

Kathleen Anne Ward

Colleague Feedback Report

06 February 2023



Introduction

This report is based on the Doctor 360 questionnaires completed by yourself and your colleagues. It contains responses to open-ended and narrative questions. The feedback in this report will help you compare the standards of care you feel you deliver with how your colleagues perceive you.

We recommend that, as well as reading through this document with your appraiser, you download and save a copy of the Edgecumbe Doctor 360 Workbook from your online account in order to get the most from your report when interpreting the responses.

Please read the instructions on the following page for how to read your report.

How to review your report

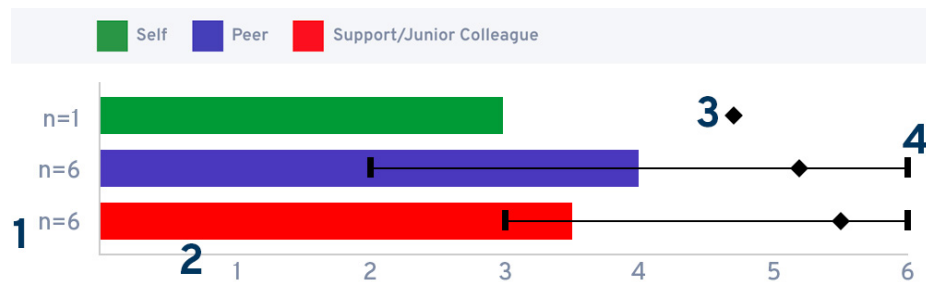
Like the Colleague Feedback questionnaire, your report results are presented in four sections, based on the four domains of Good Medical Practice.

Within each of the four domains you will find:

- A summary bar chart to illustrate your overall performance ratings for that domain
- A bar chart for each specific question. Each bar on the bar chart represents a rater category – self, peer and support/junior colleague, so that you can compare the three alongside each other.
- A ratings distribution table, which illustrates how many raters selected a specific rating in response to each question within that domain.
- Your qualitative data in the form of all free text comments received for that particular domain.

After reviewing each of the domains, you will see the results of the two ‘have you any concerns’ questions. At the end of your report is a summary of each domain, with the resulting general perception gaps, to give you an idea of how variable your colleague responses have been to your own. The report ends with suggestions from raters on how to improve your professional performance.

Bar Charts Explained



1. NUMBER OF RATERS who responded to that question with a rating, rather than ‘can’t comment’

2. RATING SCALE

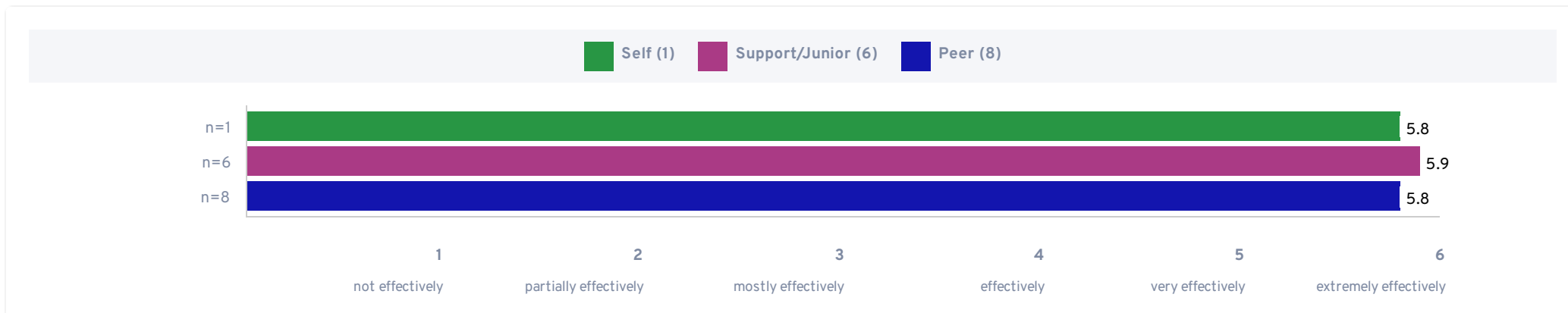
- 1 – not effectively
- 2 – partially effectively
- 3 – mostly effectively
- 4 – effectively
- 5 – very effectively
- 6 – extremely effectively

