

Anna Moon 1 March 2019

Colleague Feedback Report



This report contains responses to open-ended questions and to narrative questions.

EDGE CUMBE DOCTOR 360°

Introduction

This report is based on the Doctor 360° questionnaires completed by yourself and your colleagues.

Please download the Edgcumbe Doctor 360° Workbook to use alongside this report. You may download this from your account on the Doctor 360° online system. This will help you to interpret the feedback within the reports and to document the messages you take from them.

In this report your overall performance scores are presented on bar graphs comparing how you rated yourself to how your colleagues rated you. For each domain, your performance scores are broken down for each question, comparing your own rating with that of your peers, support/junior colleagues, our benchmark and percentile ranking.

The bar graphs also show the number of colleagues who rated each question and the range of ratings.

The feedback in this report will help you compare the standards of care you feel you deliver with how others perceive you. We recommend you ask your appraiser or counselling colleague to look through the report with you.

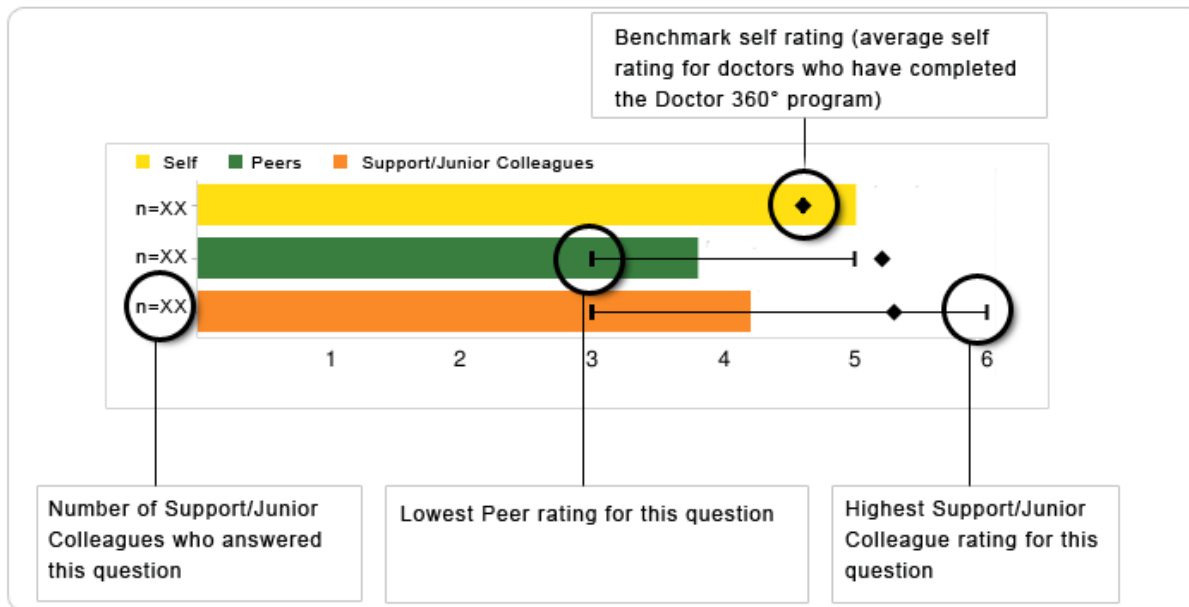
Understanding Your Report

Section 1 presents the ratings you gave yourself compared with the ratings from your colleagues for your overall effectiveness with regard to Knowledge, Skills and Performance; Safety and Quality; Communication, Partnership and Teamwork; and Maintaining Trust..

Each question was rated using the following scale:

- 6 => Extremely effective/excellent
- 5 => Very effective/very good
- 4 => Effective/good
- 3 => Mostly effective/satisfactory
- 2 => Partially effective/less than satisfactory
- 1 => Not effective/poor
- C/C => Cannot Comment

Section 2 provides more detail on the ratings you received for each domain of questions. Below is an annotated example of the charts that appear in this section.



Benchmarks

Our benchmark scores are made up of responses provided by general practice doctors, hospital doctors and their colleagues who have all completed the Edgecumbe Doctor 360° since February 2009. We hold overall benchmarks (e.g. for all doctors / colleagues who have provided responses) and benchmarks for particular specialties (e.g. Anaesthetics, Cardiology).

