



Multi-source feedback (MSF)

(ST3/5 and ST5/7 pathology trainees)

MSF guidance for assessors

This guidance is also relevant to Oral and Maxillofacial Pathology assessors.

Multi source feedback is designed to assess performance in the workplace.

The questions concern a trainee's performance in relation to the domains of Good Medical Practice. They reflect the 'attitudes' required by a pathologist. These questions have been subject to expert review.

You have been proposed as an assessor by a colleague. Thank you in advance for participating and for helping your colleague with this assessment.

When a trainee nominates you as an assessor, you will receive an automatically generated email that gives you instructions on how to access the MSF questionnaire to complete about the trainee. The email will be sent via the Learning Environment for Pathology Trainees (LEPT) system. Your feedback will be verbatim and anonymised. When the assessment is complete the link will become inaccessible.

When answering the questions

- Please answer as accurately and honestly as possible.
- Try to think about the individual question you are being asked and use the full range of scores as appropriate. 'Nice doctors' might not necessarily be 'good doctors.'
- Please compare the trainee to peers. A trainee functioning appropriately would score 4.
 - **1*** Very poor
 - **2*** Poor
 - **3*** Needs development
 - **4*** Satisfactory
 - **5*** Good
 - **6*** Very good
 - **U/C** You are unable to comment on this area
- You should have worked with this trainee on a regular basis
- This questionnaire is confidential.

Health and Probity

If you have marked 'yes' in response to Health and Probity concerns you must provide details of these concerns. If you do not have any concerns please leave blank.



Free Text Comments

Please think carefully about free text comments that you type. Imagine that you were to be the person receiving the feedback so do word feedback as constructively as possible. Where you identify areas for development try and give helpful, specific examples of the sort of behaviour, which has led you to identify this as a development need. The more information you give the more the trainee can learn from the process.

It may also be relevant to indicate the context in which the behaviour is apparent, and it is also helpful if you indicate whether or not you have discussed your concerns with the trainee already.

Please remember that if you have any concerns about a trainee the sooner they are identified the better (for the service and the individual) so that they have an opportunity to address them.

Additionally, highlighting areas where a trainee is performing well by providing free text comments as well as a positive score facilitates them building on their strengths.

The comments you provide are **confidential** and will be fed back to the trainee as you have typed them (verbatim). **Please type carefully paying attention to spelling and grammar.**

If you have any queries please contact Mrs Sandra Dewar-Creighton, Assessment Manager at: assessment@rcpath.org.

Assessment Department
The Royal College of Pathologists

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