



## CELLULAR PATHOLOGY

(Histopathology/Neuropathology/Forensic Pathology/Paediatrics and Perinatal Pathology  
and sub-specialty of Cytopathology)

### MULTI-SOURCE FEEDBACK ASSESSMENT (MSF)

Trainees will undertake an MSF assessment each year during training.  
The headings will be included in the LEPT ePortfolio so as to guide assessors in their feedback.

#### How do you rate this doctor in their:

- 1. Communication skills: Communicates effectively with patients and families**
- 2. Communication skills: Communicates effectively with healthcare professionals**
  - 2.1 willingness to consult with colleagues
  - 2.2 willingness to accept constructive criticism
  - 2.3 willingness to listen to the professional views of others in the team
  - 2.4 provision of clear, accurate written reports
  - 2.5 written communication with colleagues
  - 2.6 verbal communication with colleagues
- 3. Team player skills: Supportive and accepts appropriate responsibility; Approachable**
  - 3.1 acceptance and responsibility for their clinical decisions
  - 3.2 effective participation in contributing to teaching/training
- 4. Leadership skills: Takes responsibility for own actions and actions of the team**
  - 4.1 acceptance and responsibility for their clinical decisions
  - 4.2 delegation abilities
- 5. Professional skills: Commitment to teaching and continuing professional development**
  - 5.1 commitment to learning
- 6. Professional skills: Awareness of personal limits of practice**
  - 6.1 ability to assess clinical information critically in order to make appropriate decisions
  - 6.2 awareness of their own limitations
  - 6.3 awareness of not working outside field of expertise
  - 6.4 ability to apply up to date/evidence based medicine
  - 6.5 ability to function effectively and safely in the laboratory
  - 6.6 ability to function professionally in pressured situations
- 7. Attitude to patients: Respects the rights, choices, beliefs and confidentiality of patients**
  - 7.1 respect for patient dignity and their rights to privacy and confidentiality
- 8. Attitude to staff: Respects and values contributions of other members of the team**
  - 8.1 willingness to consult with colleagues
  - 8.2 willingness to accept constructive criticism
  - 8.3 willingness to listen to the professional views of others in the team
  - 8.4 ability to recognize and value the contribution of others

**9. Reliability and punctuality**

9.1 ability to manage/prioritise time effectively

**10. Overall, how do you rate this doctor?**

**11. Please describe any areas that could be a focus for further development. If none please leave blank.**

**12. Do you have any concerns about this doctor being trustworthy, honest and acting with integrity? If yes, please describe them here.**

**13. Do you have any concerns about this doctor's health in relation to their fitness to practice? If yes, please describe them here.**

**14. Please use this space for any other comments you have about this doctor.**

**RATING SCALES**

The rating scale is described below:

- 1 Below expectations for stage of training
- 2 Borderline for stage of training
- 3 Meets expectation for stage of training
- 4 Above expectations for stage of training
- U/C Unable to comment

**SELECTION OF ASSESSORS**

Trainees are required to nominate up to twelve assessors (minimum ten) who can comment on their practice. The assessors must include:

- Consultant in same specialty
- Consultant outwith specialty
- SpR/StR in same specialty
- Trainee outwith specialty
- Clinical scientist
- Senior biomedical scientist
- Nurse/allied health professional
- Anatomical pathology technologist
- Pharmacist
- Admin or clerical staff member
- Other (particular for Forensic Pathology Practitioners)