

**Doctor X** 24 November 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*

Dr X has a vast knowledge of her field. She is always willing to share this with her colleagues especially around conditions which are uncommon. She gives the time to have open discussions with the team.

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Very good and effective communicator.

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Dr X always acts professionally in the patient's best interests and refers as necessary. Patient records are always precise and full plan of care clearly documented for patient and colleagues to see and follow. Very accessible and approachable and willing to advise all staff on any issues.

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### *Support / Junior Colleagues*

Dr X is very keen in participating in audit meetings and in morbidity and mortality meetings. She contributes to the discussions and provides good teaching from her discussions.

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Instructions regarding care in medical notes are always very clear .

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## Domain 2: Safety and Quality

### *Peers*

Excellent advocate and clinician

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Dr X is always clear and concise regarding appropriate action for patients at risk. Supervises others and will give support and advice in particularly difficult situations. Frequently has a 'queue' of staff - medical and colleagues - during clinics whom she will always make time for and help.

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While I have been unable to comment on supervision of others, I can say that I have always been guided well and the correct supervision afforded me

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### *Support / Junior Colleagues*

When patients are at risk , all potential members of team are informed by hospital E mail or other appropriate metod.

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She is very approachable and makes very clear decisions regarding the care of at-risk patients.

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## Domain 3: Communication, Partnership and Teamwork

### *Peers*

In mortality/morbidity meeting this candidate always contributes and engages in case discussions providing good leadership qualities in areas of speciality - this is recognised by peers also.

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Dr X consistently maintains an excellent relationship with patients and colleagues alike. Patients receive first class consultations and appear to feel very satisfied and empowered with their clear plan of care. Dr X's work on patient information/pathways was a huge task which is an asset to our service and by this has facilitated staff to feel proud to be part of the team. Huge motivator of staff and encouraging with others' ideas. When on annual leave we are all pleased on her return for the smooth running of the service!

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I find Dr X very approachable and have a good relationship with her. Her rapport with her patients is outstanding and they have great respect for her. She is always very supportive to the ward team.

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### *Support / Junior Colleagues*

Effective leadership , I have ticked off high marks as always working towards excellent outcome of team , also showing others how hard we need to work to provide best service .

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Dr X shows leadership and very good communication skills at all times. A pleasure to see her coming on to the ward

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She maintains very good leadership .

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## Domain 4: Maintaining Trust

### *Peers*

Dr X consistently demonstrates all patients are treated fairly and with empathy. They have care plans tailored to suit individual needs which is clearly documented for all to easily read. Confidentiality is top priority at all times.

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patient focussed both from a clinical and socio-psychological perspective

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### *Support / Junior Colleagues*

I have scored high confidentiality because of professional way how this is managed .

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Her patients have high respect for her in return. She speaks clearly and honestly to her patients.

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## Summary

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

### Peers

Timing to start clinics - although this has improved a great deal recently! Dr X is always a pleasure to work with - thank you!

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Dr X always carries out her weekly ward round. I would like to see this become more formalised with registrar and SHO's attending. I feel this is a great teaching opportunity that is missed from both sides.

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To maintain prompt starts to clinics

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You are an effective leader and an excellent teacher /mentor .You have contributed impressively to enhance service delivery .You are someone who would not hesitate to take difficult decision .You are also supportive of junior colleague who seek your advice.Please continue to maintain your passion and enthusiasm

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### Support / Junior Colleagues

Time keeping can be an issue

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I have no concerns regarding integrity or personal health, I feel fully supported during managing of emergencies . Decisions are based on experience and maximum involvement of other specialist in the hospital , this applies also to management of cases outside special interest . It is difficult to give recommendations to a single person as team work is most important .

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Not to let the paperwork build up too much - it might be less stressful if it were done little and often rather than all in one go.

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Though she provides effective support, I would recommend more physical presence in the morning hand-over meetings .

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