

## IBTICM Multi-source feedback (ICM MSF)

<b>Name of trainee:</b>				<b>Year of Training:</b>	
Assessor details	Male		Female		<b>GMC No:</b>
Doctor specialty				<b>Date</b>	/ /

Consultant		Nurse (Theatres/PACU)		<ul style="list-style-type: none"> <li>Please use the free text part of this form to comment on particularly good behaviour or any behaviour causing concern</li> <li>If you want to comment on attitude please provide evidence of behaviour. This should reflect the trainee's behaviour over time – not usually a single incident.</li> <li>The trainee will receive private feedback, but you will not be identified</li> <li>If enough observers regard a trainee as giving cause for concern they will be offered help and support</li> </ul>
SAS Grade		Nurse (ICU/HDU)		
SpR 4-5 (StR 6-7)		Nurse (Ward)		
SpR 1-3 (StR 3-5)		ODP		
StR 1-2 (CT 1-2)		Admin/Secretarial		
FY 1-2		Other		

Please TICK to indicate the standard of the trainee's performance in each area	Areas of concern			
	None	Some	Major	Cannot comment
<b>Maintaining trust/professional relationships with patients</b> <ul style="list-style-type: none"> <li>Listens</li> <li>Is polite and caring</li> <li>Shows respect for patients' opinions, dignity and confidentiality</li> <li>Is unprejudiced and dresses appropriately</li> </ul>				
<b>Verbal communication skills</b> <ul style="list-style-type: none"> <li>Gives understandable information</li> <li>Speaks good English, at an appropriate level for the patient</li> </ul>				
<b>Team working/working with colleagues</b> <ul style="list-style-type: none"> <li>Respects others' roles and works constructively in the team</li> <li>Hands over effectively and communicates well. Is unprejudiced, supportive and fair</li> </ul>				
<b>Accessibility</b> <ul style="list-style-type: none"> <li>Is accessible</li> <li>Takes proper responsibility</li> <li>Only delegates appropriately</li> <li>Does not shirk duty</li> <li>Responds when called</li> <li>Arranges cover for absences</li> </ul>				

<b>Comments</b>
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Date

Dear Colleague

## **Trainees in Intensive Care medicine – Multi–source feedback**

Multi–source feedback is now a required part of the assessment process for trainees in intensive care medicine and we would be grateful if you would take a few minutes to complete the attached form.

The form is anonymous but we ask that you complete a limited number of personal details to enable us to check that a suitable cross-section of people have been asked to comment on the trainees' performance.

Please return the form to -----in the envelope provided by (*add date*)-----.

Thanks you for agreeing to complete this multi-source feedback form.

Yours faithfully,

-----IBTICM  
(*add name*)