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## Colleague Feedback for Dr Gerard Hall

GMC number: 2620028

Number of completed responses: 12

Report released to doctor: 15 April 2019

***Private and Confidential***

# Introduction

## Multi-source feedback report

The L2P multi-source feedback is based on the extensive research done by the GMC in preparation for Revalidation. The GMC colleague and patient questionnaires have been found to map well onto the competencies required for 'Good Medical Practice'.

For a full review and references of the work undertaken on behalf of the GMC and the findings of the research led by the Primary Care Research Group, Peninsula College of Medicine and Dentistry, Exeter, please see GMC Multi-Source Feedback Questionnaires - Interpreting and handling multisource feedback results: Guidance for appraisers. This will give the background to the work underpinning the MSF process for you and your MSF facilitator and help you interpret and handle the MSF results (Chapter 5 onwards).

"It is important to remember that MSF results are intended to be formative in nature, rather than summative. For the purposes of revalidation, and within the formal appraisal process, the MSF results should be considered alongside the full range of other evidence that the doctor collects during each five-year revalidation cycle.

"In relation to self-assessment questionnaires, recent literature suggests that supported self-reflection on feedback evidence is a valuable element of self-directed professional development and that disagreement with negative feedback can affect the likelihood that doctors will act on such feedback."

Campbell, Wright 2012

## GMC colleague questionnaire (CQ)

The GMC colleague questionnaire comprises 19 core items which assess the doctor's clinical, communication, organisational and teaching skills as well as aspects of their probity and health. Other items collect information about the colleague respondents and their familiarity with the doctor's practice.