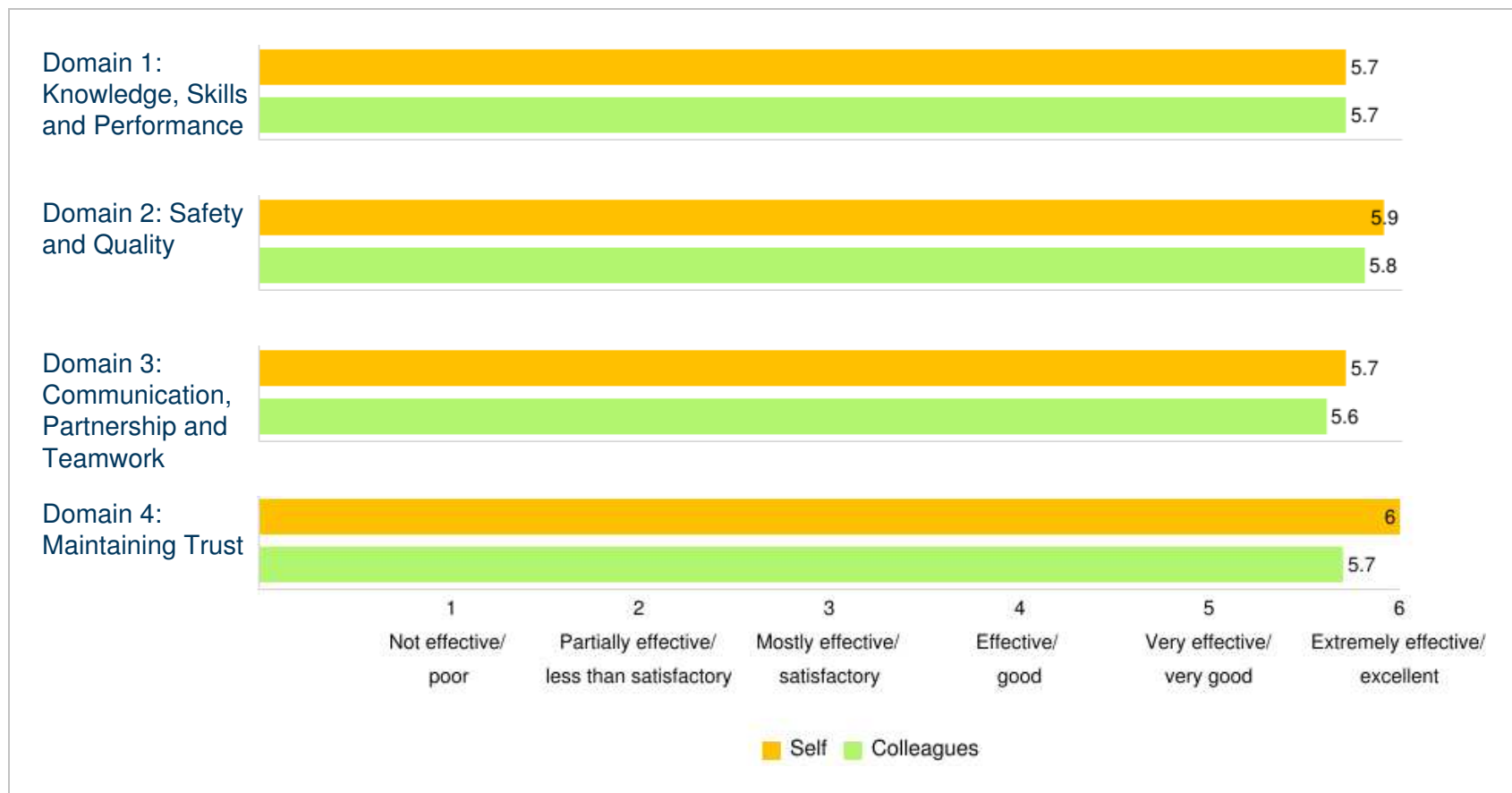
The benchmark type indicated in this report is: SPECIALTY SPECIFIC

Your registered speciality category is: Surgery

Please be aware that the benchmark type on this report is fixed and cannot be changed.