3. BENCHMARK: The black diamond symbol represents the Other Colleague Report Benchmark (last revised 2021).

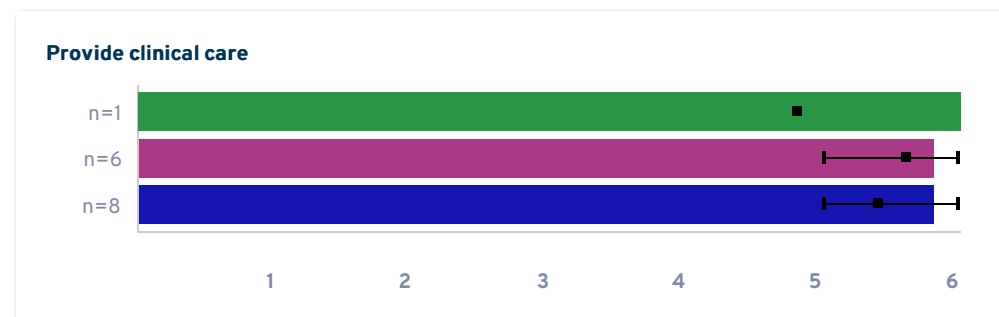
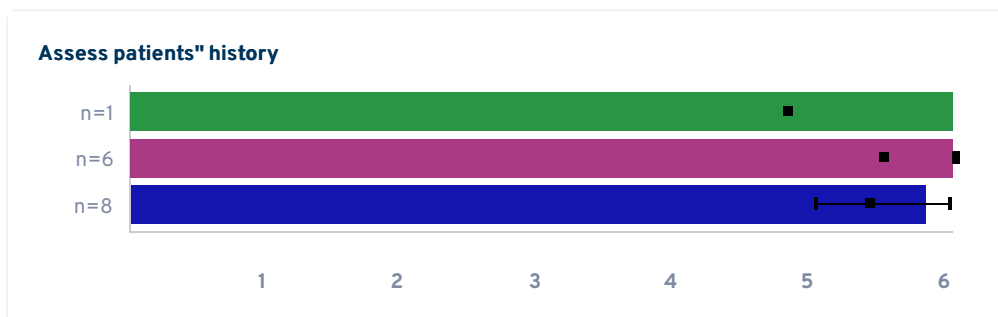
4. RANGE: The black line through each bar represents the range of ratings given by the rater category for that question.