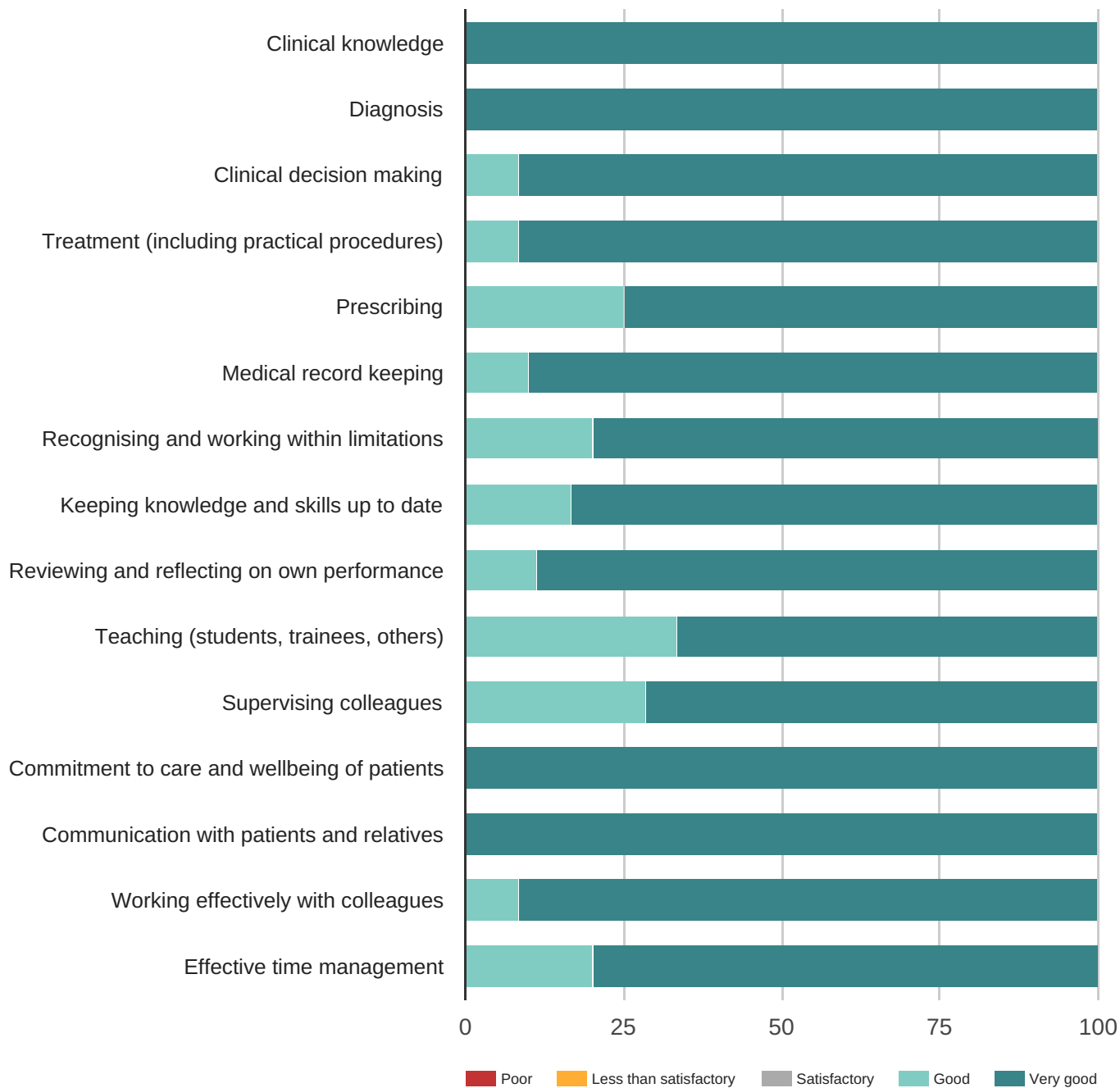
## Understanding the charts and data

The charts and data show you the percentage of respondents who expressed an opinion for a particular question. Some questions have an option to answer 'Does not apply' or 'Don't know' - these answers are not counted in the percentages.

Where questions are optional, the charts and data show you the percentage of respondents who answered that question, which may be fewer than the total number of respondents.

# Colleague feedback

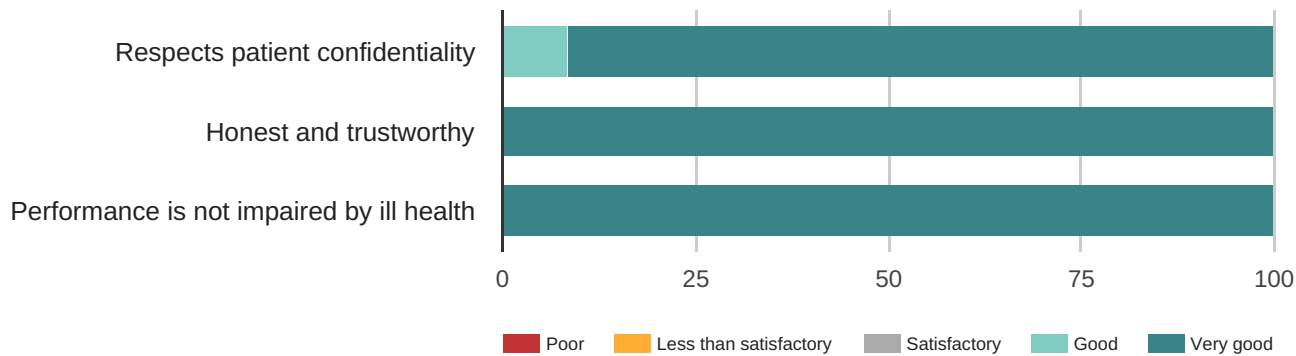
Please rate your colleague in each of the following areas.



	Poor	Less than satisfactory	Satisfactory	Good	Very good	Don't know	Average
<b>Clinical knowledge</b>	0%	0%	0%	0%	100%	0%	5.00
<b>Diagnosis</b>	0%	0%	0%	0%	100%	0%	5.00
<b>Clinical decision making</b>	0%	0%	0%	8%	92%	0%	4.92
<b>Treatment (including practical procedures)</b>	0%	0%	0%	8%	92%	0%	4.92
<b>Prescribing</b>	0%	0%	0%	25%	75%	0%	4.75
<b>Medical record keeping</b>	0%	0%	0%	8%	75%	17%	4.90
<b>Recognising and working</b>	0%	0%	0%	17%	67%	17%	4.80

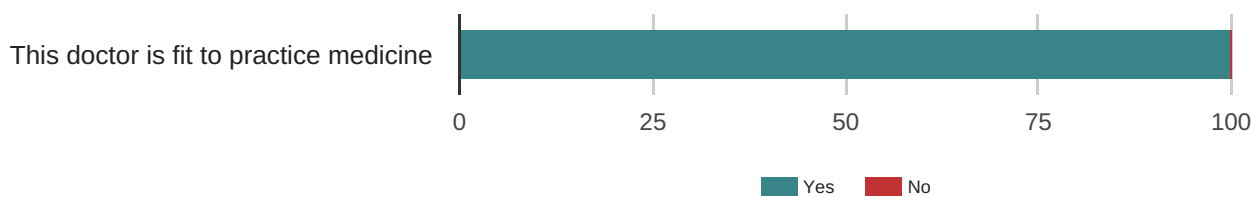
<b>within limitations</b>							
<b>Keeping knowledge and skills up to date</b>	0%	0%	0%	17%	83%	0%	4.83
<b>Reviewing and reflecting on own performance</b>	0%	0%	0%	8%	67%	25%	4.89
<b>Teaching (students, trainees, others)</b>	0%	0%	0%	17%	33%	50%	4.67
<b>Supervising colleagues</b>	0%	0%	0%	17%	42%	42%	4.71
<b>Commitment to care and wellbeing of patients</b>	0%	0%	0%	0%	100%	0%	5.00
<b>Communication with patients and relatives</b>	0%	0%	0%	0%	100%	0%	5.00
<b>Working effectively with colleagues</b>	0%	0%	0%	8%	92%	0%	4.92
<b>Effective time management</b>	0%	0%	0%	17%	67%	17%	4.80

