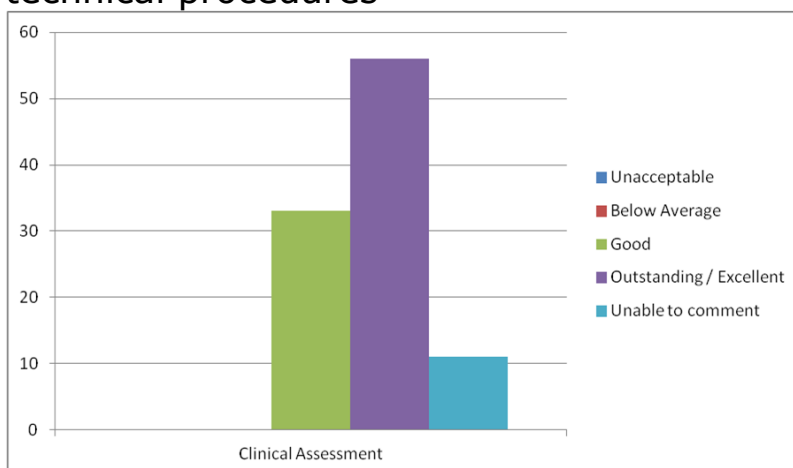


The Royal College of Physicians: Multi- Source Feedback Questionnaire (March 2012)

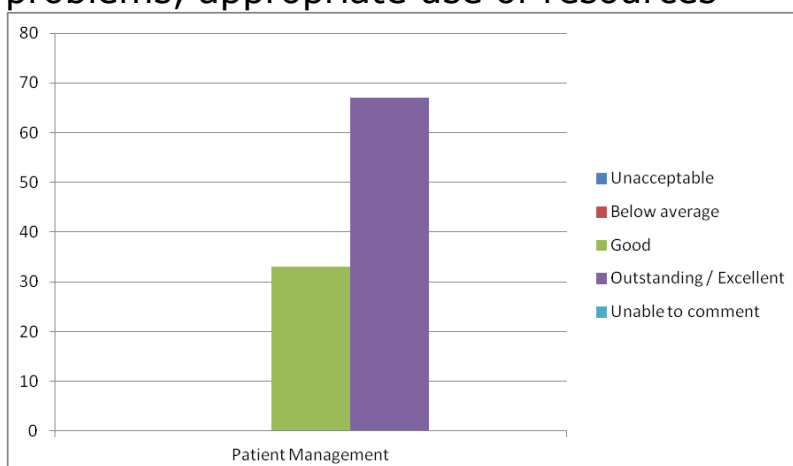
Person being appraised by other staff members: Dr. Anne Ward, Consultant Dermatologist

The Multi-Source Feedback Questionnaire was developed by the Royal College of Physicians. It is handed out to staff members who work with the person being assessed / appraised. This included a receptionist, nursing and support staff, secretaries and other dermatologists. By including staff members who are not themselves doctors it allows a more robust appraisal of how the doctor interacts with other "Team Members". Results are returned anonymously so Team Members are able to write freely and honestly. All results are given as percentages.

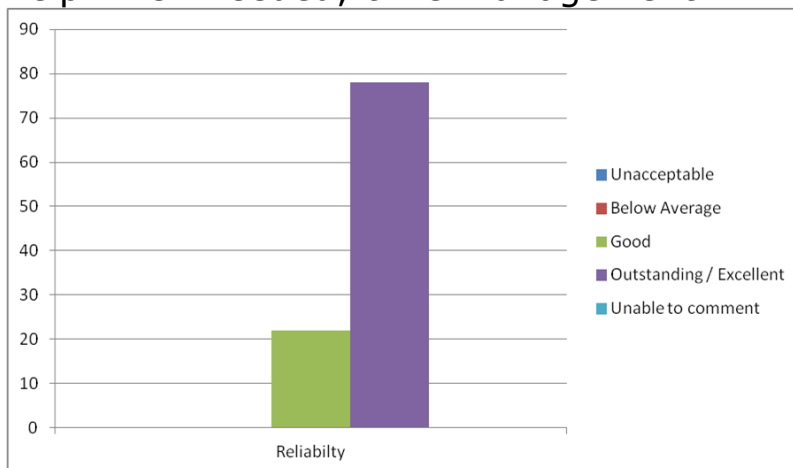
Clinical Assessment: Diagnostic skill; performance of practical / technical procedures



