

**RACS SURGICAL EDUCATION & TRAINING PROGRAM**  
**BOARD OF PAEDIATRIC SURGERY**  
**IMG 360 DEGREE EVALUATION FORM**



Please ensure you write neatly and clearly

<b>RACS ID:</b>	<b>Doctor Surname:</b>	<b>Doctor Name:</b>
<b>Assessor Name:</b>		<b>Assessor Role:</b>
<b>Assessment Dates:</b>		
<b>Hospital:</b>		

**Technical Expertise**

<b>Technical Skills</b>							
1	2	3	4	5	6	7	<b>UE</b>
Very poor attention to safety					Pays high attention to safety		Unable to evaluate

<b>Respect for tissue</b>							
1	2	3	4	5	6	7	<b>UE</b>
Poor tissue handling					Good respect for tissue		Unable to evaluate

<b>Coordination</b>							
1	2	3	4	5	6	7	<b>UE</b>
Poor					Excellent		Unable to evaluate

**Communication**

<b>Communication with patients</b>							
1	2	3	4	5	6	7	<b>UE</b>
Communicates poorly with patients					Communicates very well with patients		Unable to evaluate

<b>Working in a team</b>							
1	2	3	4	5	6	7	<b>UE</b>
Communicates poorly with team members					Communicates very well with team		Unable to evaluate

## Communication continued

<b>Misunderstandings or disputes</b>							
1	2	3	4	5	6	7	UE
Causes them or potentiates					Seeks resolution		Unable to evaluate

## Collaboration

<b>Working in a multidisciplinary team</b>							
1	2	3	4	5	6	7	UE
Doesn't work well with others					Works well with others		Unable to evaluate

<b>Consults with other disciplines</b>							
1	2	3	4	5	6	7	UE
Does not consult colleagues or other professionals					Good rapport with other disciplines		Unable to evaluate

<b>Seeks help appropriately</b>							
1	2	3	4	5	6	7	UE
Never					Always		Unable to evaluate

## Management and Leadership

<b>Leadership</b>							
1	2	3	4	5	6	7	UE
Shows no leadership potential					Obvious potential for leadership, leads by example		Unable to evaluate

<b>Respectful of expertise of others</b>							
1	2	3	4	5	6	7	UE
Rarely respectful					Always respectful of expertise of others		Unable to evaluate

<b>Directs and supervises junior medical staff</b>							
1	2	3	4	5	6	7	UE
Ineffective, absent, rarely manages junior staff					Manages junior medical staff very effectively		Unable to evaluate

## Management and Leadership continued

<b>Organisational skills</b>							
1	2	3	4	5	6	7	UE
Inefficient, disorganised					Good time management and organisational skills		Unable to evaluate

## Health Advocacy

<b>Patient's health</b>							
1	2	3	4	5	6	7	UE
Tactless or deficient advice					Provides tactful and skilful advice		Unable to evaluate

<b>Personal health</b>							
1	2	3	4	5	6	7	UE
Neglects own health or lacks insight into effect of ill health on performance					Cares for own health ensuring capacity to safely care for patients		Unable to evaluate

## Scholar and Teacher

<b>Teaching</b>							
1	2	3	4	5	6	7	UE
Lacks interest or skills in teaching					Outstanding skills, attitudes and practices of a competent teacher		Unable to evaluate

## Professionalism

<b>Applies ethical principles</b>							
1	2	3	4	5	6	7	UE
Inconsistently					Always ethical		Unable to evaluate

<b>Integrity and reliability</b>							
1	2	3	4	5	6	7	UE
Lack of professional conduct, honesty and trustworthiness					Always honest and trustworthy		Unable to evaluate

**Professionalism continued**

<b>Acknowledge own limitations</b>							
1	2	3	4	5	6	7	UE
Never recognises own limitations, does not learn from mistakes				Always acknowledges limitations, always learns from mistakes			Unable to evaluate

<b>Responsibility</b>							
1	2	3	4	5	6	7	UE
Does not accept responsibility for own actions and decisions; blames patients or other professionals				Fully accepts responsibility for own actions and decisions			Unable to evaluate

<b>Critically reflective of own knowledge and skills</b>							
1	2	3	4	5	6	7	UE
Lacks a critically reflective approach				Appropriately aware and self critical			Unable to evaluate

**Suggestions for development (not compulsory)**

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Thank you for your assistance in completing this form

**Contact**

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