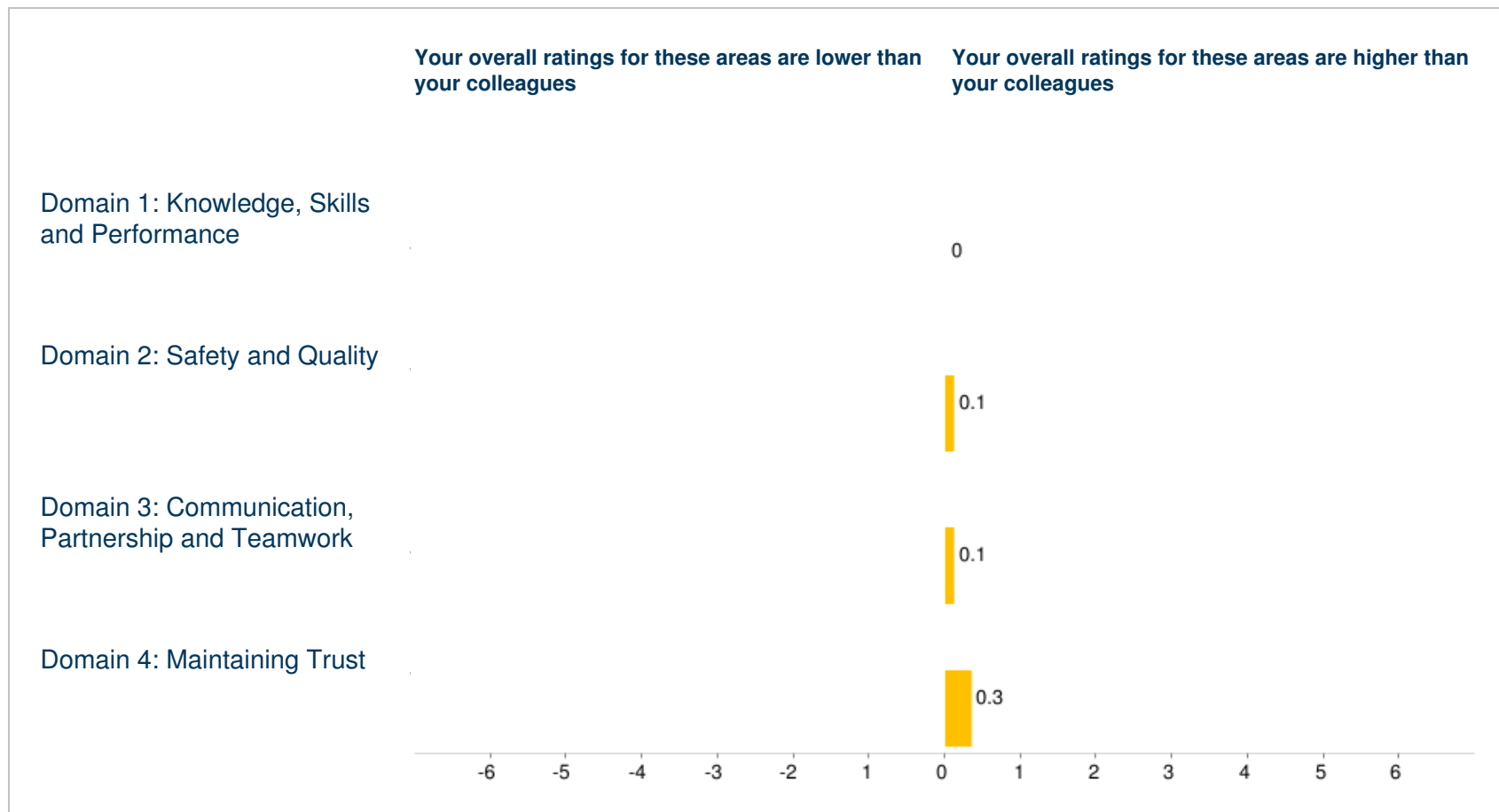
Overall Summary

Your self-ratings and your colleagues' ratings of your overall effectiveness with regard to Domain 1: Knowledge, Skills and Performance, Domain 2: Safety and Quality, Domain 3: Communication, Partnership and Teamwork, and Domain 4: Maintaining Trust



Perception Gap

This chart shows the difference between your average self rating and your colleagues average rating within each domain of the questionnaire.