**Please rate your colleague in each of the following areas.**



	Poor	Less than satisfactory	Satisfactory	Good	Very good	Don't know	Average
<b>Respects patient confidentiality</b>	0%	0%	0%	8%	92%	0%	4.92
<b>Honest and trustworthy</b>	0%	0%	0%	0%	100%	0%	5.00
<b>Performance is not impaired by ill health</b>	0%	0%	0%	0%	92%	8%	5.00

**This doctor is fit to practice medicine**



<b>Yes</b>	100%
<b>No</b>	0%
<b>Don't know</b>	0%

**In your view, what changes could this doctor make that would most enhance his or her practice.**

Excellent practice

none

Dr Hall is highly respectable doctor. His brand of service is super excellent. Dr Hall's patients worship the ground he walks on, because of his excellent bedside manners and time keeping, I do not feel he needs to enhance his practice.

Dr Hall is an outstanding practitioner and I count it as an honour to work with him. His patient care is second to none and communication both verbally and written to colleagues is outstanding.

Always get great feedback from mutual clients

none- he is superb.

Nothing comes to mind. He is the very best rheumatologist that I am aware of.

None - he is a most accomplished physician

**Please add any other comments you want to make about this doctor.**

Dr Hall has been treating me for my Arthritis and I am totally greatfull to Dr Hall fior my injections. He has a wonderful soul, he is dedicated, good time keeper and treats his patients as if they are apart of his family or close relative. Dr Hall always give his patients plenty of time to explain thier issues without feeling rushed. He always manages to get time to see some patients without an appointment, even if it means he runs beyond his end of day clinic time. He is a fantastic Doctor.

See above

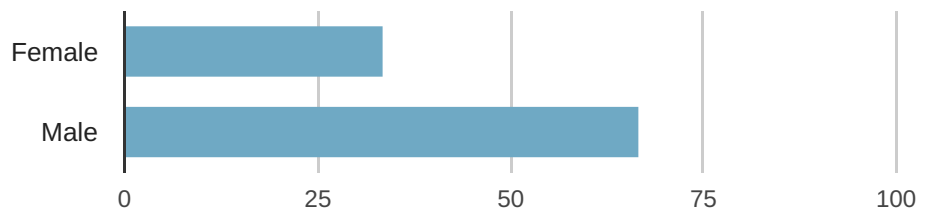
Excellent communication, clear treatment plans, client leave with the knowledge or treatment they need to progress.

Terrific doctor - careful/critical and caring.

