

Division:	Education Training and Administration	Ref. No.	ETA-IMG-005
Department:	International Medical Graduates		
Title:	Guidelines for IMGs Undertaking Multi-source Feedback (MSF)		

MULTI-SOURCE FEEDBACK (MSF) FOR IMGs

Multisource feedback or (360 degree evaluation) is an assessment tool for individuals to gain insight into how others perceive their work behaviours and provides an opportunity to identify their areas of strength as well as personal and professional development needs.

The multisource feedback process involves anonymous and confidential assessment of a surgeons' performance is made by a range of colleagues, medical, nursing and administrative staff for analysis and review. The results are fed back to the surgeon for the purpose of reflection and continuous improvement.

IMG Requirement

All International Medical Graduates (IMGs) on a specialist pathway are required to participate in at least one multi-source feedback assessment during each six month period of clinical assessment whilst under supervision or oversight.

IMGs can use multisource feedback to:

- assess themselves against important performance criteria, including team work
- address any gaps between assessments, build on feedback and review their progress.
- gather evidence to form part of a portfolio of formative assessments as to the level of performance achieved

RACS Multisource Feedback Tool

The College's multisource feedback tool is an electronic, secure system which manages the registration, invitation and assessment process, facilitating feedback and discussion of results. A comprehensive report is sent to the IMG following a review of the results.

The framework for the assessment is based on the [RACS Surgical Competence and Performance Guide \(2011\)](#). Performance is assessed through the use of 'behavioural markers'. Behavioural markers are examples of good and poor behaviours and assist the assessor (rater) to make an informed rating. For each of the nine RACS Competencies, three patterns of behaviour have been identified and each of these have feature for examples of good and poor behaviours. As a result, the multisource feedback tool features 27 questions.

Who is involved?

The multisource feedback assessment is initiated by the IMG and is then reviewed by one of their two assessors. The RACS Multisource Feedback Tool is available on the 'My Assessments' page at www.surgeons.org. The IMG completes a self-assessment and then nominates raters and a reviewer.

A minimum of six assessors (raters) and one reviewer are required. The following people have been identified as appropriate potential assessors:

- Theatre nurse
- Ward nurses on the Unit
- Surgical trainee

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GUIDELINES

ROYAL AUSTRALASIAN COLLEGE OF SURGEONS

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- Registrar
- Fellows within the relevant specialty surgical unit (At the specialty Board's discretion this may include assessments from Fellows who are not the IMG's nominated Clinical Assessors)
- Radiologist
- Anaesthetist
- Emergency Department physicians
- ICU staff
- Hospital administration (HR), plus
- The IMG, who does a self-assessment

IMGs are required to discuss potential assessors with their Clinical Assessor(s) prior to initiating the online assessment. In some cases, the Specialty Board may also suggest alternate personnel to participate in the multisource feedback assessment.

The Clinical Assessor is the reviewer, receiving the results of both the IMG's self-assessment and the de-identified assessments by the nominated raters. When the review has taken place, a report will be emailed to the IMG. A copy of the multisource feedback assessment report will be automatically forwarded to the IMG Assessments Department, as evidence of completion.

It is the IMG's responsibility to ensure the assessment has been completed by the end of the assessment period.

Once the report is received by the IMG Assessments Department, a summary of the results will be forwarded to the specialty Board Chair and/or IMG Representative for review.

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