Domain 1: Knowledge, skills and performance

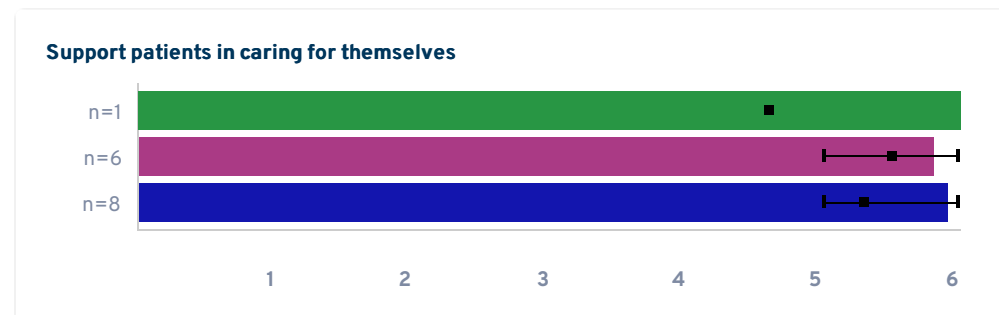
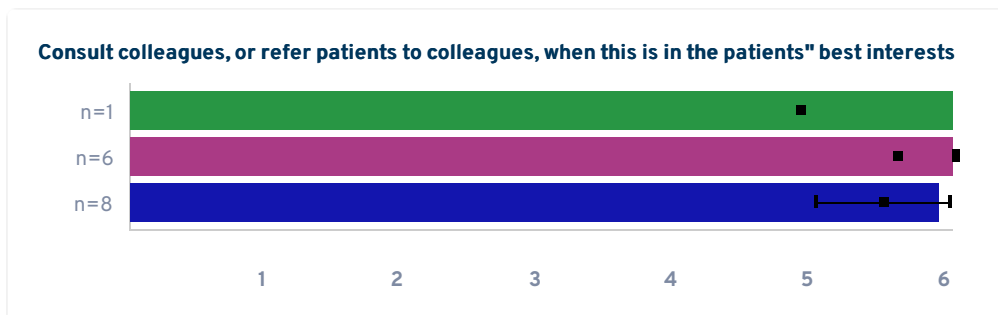
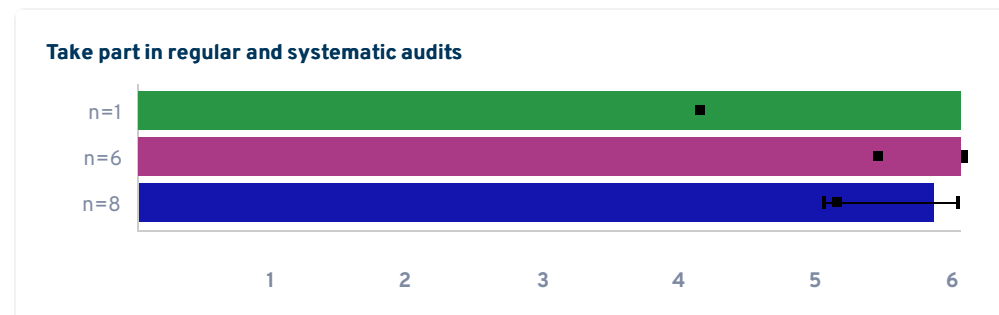
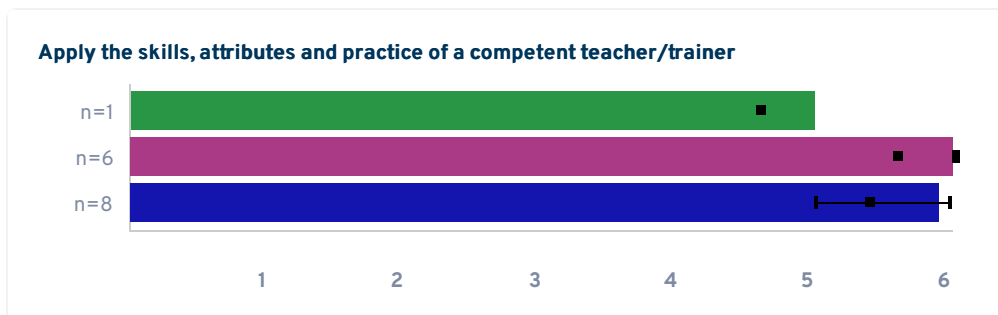
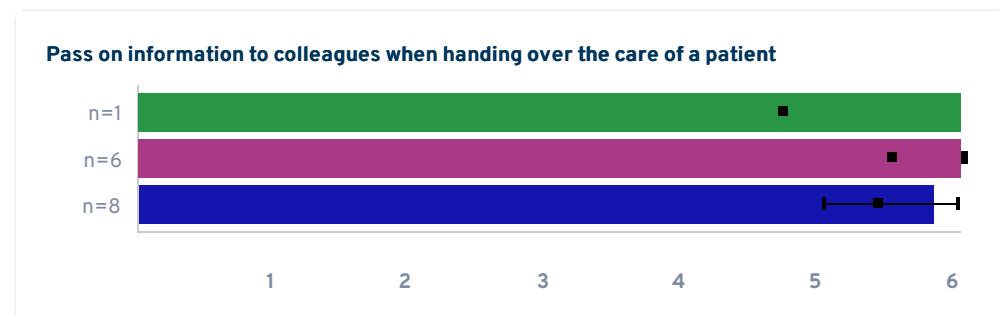
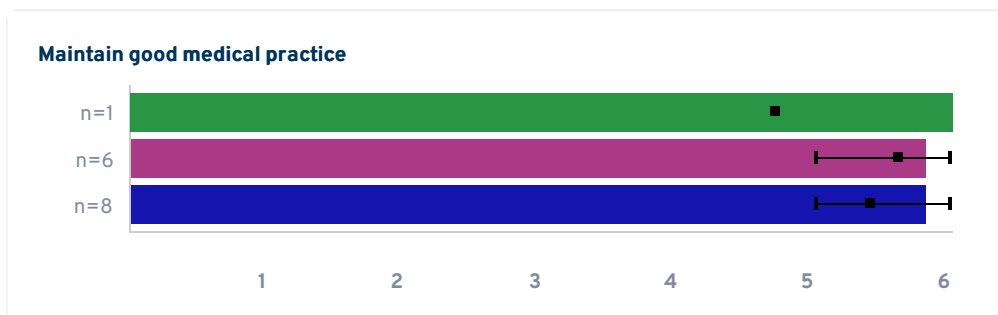
Summary of Domain