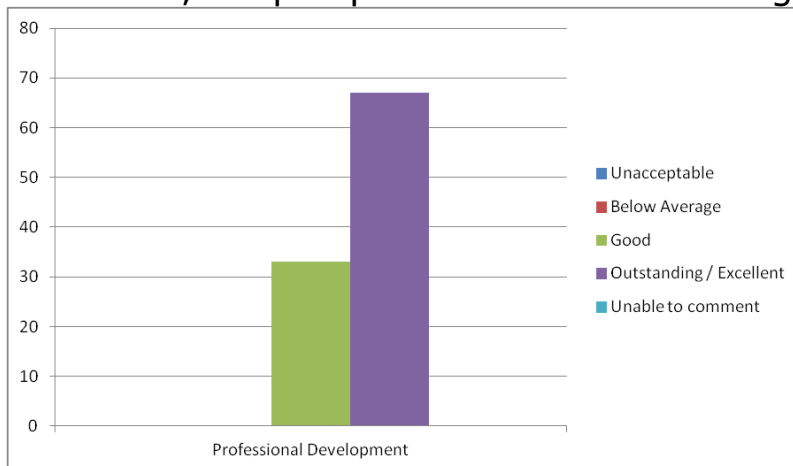
Patient Management: Management of complex clinical problems, appropriate use of resources



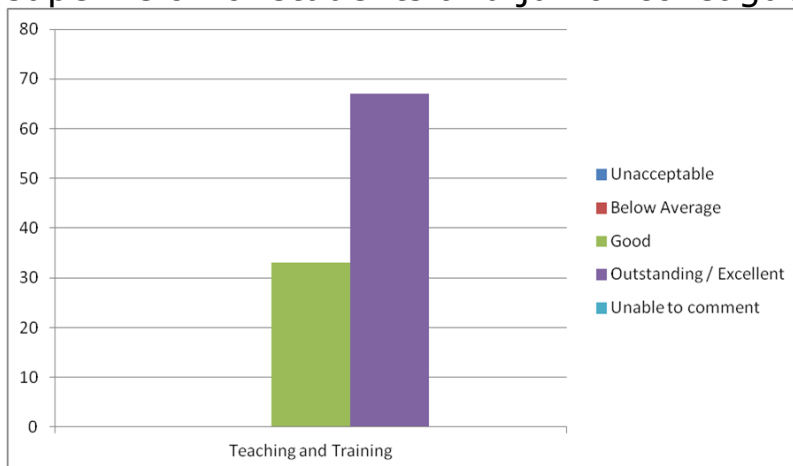
Reliability: Conscientious and reliable; available for advice and help when needed; time management



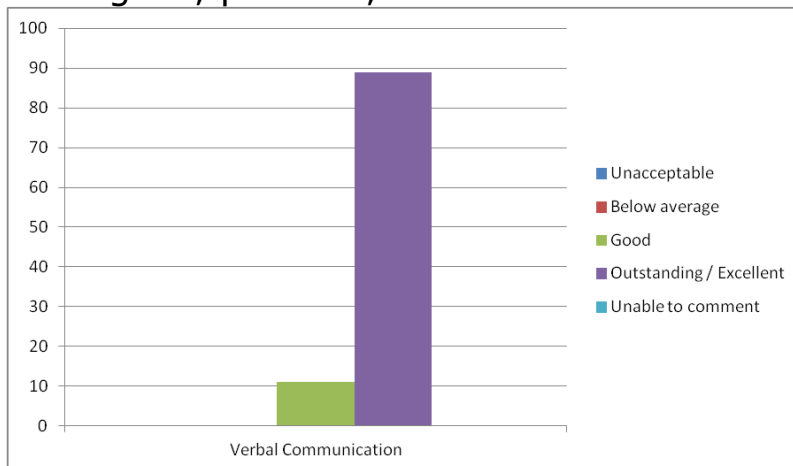
Professional Development: Commitment to improving quality of service; keeps up-to-date with knowledge and skills



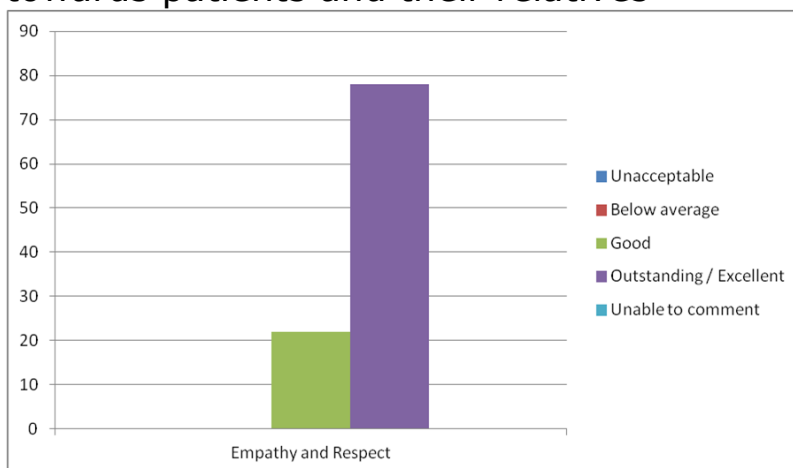
Teaching and Training: Contributes to the education and supervision of students and junior colleagues



