

## Changes to the Multisource Feedback assessment in ISCP

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The mini-PAT has been modified following a review of feedback from users and a new version now appears on the ISCP website.

There have been a number of key changes:

- The updated assessment has been re-named MSF in Surgery and it is recommended that it be taken once a year. The process within the ISCP portfolio has not changed.
- The standard and competency areas have been honed and are listed in **Appendix 1** below in comparison with the original version.
- The rating scale has been brought into line with the CBD and CEX as shown in **Appendix 2** below.
- The feedback graph presents the collated ratings in a new format and an example is given in **Appendix 3** below. Feedback still includes anonymised comments.
- Feedback from users suggested that the MSF would be enhanced if administrators could be included as raters and it has been decided that raters who are healthcare professionals can include administrators.
- The new [MSF Form](#) and [MSF guidance](#) are available in the Assessment & Feedback section of the ISCP website.

<b>Mini-PAT – Aug 2007 – Aug 2010</b>	<b>MSF – Available from Aug 2010</b>
<b>Standard:</b> The assessment should be judged against the standard expected at <u>completion</u> of this level of training. Levels of training are defined in the syllabus	Standard of assessment: The assessment should be undertaken without discussion with either the trainee or other assessors and should be judged against the standard set by other doctors at the same level with whom you work, or have worked.
<b>Good Clinical Care</b>	<b>Clinical Care</b>
1. Ability to diagnose patient problems	1. History taking and examination skills
2. Ability to formulate appropriate management plans	2. Relevant knowledge and diagnostic skills
3. Awareness of own limitations	3. Ability to formulate appropriate management plans
4. Ability to respond to psychosocial aspects of illness	4. Procedural (technical) skills
5. Appropriate utilisation of resources e.g. ordering investigations	5. Record keeping (timely, accurate, legible)
<b>Maintaining good medical practice</b>	<b>Maintaining good medical practice</b>
6. Ability to manage time effectively/ prioritise	6. Ability to manage time and work under pressure
7. Technical skills (appropriate to current practice)	7. Decision making and implementation skills
<b>Teaching and Training, Appraising and Assessing</b>	8. Awareness of own limitations (willing to ask for help)
8. Willingness and effectiveness when teaching/training colleagues	9. Initiative and leadership skills
<b>Relationship with Patients</b>	9. Focus on patient safety (clinical governance)
9. Communication with patients	<b>Learning and teaching</b>
10. Communication with carers and/or family	11. Willingness to ask for feedback and learn from it
11. Respect for patients and their right to confidentiality	12. Teaching (enthusiasm and effectiveness)
<b>Working with colleagues</b>	<b>Relationships with patients and colleagues</b>
12. Verbal communication with colleagues	13. Communication with patients and their relatives
13. Written communication with colleagues	14. Communication with colleagues
14. Ability to recognise and value the contribution of others	15. Active involvement with your team
15. Accessibility/Reliability	16. Accessibility and reliability
16. Overall, how do you rate this doctor compared to a doctor ready to complete this level of training?	<b>Summary:</b> Overall, how do you rate this doctor compared to other doctors at the same level that you have worked with?

Appendix 2

Outstanding*	Satisfactory	Development required*	Not observed by me
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Appendix 3

MSF Feedback		Ratings		Self	Outstanding
					Satisfactory
					Development
<b>Clinical Care</b>					
1	History taking and examination skills	8	4		
2	Relevant knowledge and diagnostic skills	3	9		
3	Ability to formulate appropriate management plans	6	6		
4	Procedural (technical) skills	11		1	
5	Record keeping (timely, accurate, legible)	12			
<b>Maintaining good medical practice</b>					
6	Ability to manage time and work under pressure	9	3		
7	Decision making and implementation skills	5	7		
8	Awareness of own limitations (willing to ask for help)	12			
9	Initiative and leadership skills	5	7		
10	Focus on patient safety (clinical governance)	12			
<b>Learning and teaching</b>					
11	Willingness to ask for feedback and to learn from it	12			
12	Teaching (enthusiasm and effectiveness)	12			
<b>Relationships with patients and colleagues</b>					
13	Communication with patients and their relatives	10	2		
14	Communication with colleagues	12			
15	Active involvement with your team	12			
16	Accessibility and reliability	9	3		
<b>Summary</b>					
Overall, how do you rate this doctor compared to other doctors at the same level with whom you have worked?		12			