

Please follow this link to our website for further information on reporting for GMC 360 degree questionnaires. This is a sample report.

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# Doctor MSF

## Independent Survey Analysis

Feedback Report

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### **GMC Colleague Survey Results**

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**Hiding: Don't know**

***SAMPLE REPORT***

***Please contact me with any questions***

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## Survey Overview

### Description

GMC colleague questionnaire.

### Instructions Provided To Respondents

Thank you for accepting our request to help us.

The purpose of this exercise is to provide doctors with information about their work through the eyes of those they work with and treat, and is intended to help inform their further development.

Licensed doctors are expected to seek feedback from colleagues and patients and review and act upon that feedback where appropriate.

Please answer all the questions. If you feel you cannot answer any question, please tick 'Don't know'.

The GMC suggest that data collection should be managed by an independent survey organisation. DrMSF.co.uk is independent.

Doctors will never see any individual responses from colleagues. Feedback to doctors will be based on the answers from everyone taking part. No respondents will be identifiable in any way. All data from this questionnaire is encrypted as it moves across the Internet.

If you need any further information, please visit [www.drmsf.co.uk](http://www.drmsf.co.uk).

### Respondent Metrics

Respondents:	20
First Response:	07/12/2015 11:36 AM
Last Response:	10/01/2016 09:50 PM

## Survey Results

The following is a tabular depiction of the responses to each survey question. Additional comments provided by respondents, if any, are included after each table.

### Section - Section 1

#### Instructions Provided To Respondents

Please rate your colleague in each of the following areas by ticking ONE box in each line.

#### 1. Clinical knowledge

80.0%	16	Very good
20.0%	4	Good

#### 2. Diagnosis

85.0%	17	Very good
15.0%	3	Good

#### 3. Clinical decision making

80.0%	16	Very good
20.0%	4	Good

#### 4. Treatment (including practical procedures)

60.0%	12	Very good
35.0%	7	Good

#### 5. Prescribing

60.0%	12	Very good
40.0%	8	Good

#### 6. Medical record keeping

65.0%	13	Very good
25.0%	5	Good

#### 7. Recognising and working within limitations

85.0%	17	Very good
15.0%	3	Good

**8. Keeping knowledge and skills up to date**

55.0%	11	Very good
35.0%	7	Good

**9. Reviewing and reflecting on own performance**

45.0%	9	Very good
35.0%	7	Good

**10. Teaching (students, trainees, others)**

40.0%	8	Good
30.0%	6	Very good

**11. Supervising colleagues**

40.0%	8	Good
30.0%	6	Very good

**12. Commitment to care and wellbeing of patients**

95.0%	19	Very good
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**13. Communication with patients and relatives**

80.0%	16	Very good
10.0%	2	Good

**14. Working effectively with colleagues**

85.0%	17	Very good
5.0%	1	Good

**15. Effective time management**

75.0%	15	Very good
20.0%	4	Good

**Section - Section 2****Instructions Provided To Respondents**

Please decide how far you agree with the following statements by ticking ONE box in each line.

**16. This doctor respects patient confidentiality**

80.0%	16	Strongly Agree
20.0%	4	Agree

**17. This doctor is honest and trustworthy**

95.0%	19	Strongly Agree
5.0%	1	Agree

**18. This doctor's performance is not impaired by ill health**

90.0%	18	Strongly Agree
10.0%	2	Agree

**Section - Section 3****19. This doctor is fit to practise medicine**

100%      20      Yes

**20. Please add any other comments you want to make about this doctor. Please note: No one will be identified when this information is given back to the doctor.**

Excellent clinician and a good team leader. A pleasure to work with.

Excellent colleague to work with.

Very pleasant to work with, very efficient.

Very friendly, knowledgeable, helpful and works well with others.

## Section - Demographics

### Instructions Provided To Respondents

The next questions will give us some basic information about who took part in the survey.

#### 21. Are you:

60.0%	12	Male
40.0%	8	Female

#### 22. Age:

42.1%	8	40 to 49
26.3%	5	50 to 59
21.1%	4	20 to 29
5.3%	1	30 to 39
5.3%	1	60 or over

#### 23. Your professional role:

55.0%	11	Doctor (not in a training grade)
25.0%	5	Registered Nurse
10.0%	2	Doctor (in a training grade)
5.0%	1	Other: Staff Specialist in Emergency Medicine
5.0%	1	Pharmacist

#### 24. How recently have you been familiar with this doctor's clinical practice?

90.0%	18	Current colleague
10.0%	2	Within the last two years

#### 25. During this period of your familiarity with this doctor's clinical practice, how often did you have contact with the doctor?

