

# Good Medical Practice Surveys

## Colleague Feedback Report

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# Colleague Information

## Gender

Male	8
Female	8

## Age

16 to 19	1
20 to 29	5
30 to 39	2
40 to 49	4
50 to 59	2
60 +	2

## Professional Roles

Sen Specialist / Gen Practitioner / Consult	2
Junior doctor in training / intern	1
Medical - Other	1
Nurse	2
Health Care Assistant	1
Nursing Other	1
Physiotherapist	2
Operating Department practitioner	0
Occupational therapist	1
Porter	0
Phlebotomist	0
Allied health - Other	1
Chief executive	1
Departmental Manager	1
Personal Assistant / Secretary	0
Receptionist	1
Managerial and clerical - Other	1

# Colleague Feedback

Table 1: Gives the number of colleagues who gave a given rating, for each question asked

	Poor	Less than satisfactory	Satisfactory	Good	Very good	Don't know
Clinical Knowledge	0	0	3	3	10	0
Diagnosis	0	0	1	5	9	1
Clinical decision making	0	0	3	3	10	0
Treatment (including practical procedures)	0	0	2	3	8	3
Prescribing	0	0	1	5	8	2
Medical record keeping	0	0	4	2	10	0
Recognising and working within limitations	0	0	2	5	8	1
Keeping knowledge and skills up to date	0	0	2	4	9	1
Reviewing and reflecting on own performance	0	0	1	4	10	1
Supervising colleagues	0	0	3	5	7	1
Commitment to care and wellbeing of patients	0	0	3	3	10	0
Communication with patients and relatives	0	0	3	2	11	0
Working effectively with colleagues	0	0	3	2	11	0
Effective time management	0	0	1	4	11	0

## Colleague Feedback Continued

	Strongly disagree	Disagree	Neutral	Agree	Strongly Agree	Don't know
This doctor respects patient confidentiality	0	0	2	2	12	0
This doctor is honest and trustworthy	0	0	1	6	9	0
This doctor's performance is not impaired by ill health	0	0	2	6	7	1

	Yes	No	Don't know
This doctor is fit to practise medicine	16	0	0

# Colleague Evaluation

Table 2: Gives the percentage scores, mean scores plus median scores with ranges. Details on the mean score calculation and on how the percentage score was calculated can be found on the Additional Documents page.

	Percentage score	Your mean score	Median	Min	Max
Clinical Knowledge	85.9%	4.4	5	3	5
Diagnosis	88.3%	4.5	5	3	5
Clinical decision making	85.9%	4.4	5	3	5
Treatment (including practical procedures)	86.5%	4.5	5	3	5
Prescribing	87.5%	4.5	5	3	5
Medical record keeping	84.4%	4.4	5	3	5
Recognising and working within limitations	85.0%	4.4	5	3	5
Keeping knowledge and skills up to date	86.7%	4.5	5	3	5
Reviewing and reflecting on own performance	90.0%	4.6	5	3	5
Supervising colleagues	81.7%	4.3	4	3	5
Commitment to care and wellbeing of patients	85.9%	4.4	5	3	5
Communication with patients and relatives	87.5%	4.5	5	3	5
Working effectively with colleagues	87.5%	4.5	5	3	5
Effective time management	90.6%	4.6	5	3	5
This doctor respects patient confidentiality	90.6%	4.6	5	3	5
This doctor is honest and trustworthy	87.5%	4.5	5	3	5
This doctor's performance is not impaired by ill health	83.3%	4.3	4	3	5

# Self Assessment

Table 3: Shows a Comparison of self-assessment scores with the means of colleague feedback scores. Details on the mean score calculation can be found on the Additional Documents page.

	Self Assessed	Colleague
Clinical Knowledge	3	4.4
Diagnosis	3	4.5
Clinical decision making	4	4.4
Treatment (including practical procedures)	3	4.5
Prescribing	5	4.5
Medical record keeping	3	4.4
Recognising and working within limitations	4	4.4
Keeping knowledge and skills up to date	4	4.5
Reviewing and reflecting on own performance	4	4.6
Supervising colleagues	4	4.3
Commitment to care and wellbeing of patients	4	4.4
Communication with patients and relatives	4	4.5
Working effectively with colleagues	4	4.5
Effective time management	5	4.6
This doctor respects patient confidentiality	4	4.6
This doctor is honest and trustworthy	5	4.5
This doctor's performance is not impaired by ill health	4	4.3

## Additional Documents

For "Colleague feedback" the answers have been given the following scores. It is from these scores that the "your mean score", "median", "min" and "max" figures are calculated.

Poor	Less than satisfactory	Satisfactory	Good	Very good
1	2	3	4	5

Strongly disagree	Disagree	Neutral	Agree	Strongly agree
1	2	3	4	5

The percentage score within the "colleague evaluation" section uses the formula below. The best possible score would be 100%:

$$\frac{(\text{number of Poor ratings} \times 0) + (\text{number of Less than satisfactory ratings} \times 25) + (\text{number of Satisfactory ratings} \times 50) + (\text{number of Good ratings} \times 75) + (\text{number of Very good ratings} \times 100)}{(\text{Total number of patient responses} - \text{number of 'non-rated' responses})}$$

(Total number of patient responses - number of 'non-rated' responses)



## Colleague Comments (Random order)

If there was only one questionnaire completed in a particular language, the associated written comments will not appear here, so as to protect the identity of that individual responder. If there is only one written comment here in any one particular language, it means at least two questionnaires were completed in that language, but only one of those respondents left a written comment.

Dr Anderson Brown is a great team player. I have always found her to be polite and respectful to her colleagues.

I enjoy working with her. She always involves me in the decision making of patient care. She is an excellent trainer

Her communication skills with colleagues and patients is excellent

I great and very supportive colleague. I trust her to provide the very best care for our patients. Her bedside manner is fantastic and she is a good example to all doctors. She is excellent with the juniors and they appreciate the training that she provides them.

Dr Anderson Brown is a very kind doctor. She communicates well with all the nursing staff on the ward and provides clear instructions on the patients' management plans.

She is a valued member of the MDT and she guides the team in complex areas of patient care.

The patients on the ward love Dr Anderson Brown. She is very thoughtful towards the nurses too and she understands that we are under a lot of pressure in the NHS as we are short staffed. She is very supportive and understanding.

I find it difficult to read Dr Anderson Brown's hand writing sometimes. I think she is great doctor, but she could try to write more clearly in the patients' notes.

She works well with all the physiotherapists on the ward. She communicates well with her patients and treats them as individuals.

She is an excellent trainer. Her tutorials are always clear and well structured. She is also an excellent mentor.

Dr Anderson Brown has a very calm approach to her work and copes well with the pressures of working in the NHS. She has really good communication skills with all the staff in the out patient clinic.

All the management from the top down in this Trust appreciate the hard work that Dr Anderson Brown does. She is extremely hard working and has very good working relations with colleagues.

I find this doctor very professional to work with. She is always on time for our weekly meetings and I value her opinion on the running of the unit.

Her manner with patients is first class. They all say they want to see her again on their next visits.

Dr Anderson Brown always dictates her clinic letters very clearly. This makes the secretaries work so much easier.

# Reflection

## Colleague Feedback

**What were the optimal results of your colleague feedback and how do you intend to maintain this level of performance?**

**What were the suboptimal results of your colleague feedback and how do you intend to improve on these areas of your practice?**