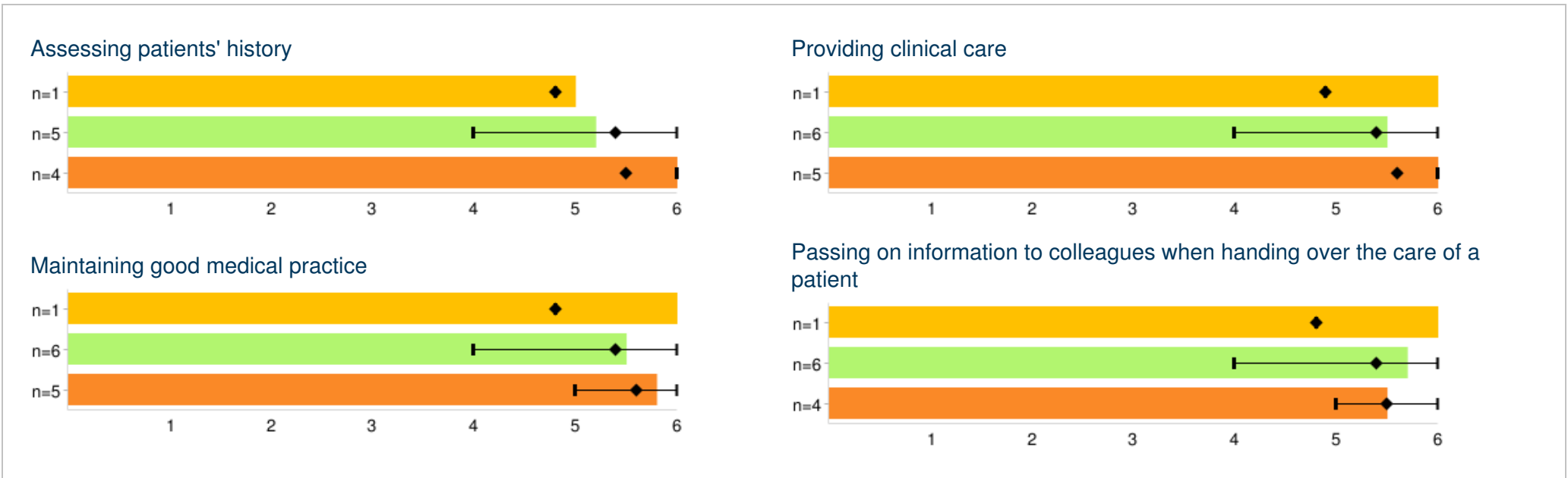


Domain 1: Knowledge, Skills and Performance

Summary of Domain



How effective/good am I at...

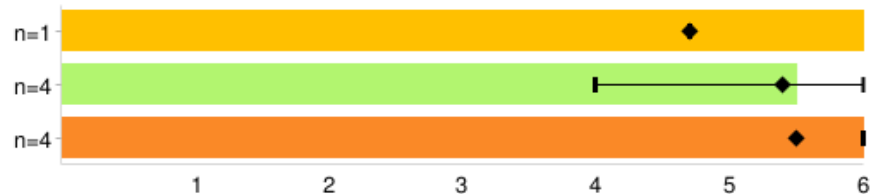


How effective/good am I at...

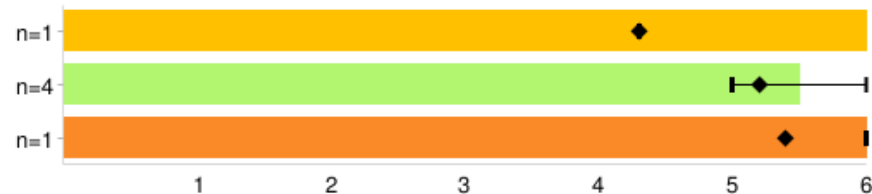
Self Peer Support/Junior Colleague

1 Not effective/poor 2 Partially effective/less than satisfactory 3 Mostly effective/satisfactory 4 Effective/good 5 Very effective/very good 6 Extremely effective/excellent