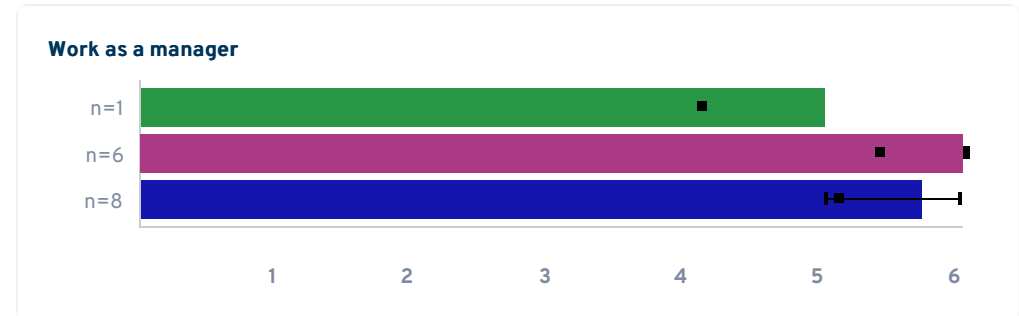
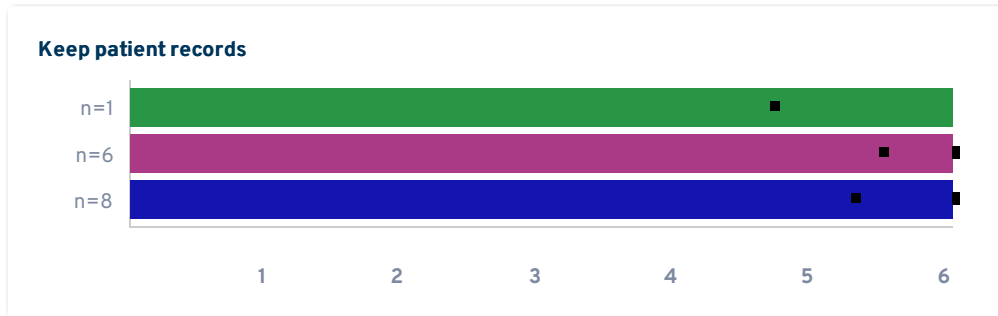
How effective/good am I at...



Domain 1: Knowledge, skills and performance continued



Domain 1: Knowledge, skills and performance continued



Domain 1: Knowledge, skills and performance

Ratings Distribution Table

	Rater category	1	2	3	4	5	6	CC
Assess patients' history	Self						1	
	Support/Junior						6	
	Peer					2	6	
Provide clinical care	Self						1	
	Support/Junior					1	5	
	Peer					2	6	
Maintain good medical practice	Self						1	
	Support/Junior					1	5	
	Peer					2	6	

Domain 1: Knowledge, skills and performance continued

	Rater category	1	2	3	4	5	6	CC
Pass on information to colleagues when handing over the care of a patient	Self						1	
	Support/Junior						5	1
	Peer					2	6	
Apply the skills, attributes and practice of a competent teacher/trainer	Self					1		
	Support/Junior						4	2
	Peer					1	6	1
Take part in regular and systematic audits	Self						1	
	Support/Junior						1	5
	Peer					1	5	2
Consult colleagues, or refer patients to colleagues, when this is in the patients' best interests	Self						1	
	Support/Junior						6	
	Peer					1	7	

Domain 1: Knowledge, skills and performance continued

	Rater category	1	2	3	4	5	6	CC
Support patients in caring for themselves	Self						1	
	Support/Junior					1	5	
	Peer					1	7	
Keep patient records	Self						1	
	Support/Junior						6	
	Peer						8	
Work as a manager	Self					1		
	Support/Junior						2	4
	Peer					2	5	1