Needs only to maintain his exceptionally high standards

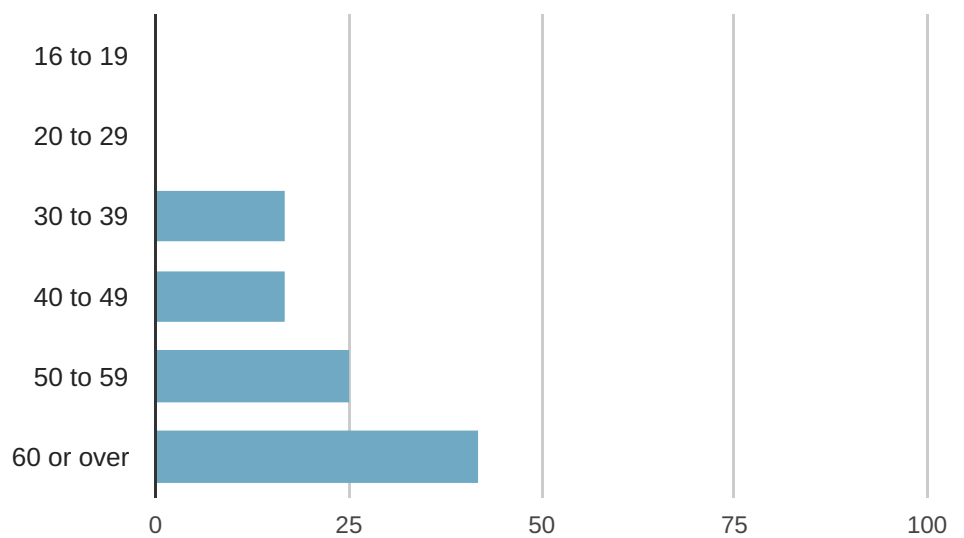
# Demographics

## Your gender



<b>Female</b>	33%
<b>Male</b>	67%

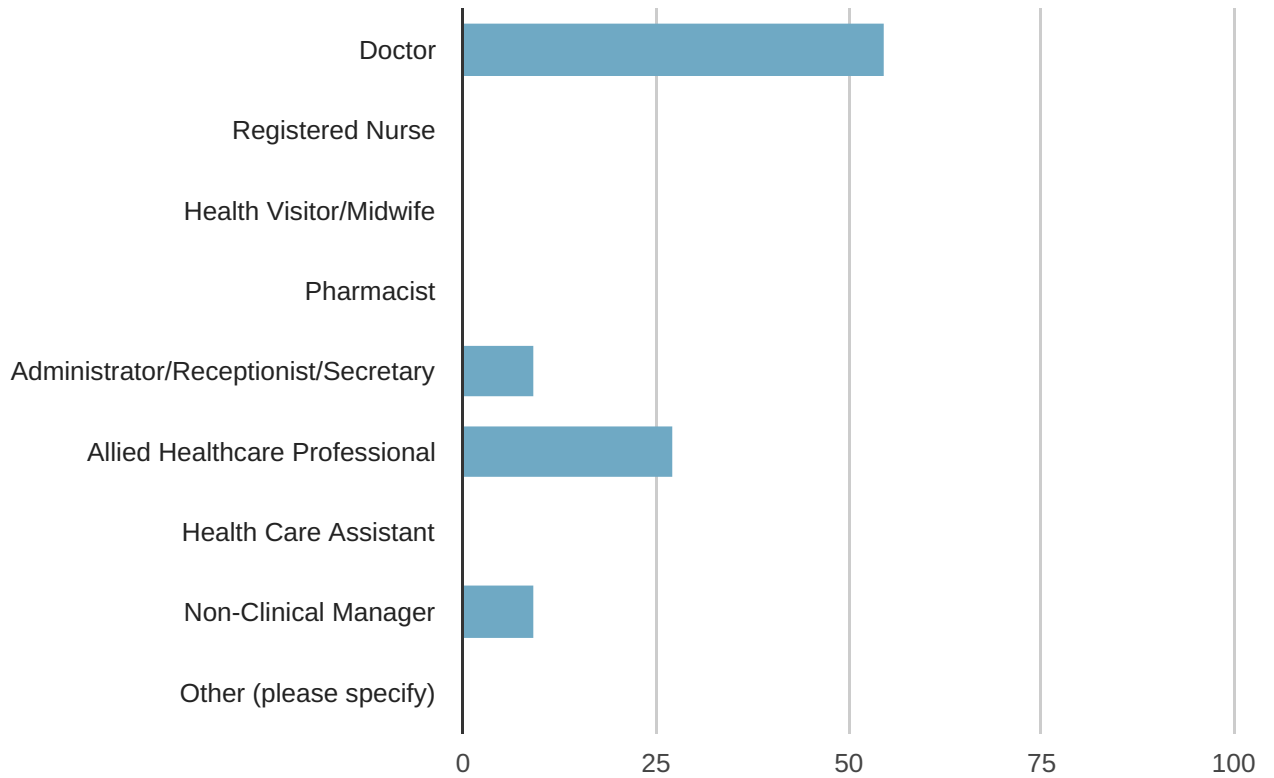
## Your age



<b>16 to 19</b>	0%
<b>20 to 29</b>	0%
<b>30 to 39</b>	17%
<b>40 to 49</b>	17%
<b>50 to 59</b>	25%
<b>60 or over</b>	42%

