

## **Guide to MCR Feedback Session with Trainees**

The Multiple Consultant Report (MCR) feedback meeting with the trainee is crucial to the whole MCR process. A combined professional judgement by all Clinical Supervisors enables the trainee to form a realistic picture of how their surgical capability is progressing. It also provides the basis for a training action plan going forward – for example, what the trainee should focus on to remedy weaknesses or develop skills. Feedback can also highlight the trainee's current strengths and areas of excellence. Therefore, MCR feedback will take a formative role in guiding the trainee in a placement.

MCR feedback should be divided equally between clinical skills - Capabilities in Practice (CiPs), and professional behaviours - Generic Professional Capabilities (GPCs). Both have equal importance in the trainee's progression and equal assessment weight. For reasons of validity, it is useful to have examples which illustrate skill areas in which the trainee needs to develop. Such evidence will assist your explanations to the trainee in the feedback sessions.

Feedback should be cross-referenced with the trainee's own self-assessment as part of the feedback meeting. Their self-assessment form, identical to the MCR online form, will show how the trainee assesses their own competency at this point in their training. It will give the trainee's own views on their clinical skills and professional behaviours. It will also indicate areas where the trainee believes they require further development and areas in which they believe they are progressing well. Areas where the trainee's own assessment differs from the Clinical Supervisors' MCR will provide particular points for discussion and exploration.

Attention must also be given to social and cultural aspects during the feedback session. It is important to keep in mind such things as using face-saving language in discussions with the trainee, especially when giving constructive criticism. It is also important to craft questions in an open and encouraging manner to elicit the necessary information. All communication should be done in a friendly way to generate a feeling of being 'approachable', so that the trainee feels comfortable volunteering information and voicing uncertainties. Welcome and encourage constructive critical feedback from trainees about their own training and supervision and welcome any questions they might have.

### ***Tips for a successful MCR Feedback session:***

#### **Before:**

- Have summary page from the MCR meeting ready at hand – either online or hard copy.
- Refresh your memory of opinions from the other Clinical Supervisors about the trainee's progress prior to the meeting.
- Feedback meetings, either face-to-face or virtual, should be held as soon as possible after the AES has signed off the MCR.
- Formulate thoughts about a suitable action plan for the trainee going forward.

## **During:**

- The meeting - make sure the trainee is comfortable and you are both seated in a private, quiet room.
- Let the trainee describe in a general sense which areas they think they show competency and which areas they could improve.
- Go through each section of the Self-Assessment form separately and compare with the MCR form.
- For the GPCs – ask for their impressions of any area they think they need to improve or, if appropriate, any areas where they think they are performing well.
- Then give the trainee your collective professional opinion on which GPCs are either areas for development or areas where they are performing well.
- Ask the trainee for their impressions on how to improve areas marked as areas for development.
- Important to note that not all GPCs need to be filled-out or discussed - it is only those behavioural items that flag up areas for development for the trainee.
- For the CiPs – discuss the supervision levels the trainee has marked. Ask trainees for reasons to back up their opinions.
- Then give your collective professional opinion of the supervision levels you have marked as appropriate for each CiP. Explain your reasons. Be sensitive to their reaction. Give further explanations if necessary.
- For any areas of excellence the trainee has marked, ask for examples to back this up.
- Action plan for next 3 to 6 months - reflect on any development needs ahead of the trainee's Learning Agreement meeting with the Assigned Educational Supervisor (AES).
- Give any advice on ways to improve areas where development is necessary.
- Where learning opportunities that cannot be met in the workplace are necessary, please ensure these are recorded and taken forward to the Learning Agreement meeting to ensure the trainee is supported in accessing these resources.
- If the MCR shows differences of opinion among the Clinical Supervisor group, explain that these differences represent the various ways in which their behaviour may be interpreted, and that the trainee should reflect on how they might improve their practice accordingly.
- Always reward progress in their surgical or behavioural skills with positive comments.

## **After:**

- Keep other clinical supervisors informed of any key points.
- Consider keeping a personal record of discussions with the trainee for any future referral purpose.
- Follow up – for any subsequent Work-Based Assessments (WBAs) with the trainee, remind him/her about their action plan and discussions in feedback sessions.