Domain 1: Knowledge, skills and performance

Comments



Domain 1: Knowledge, skills and performance continued

Comments

	Does well	Could do differently
Self	<p>I have many years' experience in dermatology and I am confident in the diagnosis and management of the common, and many rare, skin disorders. I am "good with my hands" and I can perform practical procedures to a good standard. My key skill is being able to gather information from patients (and their carers, if applicable), examine a patient, make a diagnosis and then to explain the problem back to the patient in an easy to understand manner such that they understand the problem and they know how to treat it. I have found that taking time to make sure that the patient fully understands what is necessary helps with compliance. I enjoy my interactions with patients, and look upon each consultation as a way to get to know the patient better and to find out what is really bothering them. I believe I treat my patients with empathy and respect. I am confident enough in my own abilities to know when it is time to seek help from colleagues. I have recently referred one of my patients to a haematologist and a rheumatologist, and have received positive feedback that the referral letter was informative and detailed. I no longer teach, which I miss, as it was enjoyable and I think that I was good at it.</p>	<p>Time management Time management Time management I have reduced my score for clinical management as my clinics always overrun, but luckily my patients don't complain too much as they know that I will spend time with them, as necessary. I struggle to take a history, examine fully, write up clinical notes, write up the computer, write up prescriptions and discuss the diagnosis and management of the skin problem with the patient - all within 30 minutes. On the plus side, most patients are sorted within one visit. I have tried to address this by having a standardised proforma for recording the history / examination / treatment plan. I ensure that I have a supply of prescriptions in the room. I write up the computer while patients are undressing / dressing. But it still takes longer than 30 minutes.</p>
Support/Junior	<p>Anne Ward dose everything to the best of her ability and is very conscientious and is very rich in her experience, she is an expert in her field with extensive knowledge and expertise to help the patients address issues they have to come to her with.</p> <p>Nothing is ever too much trouble and if you ask a question it is always answered with advice or she will suggest improvements to help you achieve the next step .</p>	<p>I would not get the consultant to do anything differently and I would like to work with them more often than I do.</p>

Domain 1: Knowledge, skills and performance continued

Comments

	Does well	Could do differently
Support/Junior	<p>Dr Ward is an excellent example of a dr. She communicates with both patients and staff clearly, effectively and shows complete respect at all times.</p> <p>She is always early for her clinics and ensures she runs to time yet gives her patients the full appointment time they have booked.</p> <p>I have supported her on occasions with minor operations and found her to be an excellent teacher. She has guided and encouraged me , always making me feel relaxed which has enabled me to perform to the best of my abilities. I thoroughly enjoy working with Dr Ward in her clinic's.</p>	<p>Dr Ward is an exceptional consultant therefore i don't feel she could or should change how she practices.</p>
Support/Junior	<p>her Knowledge is exemplary she is very good and reassuring to her patient</p> <p>She treats her patients and staff with upmost respect</p> <p>She calm and reassuring</p>	<p>There is nothing that I think that Dr Ward could improve on</p>
Support/Junior	<p>All patients adore Dr Ward and many will wait a long time to see her. Her letters and clinical noting are excellent and very detailed.</p> <p>Very good interpersonal skills.</p> <p>Will give patients her contact details leaving them feeling well looked after.</p>	<p>Cannot think of anything to hand.</p>

Domain 1: Knowledge, skills and performance continued

Comments

	Does well	Could do differently
Support/Junior	Runs clinic efficiently. Patients are always keen to return to see her and she has a long waiting list of patients.	
Support/Junior	A very good listener and takes time to explain diagnosis to patients. Extremely good hygiene. Very skilled and knowledgeable.	I don't think there is anything that she could do differently.
Peer	hardworking conscientious dedicated empathetic	enjoy more outdoor pursuits.