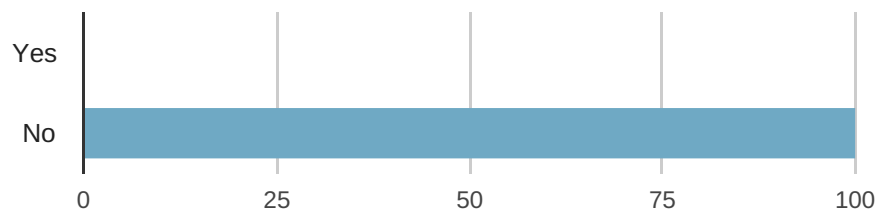


## Your professional role



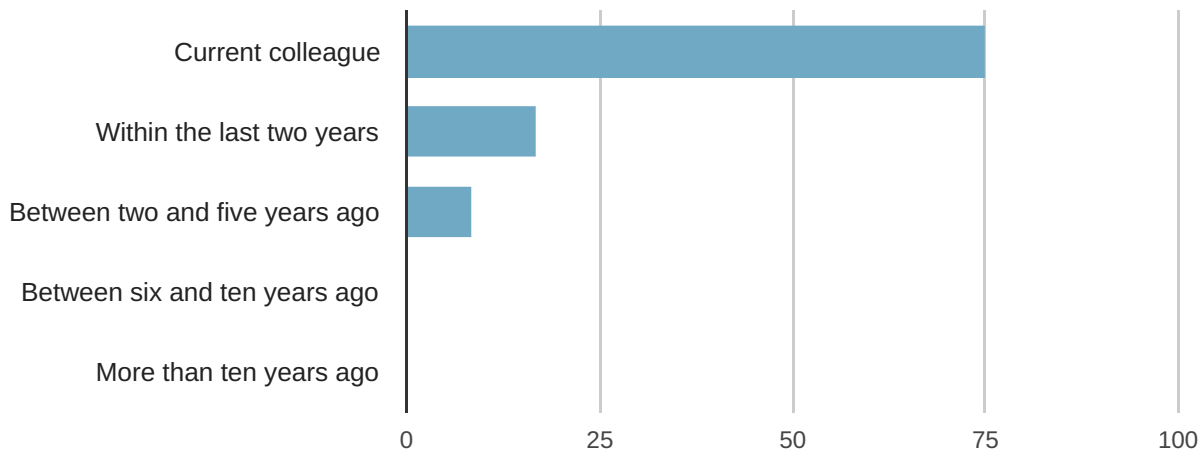
<b>Doctor</b>	55%
<b>Registered Nurse</b>	0%
<b>Health Visitor/Midwife</b>	0%
<b>Pharmacist</b>	0%
<b>Administrator/Receptionist/Secretary</b>	9%
<b>Allied Healthcare Professional</b>	27%
<b>Health Care Assistant</b>	0%
<b>Non-Clinical Manager</b>	9%
<b>Other (please specify)</b>	0%

## If you are a doctor, are you in a training grade?



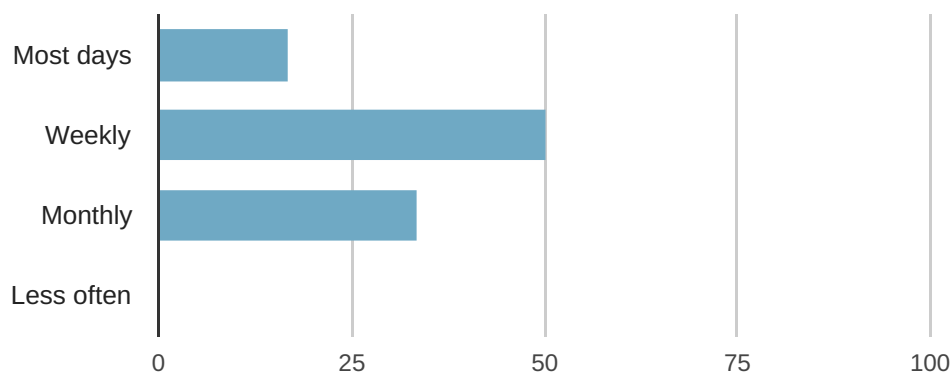
<b>Yes</b>	0%
<b>No</b>	100%

**How recently have you been familiar with this doctor's clinical practice?**



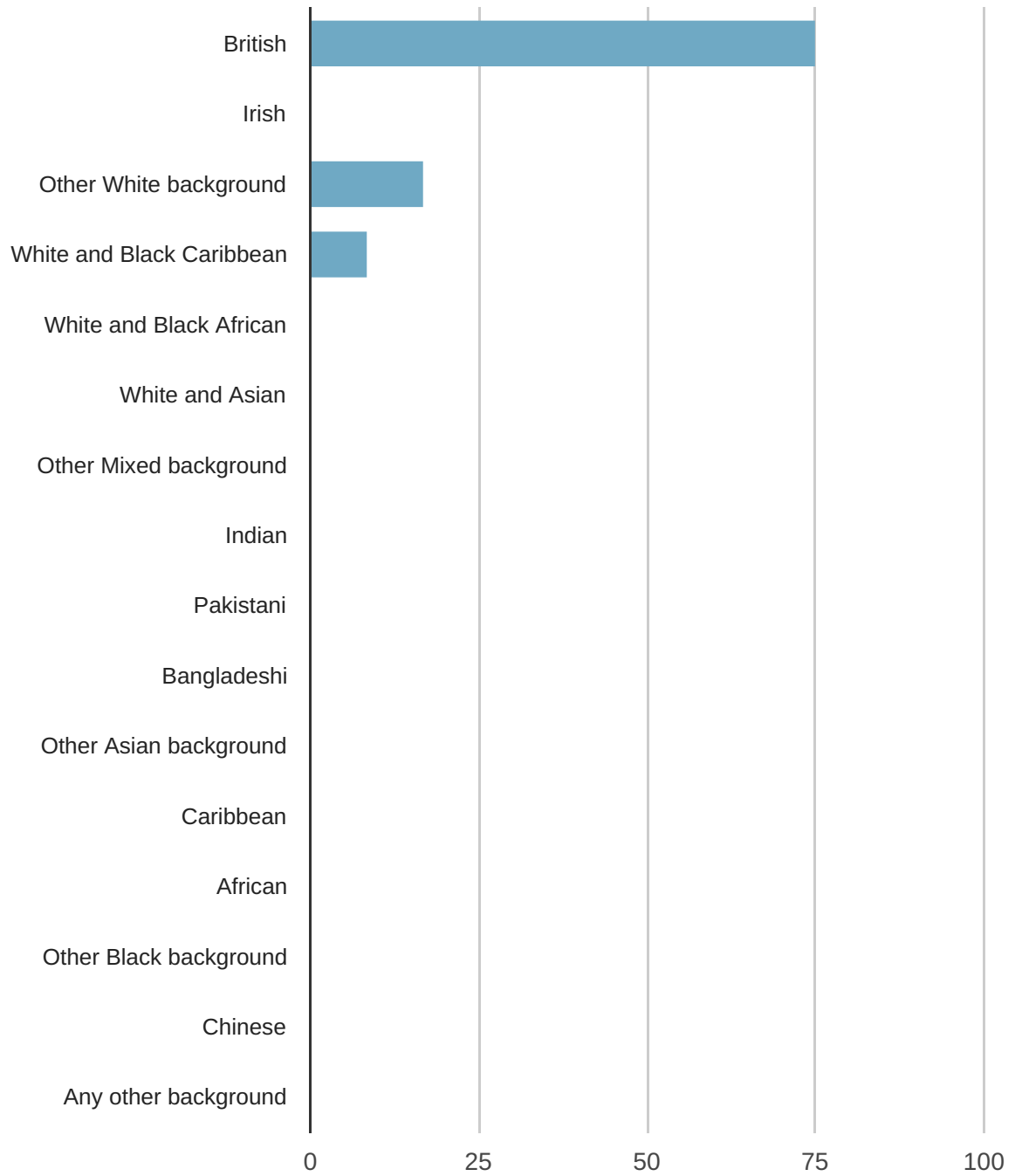
<b>Current colleague</b>	75%
<b>Within the last two years</b>	17%
<b>Between two and five years ago</b>	8%
<b>Between six and ten years ago</b>	0%
<b>More than ten years ago</b>	0%