50.0%	10	Most days
50.0%	10	Weekly

#### 26. What is your ethnic group?

40.0%	8	Any other white background
40.0%	8	White British
10.0%	2	Any other Asian background
5.0%	1	Indian
5.0%	1	Pakistani



## Baseline data and scores

### Notes on scoring for colleague questionnaire

The following pages include scores and percentages derived from the evaluation data. Non-responses (don't know, blank) were not used in calculations.

Your mean score 'score' is an average of the rating scale values for that category, e.g. if two ratings of Very good (5) and a rating of Good (4) were received, the average score would be calculated as  $(5+5+4)/3 = 4.67$ .

Your mean 'rating' is derived directly from your mean 'score' by rounding to the nearest integer. e.g. a score of 4.6 will give a rating of 'Very good (5)', whilst a score of 3.4 gives a rating of 'Satisfactory (3)'.

Mean 'percentage' represents the proportion of the maximum possible score you received for that category. A mean percentage of 100% would be achieved when all respondents rated a category as 'Very good'.

Every category response is given a percentage weight [Poor (0%), Less than satisfactory (25%), Satisfactory (50%), Good (75%), Very Good (100%)].

Having converted the category responses into percentages, the mean is calculated and reported, e.g. if two ratings of 'Very good' (100%) and a rating of 'Good' (75%) were received, the average score would be  $(100+100+75)/3 = 91.67\%$ .

### Notes on baseline data

Benchmarks provide a sense of how you are performing in relation to other doctors who have completed the GMC surveys. The GMC benchmarking data is provided in a separate file. Your percentage scores for comparison to the GMC benchmarking data are on the next page, in the last column of the table.

The GMC view is that baseline data and benchmarking are not an essential part of the treatment of the data generated from patient and colleague questionnaires. Benchmark data should be used with caution. Even in the longer term, the GMC do not see benchmarking as essential.

It is important that the feedback ratings are aggregated and reported on. These values should form the basis for a discussion about your professional skills and development. The summary of your colleague feedback can be found on the next page.

### **Aggregated feedback: Colleague Questionnaire**

Please rate your colleague in each of the following areas by ticking one box in each line.

	Self-assessment	Aggregated scores		
		Score	Rating	Percentage
01) Clinical Knowledge	Very good	4.8	Very good	95.0
02) Diagnosis	Very good	4.9	Very good	96.3
03) Clinical Decision Making	Very good	4.8	Very good	95.0
04) Treatment (including practical procedures)	Very good	4.6	Very good	90.8
05) Prescribing	Very good	4.6	Very good	90.0
06) Medical record keeping	Satisfactory	4.7	Very good	93.1
07) Recognising and working within limitations	Good	4.9	Very good	96.3
08) Keeping knowledge and skills up to date	Good	4.6	Very good	90.3
09) Reviewing and reflecting on own performance	Good	4.6	Very good	89.1
10) Teaching (students, trainees, others)	Good	4.4	Good	85.7
11) Supervising colleagues	Good	4.4	Good	85.7
12) Commitment to care and wellbeing of patients	Very good	5.0	Very good	100.0
13) Communication with patients and relatives	Very good	4.9	Very good	97.2
14) Working effectively with colleagues	Very good	4.9	Very good	98.6
15) Effective time management	Good	4.8	Very good	94.7
16) This doctor respects patient confidentiality	Strongly Agree	4.8	Strongly Agree	95.0
17) This doctor is honest and trustworthy	Strongly Agree	5.0	Strongly Agree	98.8
18) This doctor's performance is not impaired by ill health	Yes	4.9	Strongly Agree	97.5

*Rating scales:*

Questions 1 to 15: Poor (1); Less than satisfactory (2); Satisfactory (3); Good (4); Very good (5)

Questions 16 to 18: Strongly disagree (1); Disagree (2); Neutral (3); Agree (4); Strongly Agree (5)