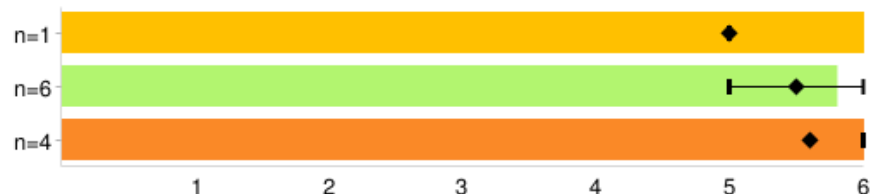
Applying the skills, attributes and practice of a competent teacher/trainer



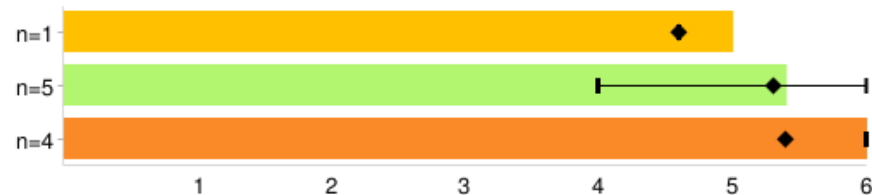
Taking part in regular and systematic audit



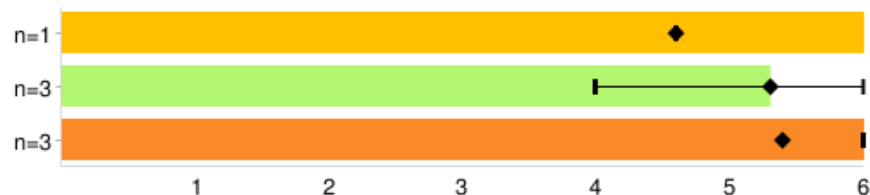
Consulting colleagues, or referring patients to colleagues, when this is in the patient's best interests



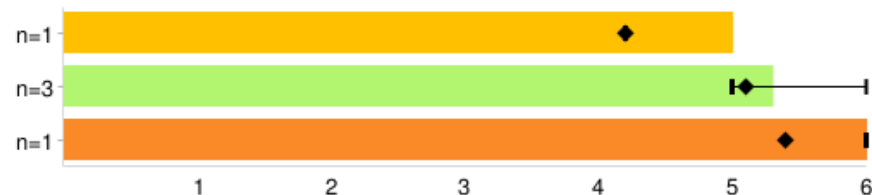
Supporting patients in caring for themselves