**During this period of your familiarity with this doctor's clinical practice, how often did you have contact with the doctor?**



<b>Most days</b>	17%
<b>Weekly</b>	50%
<b>Monthly</b>	33%
<b>Less often</b>	0%

## Your ethnic group/cultural background

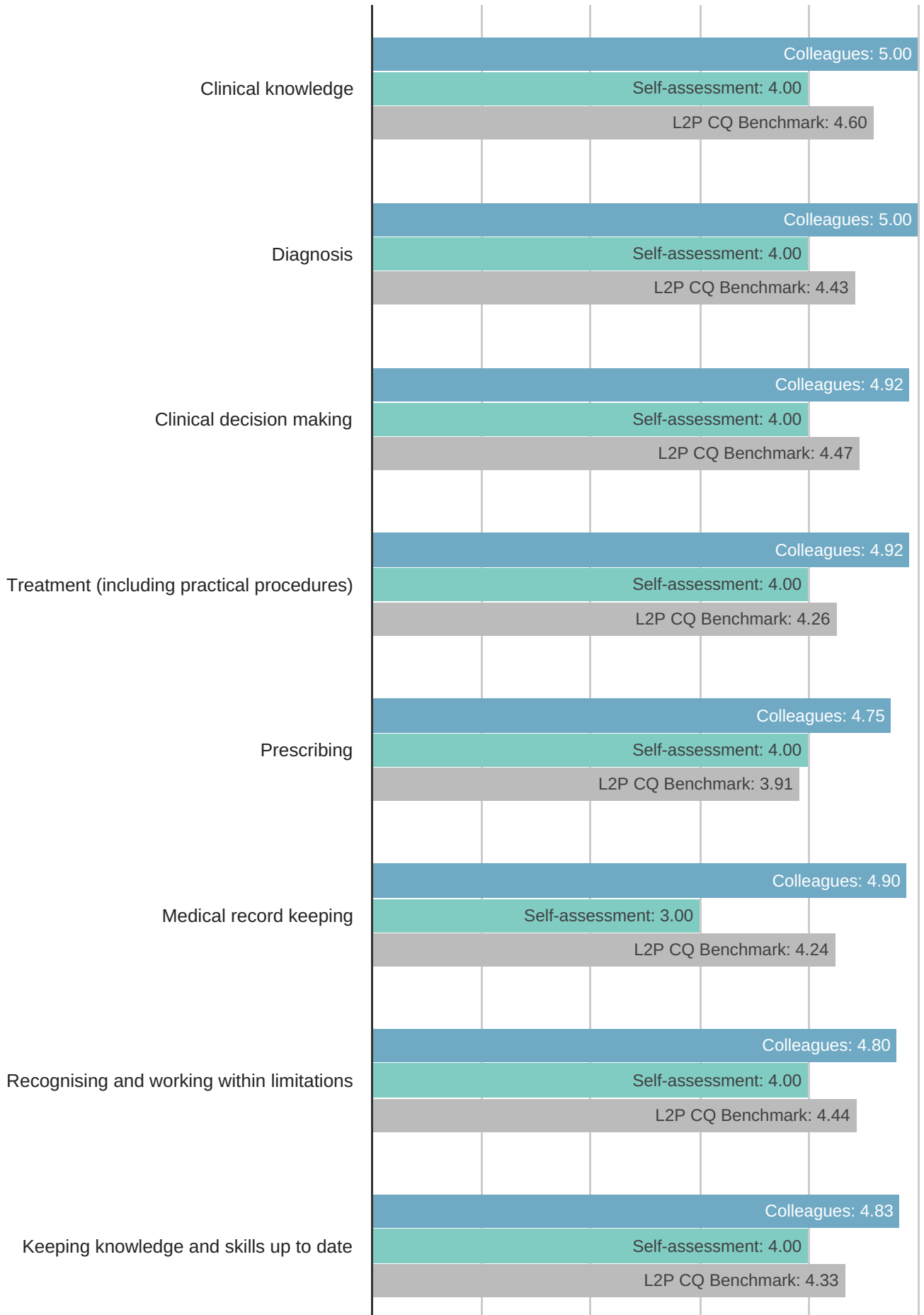


