

Appendix 1

Original Multi-Source Feedback Questionnaire



	Unacceptable	Below Average	Good	Outstanding	U/C*
1. Clinical Assessment: Diagnostic skill; performance of practical/technical procedures					
2. Patient Management: Management of complex clinical problems; appropriate use of resources					
3. Reliability: Conscientious and reliable; available for advice and help when needed; time management					
4. Professional Development: Commitment to improving quality of service; keeps up-to-date with knowledge and skills					
5. Teaching and Training: Contributes to the education and supervision of students and junior colleagues					
6. Verbal Communication: Spoken English; communication with colleagues, patients, families and carers					
7. Empathy and Respect: Is polite, considerate and respectful to patients and colleagues of all levels; compassion and empathy towards patients and their relatives					
8. Team Player: Values the skills and contributions of multi-disciplinary team members					
9. Leadership: Takes the leadership role when circumstances require; delegates appropriately					
10. Do you have any concerns about the Probity or Health (physical or mental) of this doctor? (If yes, please specify in the text box below)					

Yes

No

'U/C\*' - unable to comment

Please use the text box to give examples of observable behaviour to illustrate your answer. If you have answered any of the statements above with an unacceptable rating you **must** give specific examples.

This is a very important and useful part of the appraisal process. All your comments will be anonymous but will be fed-back verbatim so there is a risk of your identification from the nature of your comments.

Scale

- 'Unacceptable' – I have concerns
- 'Below average' – Improvement needed
- 'Good' – Doing a good job
- 'Outstanding' – Excellent performance
- 'U/C\*' - unable to comment



Modified Multi-Source Feedback Questionnaire

	I have concerns	Below Expectations	Good	Out-standing	U/C*
1. Diagnostic skill					
2. Performance of practical/technical procedures					
3. Management of complex clinical problems					
4. Appropriate use of resources					
5. Conscientiousness and reliability					
6. Availability for advice and help when needed					
7. Time management					
8. Commitment to improving quality of service					
9. Keeps up-to-date with knowledge and skills					
10. Contribution to the education and supervision of students and junior colleagues					
11. Spoken English					
12. Communication with colleagues					
13. Communication with patients, families and carers					
14. Is polite, considerate and respectful to patients					
15. Is polite, considerate and respectful to colleagues of all levels					
16. Compassion and empathy towards patients and their relatives					
17. Values the skills and contributions of multi-disciplinary team members					
18. Takes the leadership role when circumstances require					
19. Delegates appropriately					
20. Do you have any concerns about the Probity of this doctor that may impact on patient care?	Yes <input type="checkbox"/>			No <input type="checkbox"/>	
21. Do you have any concerns about the Health (physical or mental) of this doctor that may impact on patient care?	Yes <input type="checkbox"/>			No <input type="checkbox"/>	

'U/C\*' - unable to comment

Please use the text box to give examples of observable behaviour to illustrate your answer. If you have answered any of the statements above with 'I have concerns' rating you must give specific examples. This is a very important and useful part of the appraisal process. All your comments will be anonymous but will be fed-back verbatim so there is a risk of your identification from the nature of your comments.