

Multi-Source Feedback

Give this proforma to a range of work colleagues¹ and ask for their opinion on your performance. Afterwards reflect and any identify learning needs and resultant action to be taken.

Nurses Name & Title							
Rater's job title no name should be provided as anonymous							
Please provide your overall rating of the trainees professional behaviour: you may wish to consider and make reference to the following:							
<ul style="list-style-type: none"> Caring of patients Respectful of patients Treat patients as individuals and uphold their dignity Shows no prejudice in care of patients Speaks good English at an appropriate level for patients Communicates effectively with patients Makes sure that people's physical, social and psychological needs are met and responded to. Acts in the best interests of patients at all times 				<ul style="list-style-type: none"> Respects people's right to privacy and confidentiality Respects other colleagues' roles in health care Works constructively within the team Communicates effectively with colleagues Works co-operatively and does not shirk responsibilities Demonstrates commitment to team working Takes responsibility for own learning Recognises and works within limits of competence 			
Outstanding	Excellent	Very good	Good	Fair	poor	Very poor	
Detail of performance areas to be commended							
Suggested performance areas for improvement							
Please provide your rating of the Nurses overall clinical performance. You may wish to consider and make reference to the following:							
<ul style="list-style-type: none"> Ability to identify patients' problems Take a diagnostic approach Patient management skills Always practices in line with the best available evidence Range of clinical & technical skills Shows accountability for decisions and delegated tasks 				<ul style="list-style-type: none"> Acts without delay if risk to patient or public safety is identified Raises concerns immediately if a vulnerable patient is at risk or needs support or protection Open and candid with patients about all aspects of care and treatment Keeps clear, relevant and accurate records Shares skills, knowledge and experience for the benefits of patients and colleagues Independent learning habits 			
Outstanding	Excellent	Very good	Good	Fair	poor	Very poor	Unable to comment
Detail of performance areas to be commended							
Suggested performance areas for improvement							

Faculty of Emergency Nursing 21/06/2020 (Cited in Welsh Emergency Nurse Practitioner & Emergency Paramedic Practitioner Development Programme & was developed from RCGP MSF & NMC Code 2015)

¹ This could include nursing colleagues, senior nurses, support workers, doctors of all grades, allied health professionals, receptionists, ancillary staff, chaplains, radiographers, radiologists, social workers.