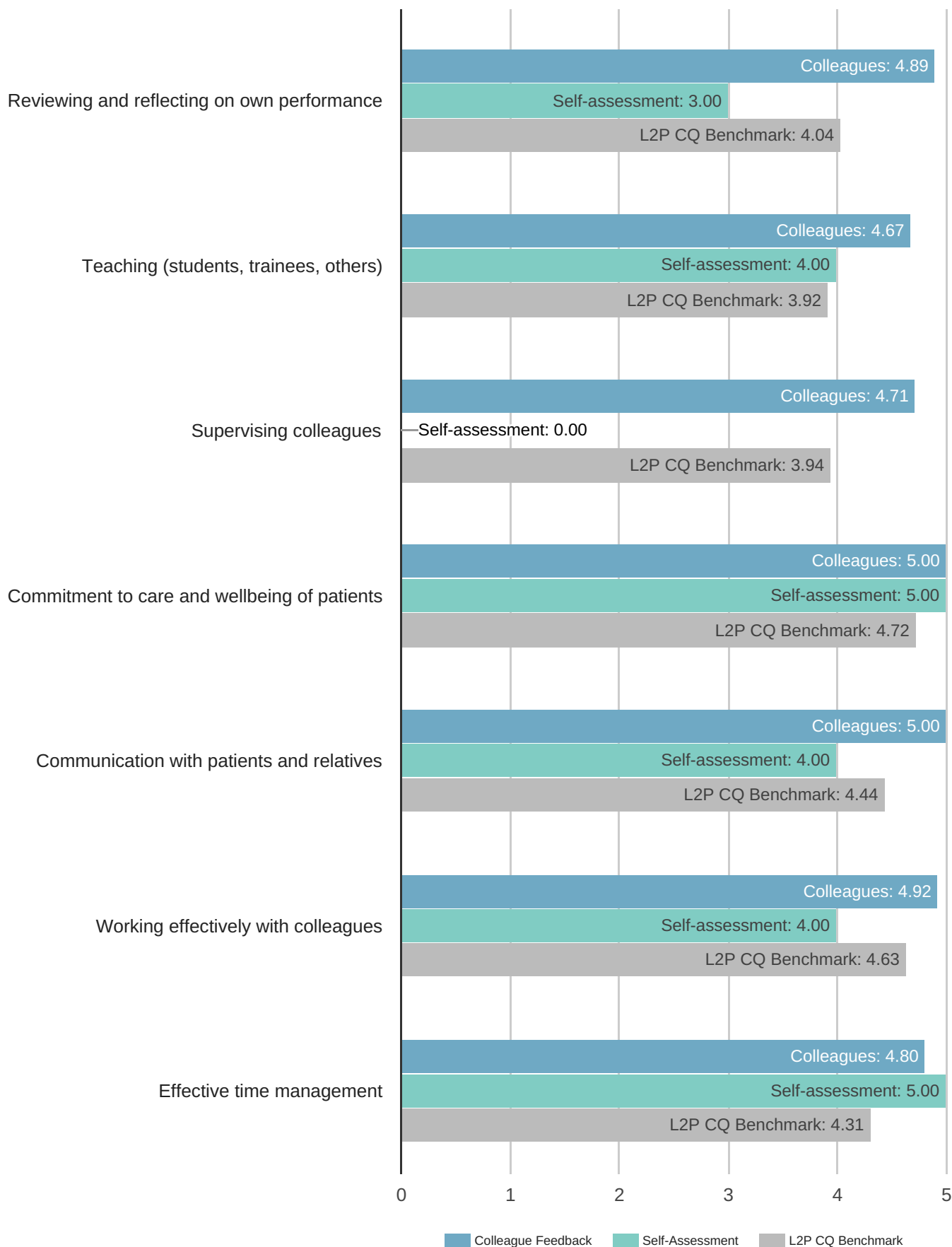
<b>British</b>	75%
<b>Irish</b>	0%
<b>Other White background</b>	17%
<b>White and Black Caribbean</b>	8%
<b>White and Black African</b>	0%
<b>White and Asian</b>	0%
<b>Other Mixed background</b>	0%
<b>Indian</b>	0%
<b>Pakistani</b>	0%
<b>Bangladeshi</b>	0%
<b>Other Asian background</b>	0%