Keeping patient records



Working as a manager

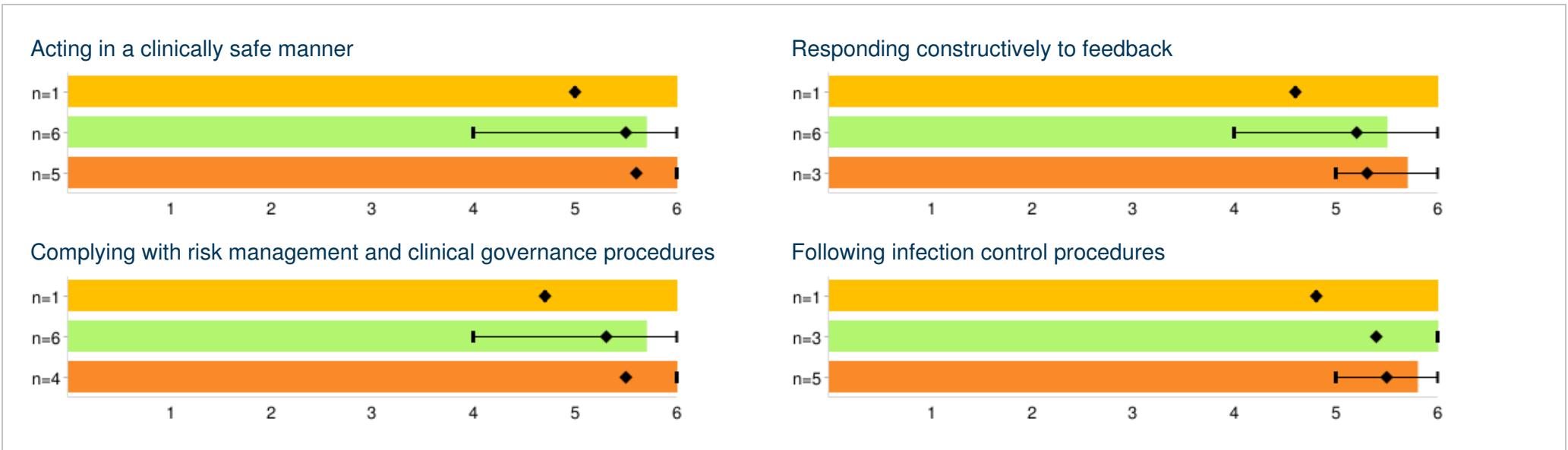


Domain 2: Safety and Quality

Summary of Domain



How effective/good am I at...

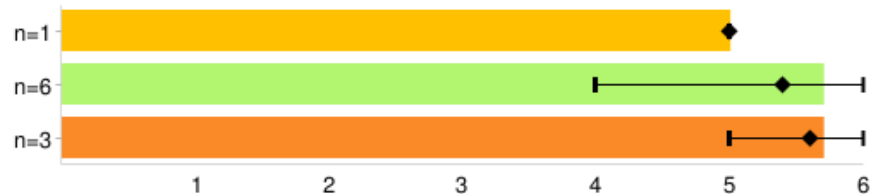


How effective/good am I at...

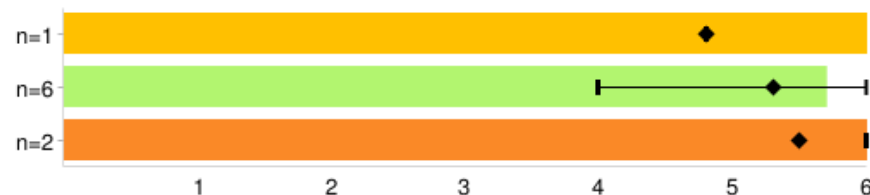
■ Self
 ■ Peer
 ■ Support/Junior Colleague

1 Not effective/poor 2 Partially effective/less than satisfactory 3 Mostly effective/satisfactory 4 Effective/good 5 Very effective/very good 6 Extremely effective/excellent

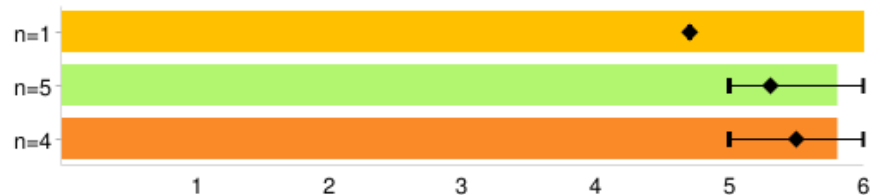
Taking appropriate action when patients are at risk



Making sure that all staff for whose performance he/she is responsible are properly supervised



Safeguarding the health and well-being of vulnerable people



Domain 3: Communication, Partnership and Teamwork

Summary of Domain



How effective/good am I at...

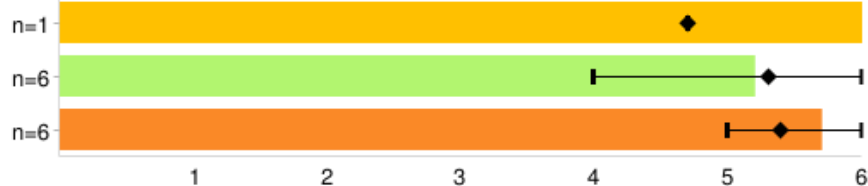


How effective/good am I at...

