability and allocation</td>
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<td>Models leadership in interdisciplinary settings</td>
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</tbody>
</table>
### Health Advocate
- Advocates for evidence-based treatments for patients with pain
- Advocates for patient-centred care
- Identifies opportunities for promotion of health and quality of life of patients

### Scholar
- Facilitates learning of others
- Initiates and participates in discussions
- Is willing to accept criticism, feedback, direction and/or instruction

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**Please tick the appropriate box to describe your background**

- Specialist Pain Medicine Physician
- Other Specialist Medical Practitioner (including General Practitioner)
- Other Medical Practitioner (registrar, resident, intern)

**Nursing staff**
- Pain Clinic Staff
- Operating Theatre Staff
- Ward Nursing Staff

**Allied Health Professionals**
- Physiotherapist
- Exercise physiologist
- Occupational therapist
- Clinical psychologist

- Other (please describe ……………………………………………..)

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Multi-source feedback November 2014