



Multi-source feedback protocol – additional opportunity

Introduction

The College appreciates that in some instances, trainees may require the opportunity to complete a further multi-source feedback (MSF) assessment following the initial MSF exercise undertaken in ST1/ST3.

The purpose of the MSF is to:

- indicate trainees' motivation and enthusiasm for the specialty
- indicate trainees' capability, potential, behaviour and attitude
- encourage professional and self-development
- generate candid feedback on trainees' aptitude and progress with the specialty
- enable the trainee to collect evidence for the ARCP
- provide feedback to trainees about progress and learning needs by highlighting strengths and identifying weaknesses.

Criteria

There will normally be two types of trainee who require an additional opportunity to undertake an MSF assessment. They are:

1. trainees who are undertaking a repeat period of ST1/ST3 training where an additional MSF opportunity is required.
2. trainees who have entered ST2 training but where their Annual Review of Competence Progression (ARCP) at the end of ST1/ST3 requires an additional MSF opportunity to be undertaken.

In all cases, it is expected that there will be evidence of a formal requirement of the trainee to complete another MSF and that the requirement can be educationally justified (i.e. related to the purpose of the MSF). The evidence will normally comprise formal deanery documentation (and an ARCP outcome form for trainees who are undertaking a repeat period of training).

ARCP panels are encouraged to look at the pattern of behaviour identified in the MSF, rather than simply noting the average score. If the MSF identifies significant technical issues or behavioural problems which are mirrored in other reports or workplace-based assessment, then the ARCP panel may decide that the trainee should be given time for remediation. If the MSF contributes significantly to that judgment, it is reasonable to repeat the MSF, but only after time has been allowed for improvement. It is unlikely this will be less than 3 months. Trainees with an average score of 4 or less will require particular attention (or close scrutiny) as by definition they must have a significant numbers of borderline or low scores.



Protocol

It is the responsibility of the trainee to apply to the Assessment Department for an additional MSF assessment as soon as practicably possible and at least eight weeks before an MSF outcome is required, i.e. in time for the next ARCP. It should be noted that the MSF process will take approximately five weeks to complete once it has been generated by the College.

Where trainees have received an ARCP outcome 3 at the end of ST1/ST3 and are undertaking a repeat period of ST1/ST3 training, this will normally be identified by the Training and Educational Standards Department upon receipt of a copy of the appropriate ARCP form from the relevant deanery. However, such trainees must also apply to the Assessment Department for an additional MSF opportunity since the receipt of ARCP forms from the deanery are not always timely.

Trainees requiring an additional MSF assessment should complete the application form at: <https://www.rcpath.org/trainees/assessment/multi-source-feedback-msf.html>. The form must be countersigned by the trainee's educational supervisor and returned to the Assessment Department at the Royal College of Pathologists along with the appropriate evidence for the requirement for an additional MSF opportunity.

On receipt of the application, the Assessment Department will acknowledge it and confirm to the trainee and their educational supervisor the start date for the MSF.

Trainees undertaking an additional MSF opportunity will normally do so on an ad hoc basis. They will receive their self-rated scores and the aggregate of their raters' scores but will not receive a cohort comparison due to the ad hoc nature of the MSF. The only exception to this is where the trainee undertakes their additional opportunity as part of a repeat period of training with the next ST1/ST3 cohort.

As well as the above, in order to qualify for an additional MSF opportunity, trainees are expected to be registered with the College and up to date with their trainee registration payments.

Contact details

Please contact the Assessment Department for further information:

Sandra Dewar-Creighton
Assessment Manager
The Royal College of Pathologists
4th Floor, 21 Prescott Street
London, E1 8BB

T: 020 7451 6765

E: assessment@rcpath.org

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