

Example C 25 August 2011

Part B: Comments Report

This report contains responses to all open-ended questions. The report should be reviewed along with Part A: Self & Colleague Feedback Report.

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Domain 1: Knowledge, Skills and Performance

Peers

Often seeks opinions and advice for patients from consultants of other specialties. Does seek advice from his own colleagues, but may not be as frequent.

has very good ideas for service modification to improve efficiency eg ideas for increasing day surgery etc

Example C has been thoroughly audited because of issues with some colleagues. It is not so much that he does not support others but rather that he is not supported by the department he works in. Despite being subject to such bullying he is supportive to patients and juniors and does a good job.

Support / Junior Colleagues

Example C is proactive about managing his take and elective patients. He will personally organise tests without delegating to juniors and teaches his juniors the skills needed to manage complex patients.

Example C takes part in audit regularly and encourages his juniors to also take part and complete various audits and projects. He has a lot of ideas and is willing to share these with others in order to promote good clinical care.

Domain 2: Safety and Quality

Self

I take patient well being very seriously. I instruct all my junior staff that they can always contact me concerning patients care. this is to ensure my patients can at least have the benefit of my opinion even when I am not physically available.

Peers

Example C will seek best advice for patients who are having difficulties. This has included assistance from others , partly because of concerns over criticism and also because others will not come forward to help in difficult or complex cases. Patients get a good outcome.

Support / Junior Colleagues

Encourages others in theatre and with making decisions on the ward. Makes sure that juniors are supervised and supported in theatre and on the ward,

i can only comment on the above with regards to the work that i do with mr which is very different as a specialist nurse than that of a junior doctor

Domain 3: Communication, Partnership and Teamwork

Self

I think given the stress and pressure I was under in the last few years, the resilience (if I can call that) had been there.

Peers

appears to be very resilient and able to handle stress very well

Quite how this young man has carried on working with disruptive colleagues, and maintain an effective practice over the last two years is amazing and testament to his powers of self control/discipline

Generally copes well with stress and work pressures, but in theatre at times with a difficult operation can be a bit short with theatre staff and surgical assistants. This I believe is due to true desire to do the best for the patient and minimize risk of complications.

Example C has been under pressure and coped when the majority would not have been able to do so. He should be encouraged into leadership roles within a department whose present leadership is rudderless.

Support / Junior Colleagues

Encourages juniors to think about diagnosis, to make decisions and to communicate these decisions effectively.

Domain 4: Maintaining Trust

Self

I have always treated every patient as if they are my close relatives. This I ahve found will always guide me to take the right paths each patients

Professional integrity

Peers

Example C has been overly scrutinised. His integrity remains intact and he is an effective and skilled surgeon.

Health

Self

Peers

See above

Summary

Finally, what is the single most important recommendation you would make to help your colleague improve his/her performance?

Peers

Take on more responsibility within the organisation and become an opinion leader.

I have already fed this back to him. He needs to not stack his lists with patients, thus putting a time pressure on himself and to discuss difficult patients with colleagues.

Being a consultant surgeon in the NHS has many different aspects to it. It is very difficult to be very good at all things. Anyone would perform better if he or she were not so busy or stressed at work and home. PS when I have written CC - cannot comment it is because I have not been in a position to observe and therefore form an opinion - it means I have no opinion on it and shouldn't be taken as a negative opinion. PPS I have not worked with Example C this year.

Support / Junior Colleagues

To continue to support and encourage his team and juniors as he has done so in the last few months.

I enjoyed working in his team and would happily return in the future. He stimulated me to think about surgical decision making and how to constantly strive to improve my surgery.

Try to be more serious in discussion. Less humour.

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