

ePaedMSF

ePaedMSF for Paediatric Run-through Trainees

Purpose

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 programme.

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 will be asked to undertake one ePaedMSF per training year for Levels 1 - 3 (ST1-8). The following range of assessors should be chosen: senior nurse; experienced higher level trainee; consultant; junior nurse; junior trainee; trainee of equivalent training level. The trainees' Educational Supervisor must also be included. The College advises 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 are required 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.

Administration of ePaedMSF

ePaedMSF must be completed online, using the College ASSET system www.asset.rcpch.ac.uk. Guidance on how to complete an ePaedMSF online is forthcoming and will be found on the ePaedMSF page on the College website <http://www.rcpch.ac.uk/Training/Assessment-tools-guidance/ePaedMSF> and also on the ASSET system itself.

Feedback

The sample graph provided below is an example of the kind of data that trainees and their Educational Supervisors will receive as part of the completed ePaedMSF report. The Educational Supervisor will see the group mean scores for their trainee's cohort – either ST1-ST3 or ST4/Spr.

How to interpret the ePaedMSF Feedback graph:

- X** This demonstrates the self rating for each question (this is generated by the trainee completing the self-assessment form)
- Δ This shows the mean score received by the trainee for each question
-  This represents the mean score (circle) achieved for each question by the trainee's cohort +/- 2 standard deviations (represented by the lines either side)

The grid lines are to aid the reading of the graph

Standard deviations are used as a method of feedback to give a distribution of ratings around the cohort mean. By providing the trainee an idea of where they are in relation to their peers, trainees can place their performance in context.

Standard deviations do not reflect a range of data (a range represents the highest and lowest scores) they are a measure of the spread of data from the average.

The standard deviation plot may appear to show a score greater than 6, although 6 is the highest score obtainable – this is because the formula which calculates the deviation does not take into account the highest score of 6, and may provide a value higher than this.

A satisfactory score would be represented by 4.0.

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