<b>Caribbean</b>	0%
<b>African</b>	0%
<b>Other Black background</b>	0%
<b>Chinese</b>	0%
<b>Any other background</b>	0%

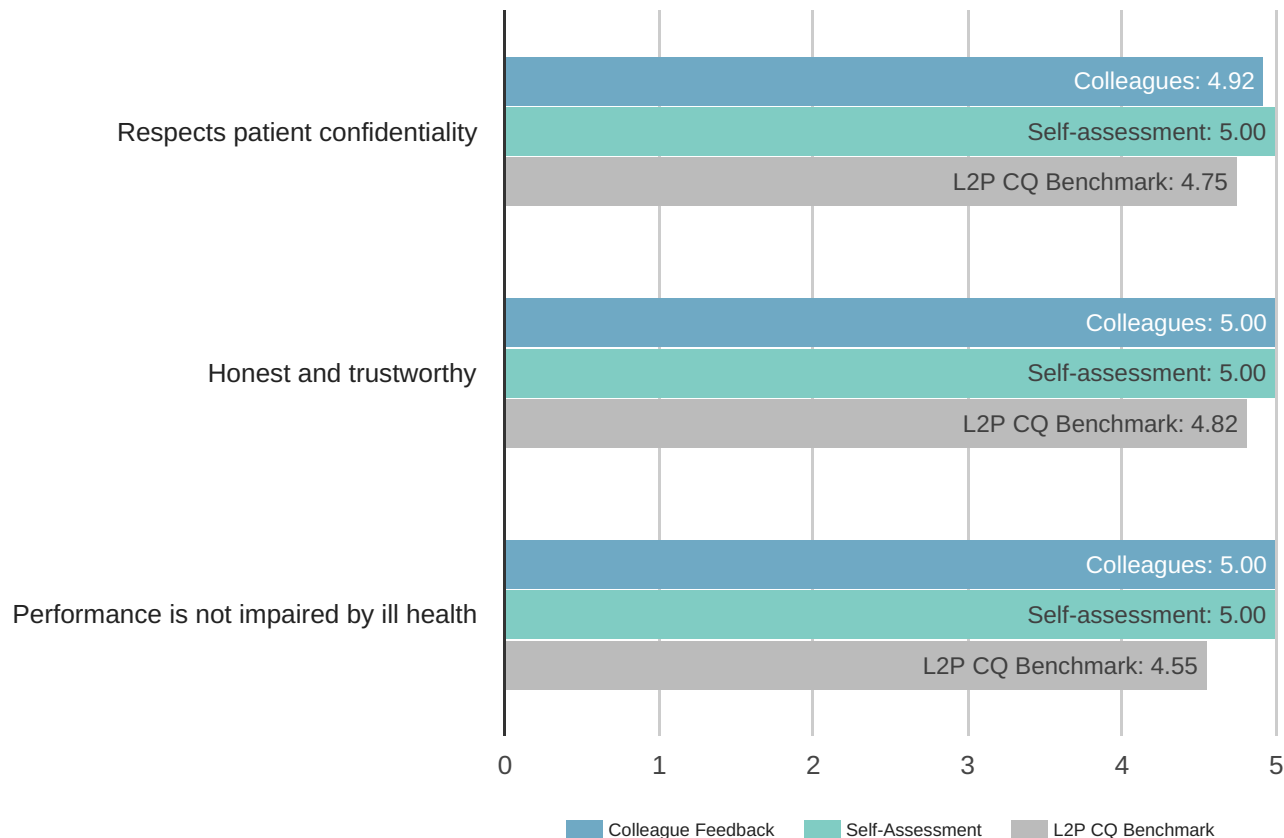
# Benchmarks and Self-Assessment

Please rate your colleague in each of the following areas.





**Please rate your colleague in each of the following areas.**



**L2P National Colleague Questionnaire Benchmark**

The L2P national colleague benchmark data is derived from a combination of anonymised colleague MSF responses from all L2P clients and the GMC data from Wright C, Academic Medicine 2012 ([www.ncbi.nlm.nih.gov/pubmed/23095930](http://www.ncbi.nlm.nih.gov/pubmed/23095930)). The benchmarks are recalculated every month to use the latest figures.