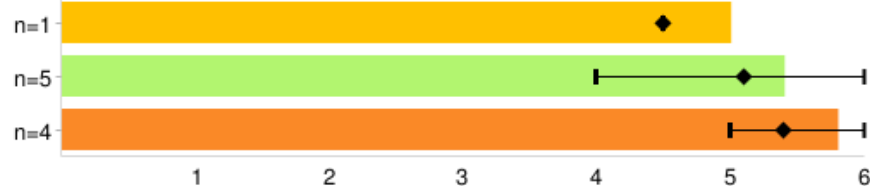
■ Self
 ■ Peer
 ■ Support/Junior Colleague

1 Not effective/poor 2 Partially effective/less than satisfactory 3 Mostly effective/satisfactory 4 Effective/good 5 Very effective/very good 6 Extremely effective/excellent

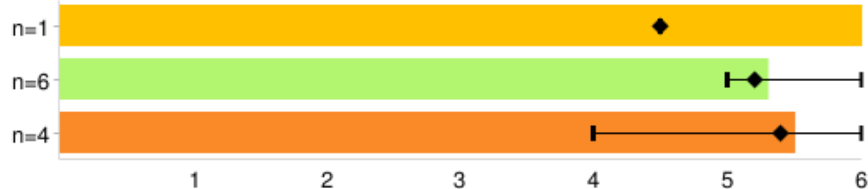
Giving praise where appropriate



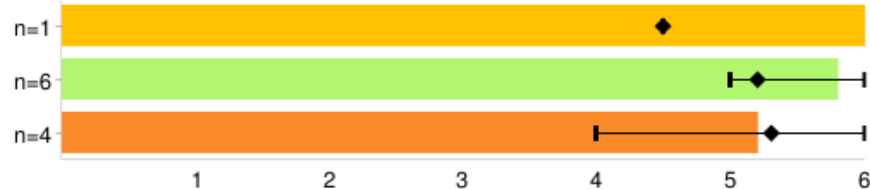
Providing effective leadership



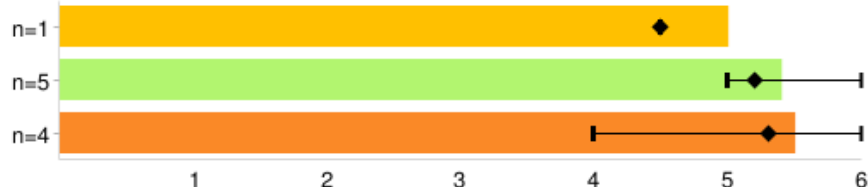
Encouraging colleagues to contribute to discussions



