

## MULTI-SOURCE FEEDBACK (MsF)

### Purpose

The Multi-Source Feedback (MsF) assessment provides a well-rounded view of a Trainee's performance by gathering input from a diverse group of colleagues. It focuses on key competencies outlined in Section 3 – *Fundamentals of Urologic Care* of the curriculum, including communication, collaboration and teamwork, and professionalism. This feedback helps Trainees gain insight into their strengths and identify areas for further development.

### Who Should Provide Feedback?

The Training Supervisor and Trainee must jointly identify individuals who have worked with the Trainee consistently over the past few months (ideally 6 months, but a minimum of 3 months). These individuals should represent a diverse range of perspectives. Suggested responders are:

- Urologists
- Anaesthetists
- Anaesthetic staff (nurses and assistants)
- Head of Emergency Department
- Other medical specialists
- Registrars from other disciplines
- Nurse Unit Manager (Urology Ward)
- Urology Theatre Nurse
- Specialist Urology Nurse
- Other health professionals
- Administrative staff

A valid MsF requires feedback from **at least 6 responders**. To ensure this, a minimum of **10 people** should be invited to participate.

### Process Overview

- **Nomination of Responders:** The Trainee and Training Supervisor jointly agree on a list of at least 10 individuals to provide feedback.
- **Confirmation of Participation:** The Trainee contacts each potential responder to confirm their willingness to participate.
- **Submission of Responder Details:** Once confirmed, the trainee completes the *MsF – Responder Details* form and emails it to the nominated USANZ staff member.
- **Survey Distribution:** Each approved responder receives a secure link to complete the MsF survey.
- **Survey Completion Timeline:** Responders have two weeks to complete the survey. Reminders may be sent if needed.
- **Survey Format:** Ratings are based on a 4-point scale from "Never" to "All of the time", with an option for "Unable to answer". Responders are encouraged to provide comments or examples to support their ratings.
- **Timing:** The MsF survey is distributed in mid-Q3 to allow time for follow-up and review before the end of the quarter. Trainees are encouraged to complete a self-assessment using the same MsF survey to support reflection.
- **Review:** The Training Supervisor reviews the collated MsF results. To protect the anonymity of responders, the collated MsF results are accessible only to the Training Supervisor. This approach safeguards confidentiality and promotes honest, constructive feedback from all participants.
- **Discussion:** The Training Supervisor discusses the findings with the Trainee during the Q3 In-Training Assessment (ITA) meeting. Key feedback points are summarised in the ITA form to guide the discussion. Any differences between the Trainee's self-assessment and the feedback provided by responders are explored to support meaningful reflection and development.
- **Frequency:** One MsF is required per stage of training to ensure structured and timely feedback throughout the program.