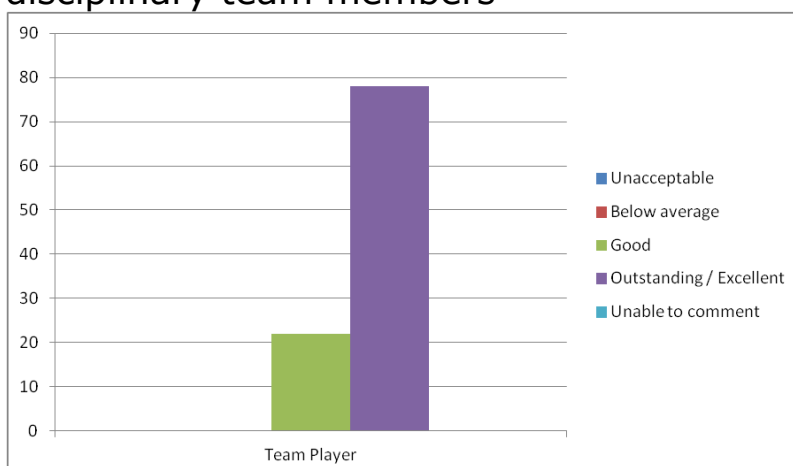
Verbal Communication: Spoken English; communication with colleagues, patients, families and carers



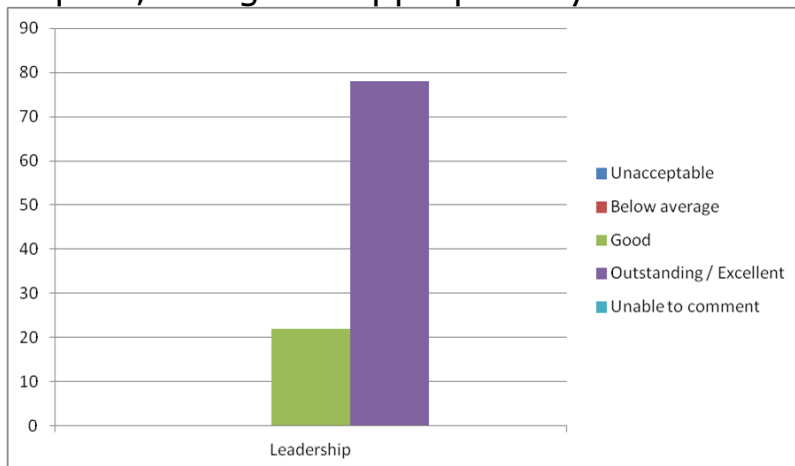
Empathy and Respect: Is polite, considerate and respectful to patients and colleagues of all levels; compassion and empathy towards patients and their relatives



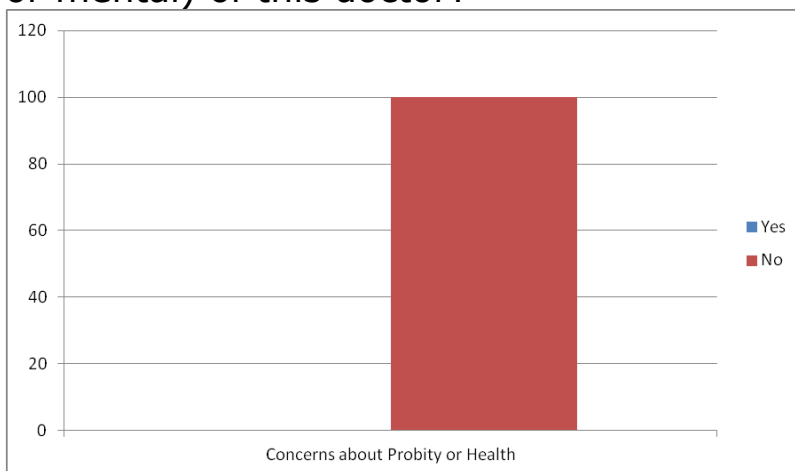
Team Player: Values the skills and contributions of multi-disciplinary team members



Leadership: Takes the leadership role when circumstances require; delegates appropriately



Do you have any concerns about the **Probity or Health** (physical or mental) of this doctor?



Summary: Team Members appraised Dr Anne Ward as either “Good” or “Outstanding / Excellent” for all categories. There were no concerns raised about Probity or Health (physical and mental).