Encouraging colleagues to communicate effectively with one another



Coping with stress and pressure

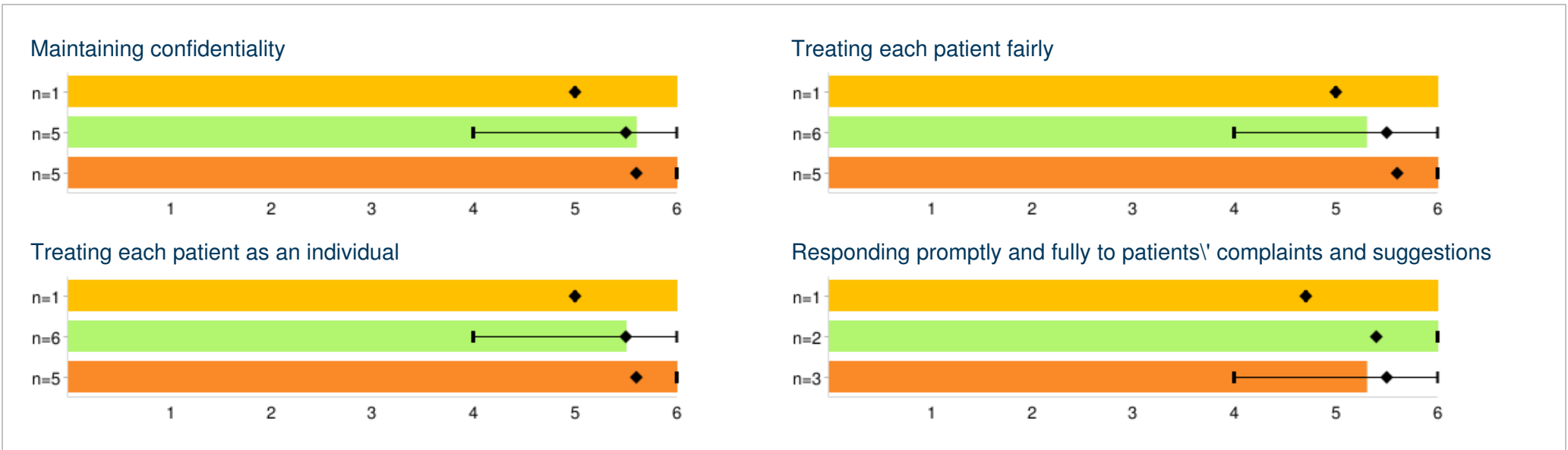


Domain 4: Maintaining Trust

Summary of Domain



How effective/good am I at...



Professional Integrity

Do you have any concerns about this persons professional integrity that impacts on their ability to perform their duties as a doctor?

Relationship	No Concerns	Some Concerns	Serious Concerns
Self	1	0	0
Peer	6	0	0
Support/Junior Colleague	6	0	0

Health

Do you have any concerns about this persons health that impacts on their ability to perform their duties as a doctor?

Relationship	No Concerns	Some Concerns	Serious Concerns
Self	1	0	0
Peer	6	0	0
Support/Junior Colleague	6	0	0

Domain 1: Knowledge, Skills and Performance

Self

I keep my own audit records of any complications in my practice and regularly review it. I have set up M&M meeting of Independent Practitioners at Spire South Bank Hospital to prevent isolation and to promote open and learning culture. We discuss any complications or issues we may encounter in our independent practice with our Head of Clinical Services. At least every 6 months I attend a Hand society meeting (national and regional) as well as international to keep up to date. I regularly teach at GP or physio forums

Peers

Set up the Independent Practitioner's Forum

Excellent clinical care with thoughtful patient interaction. Delighted to recommend to patients and colleagues alike!

Very Courteous and friendly colleague to work with.

Support / Junior Colleagues

Very efficient and communicates extremely well with both patients and staff

very knowledgeable, very keen to share knowledge and skills with all members of the team

Domain 2: Safety and Quality

Self

I am a member of Performance review committee reviewing a case of a colleague when concerns were raised. We advised monitoring his practice and supervising as well as mentoring to be put in place Review will take place in six months when there is patient at risk or vulnerable patient I always discuss it with our managers and escalate as appropriate I also make sure the patient is suitable for the hospital and its set up and inform the patient and his GP, alternatively i may advise of a transfer of care to the Trust

Peers

very committed and concerned over patient welfare responds well and quickly to problems

Support / Junior Colleagues

Ms Moon is outstanding at patient care, and is very conscious of doing the best she can. She always raises concerns about vulnerable patients and does her best to make sure they are looked after.

Domain 3: Communication, Partnership and Teamwork

Self

I have set up and run Independent Practitioners M&M meeting at Spire South Bank Hospital. We meet every 3 months and discuss any complications and issues we may encounter in our independent practice. We promote open and honest culture, learning from each other and sharing our observations and learning points with Head of Clinical services. I run and go to the gym as well as giving myself regular time off to keep work life balance

Peers

no barriers presented here

good leadership through the MAC membership and encouraging colleagues input

Support / Junior Colleagues

Ms Moon chairs an Independent Practitioners group whereby colleagues can freely talk about experiences and best practice. She is very open about learning opportunities and consistently strives to improve.

Domain 4: Maintaining Trust

Self

Complying with the new GDPR law, I believe in tailor made treatment to suit individual patients and making myself available in case of any complaints

Support / Junior Colleagues

Ms Moon is highly conscientious and her patients always forge good relationships with her, because she is so kind and knowledgeable.

I have a very high regard for Mrs moon. she is respectful to everyone she meets, patients, colleagues. relatives. always takes the time to listen to patients and to answer their questions

Professional integrity

Peers

Excellent colleague to work with, very conscientious.

Summary

Finally, what is the single most important recommendation you would make to help your colleague improve his/her performance?

Peers

Continue as you are

I cant think of anything. She is a rounded clinician.

Keep up the quality and consistency of work

Support / Junior Colleagues

Continue to keep abreast of the latest developments in your field.

An extremely well liked and respected colleague within our department

EDGECUMBE DOCTOR 360°

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