

## **ePaedMSF**

ePaedMSF (formerly called eSPRAT) provides multi-source feedback, also known as 360° assessment (MSF). MSF has been identified by PMETB and the GMC as suitable assessment and revalidation evidence, and forms part of our overall assessment program. The reliability and validity of MSF has been evaluated in its development and implementation stage, and it has proved to be a robust assessment tool. MSF generates structured feedback which can be used as part of personal development planning and is suitable for use by a wide range of practitioners.

### **Completing an ePaedMSF**

Trainees may be asked to undertake one ePaedMSF per training year. The following range of assessors may be chosen: senior nurse; experienced higher level trainee; consultant; junior nurse; junior trainee; trainee of equivalent training level. The trainees' Educational Supervisor should also be included. You are advised that 2/3 of the chosen assessors should be medical staff - half of which need to be consultants; 1/3 nursing or allied health professionals.

A minimum of 7 completed assessments should be completed for a successful ePaedMSF report, although trainees should aim for 11 completed assessments for a more robust final report.

As part of the MSF process, trainees will need to fill in and submit a self-assessment form – this is an integral part of the process. The purpose of the self-assessment is to compare how the trainee feels they are progressing in comparison with how they are viewed by their peers.

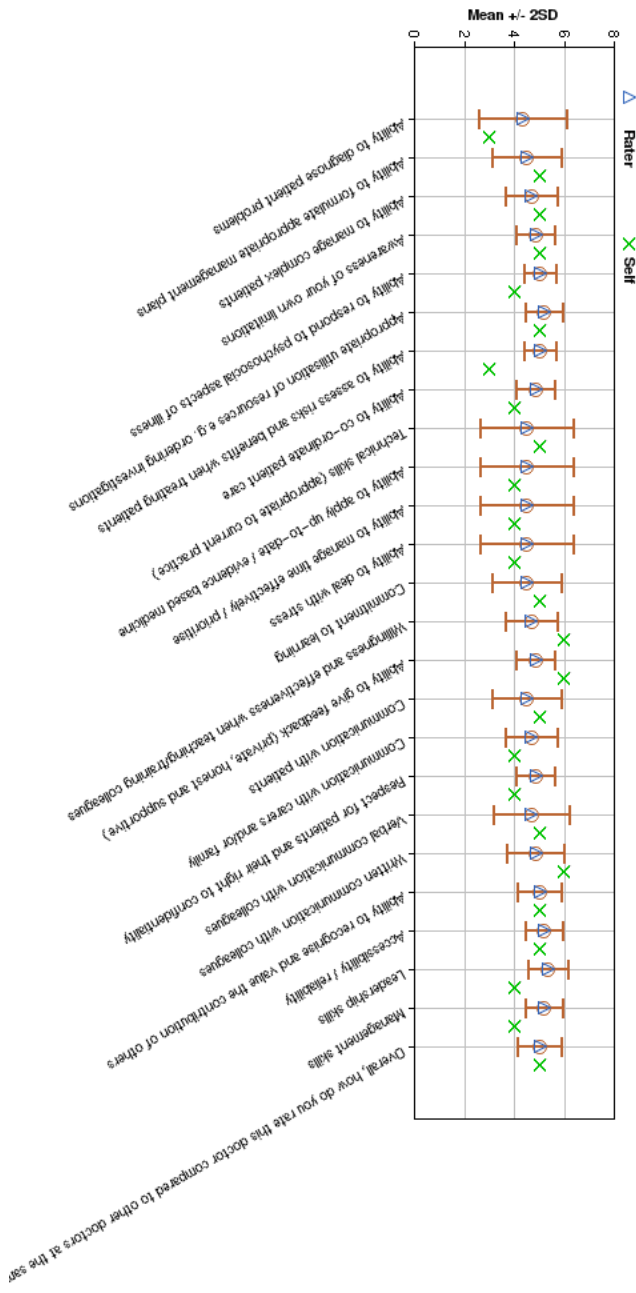
### **Feedback**

Where electronic analysis of the forms is not available, the educational supervisor should analyze the forms by working out the average score for each question. A satisfactory score is 4.0 or above.

The score for each question should also be compared to the score from the self assessment form. Most trainees will score themselves lower than peer assessment. However a much lower self assessment score may indicate a lack of self confidence. Trainees rarely score themselves higher than their peers. If the score is higher then this may indicate over confidence.

The educational supervisor should also summarize all the free text comments paying particular attention to any themes that arise from these. An isolated criticism of practice may be difficult to interpret but if several observers have made similar comments it is likely this is a true reflection of performance.

See sample feedback from the Royal College of Paediatrics and Child Health.



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