Domain 1: Knowledge, skills and performance continued

Comments

	Does well	Could do differently
Peer	Dr Ward is very knowledgeable and thorough with explaining details and treatment options to patients. Consistent positive feedback from her patients.	nothing, I think she has the balance right

Domain 1: Knowledge, skills and performance continued

Comments

	Does well	Could do differently
Peer	<p>Kathleen is one of the best Dermatologist I have ever worked with, very experienced, very good bedside manner, shows empathy to patients and their relatives, great communicator, good manager well liked by her colleagues staff and patients, attend national and local dermatology meeting and keep up-to-date in Dermatology and Medicine. Kathleen is an all rounder Dermatologist. Kathleen is experienced in Pediatric, adult Dermatology, Dermatological surgery, Inflammatory Dermatology, Starting and Monitoring systemic treatment for Psoriasis and Atopic dermatitis, Starting and Monitoring Biologic Treatment for Psoriasis and Atopic Dermatitis, Lead on Photodynamic Therapy, Phototherapy, Skin Patch Test, Skin infection condition ,Genetic Dermatology, Skin Cancer Diagnosis and Treatment. Kathleen is Brilliant in diagnosis and management of Genital Dermatology. she takes effective history, maintain good medical practice, pass information to colleagues apply competent skills, she is a good teacher, manager and trainer, regular audit, keep good patients record and refer patients to colleagues when it is in the patients best interest.</p>	<p>I hope that Kathleen will continue to do what she is doing.</p>
Peer	<p>Dr Ward is a very thoughtful, knowledgeable and caring clinician. She has excellent communication skill with colleagues, staff and patients.</p>	<p>Hard to say. She is very good in aspects of care and clinical management.</p>
Peer	<p>Dr Ward is a great clinician y, very professional, well liked by her patients and colleagues. She is very supportive.</p>	<p>nil</p>

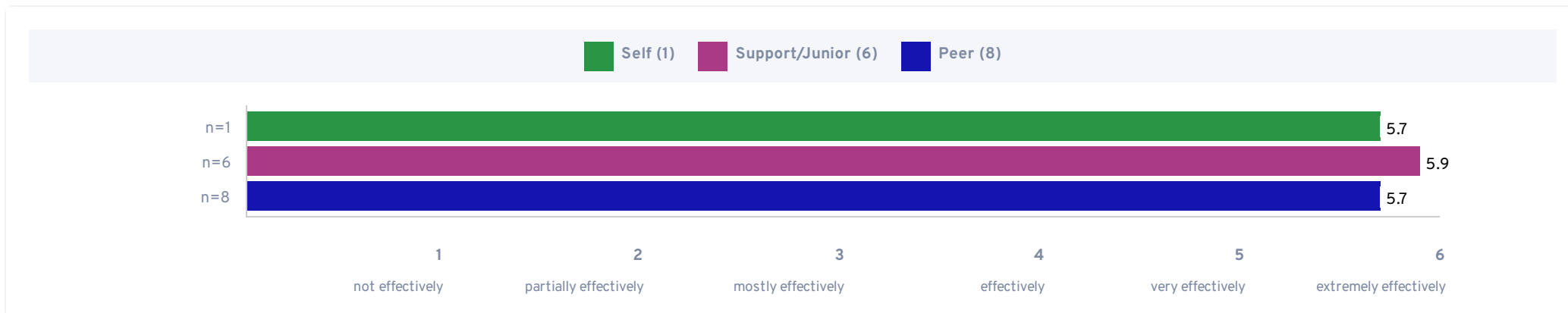
Domain 1: Knowledge, skills and performance continued

Comments

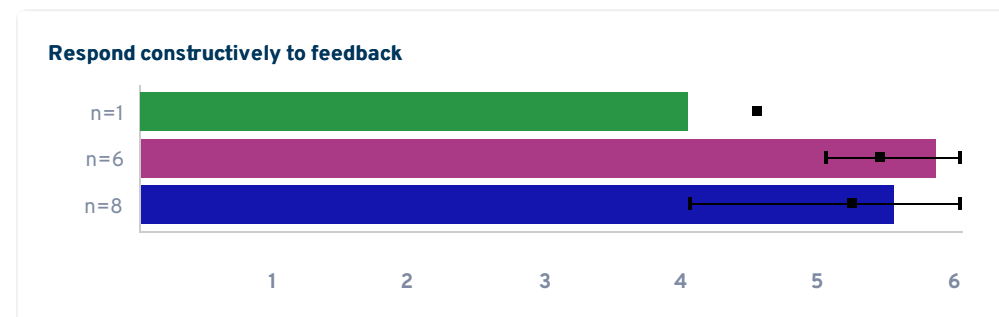
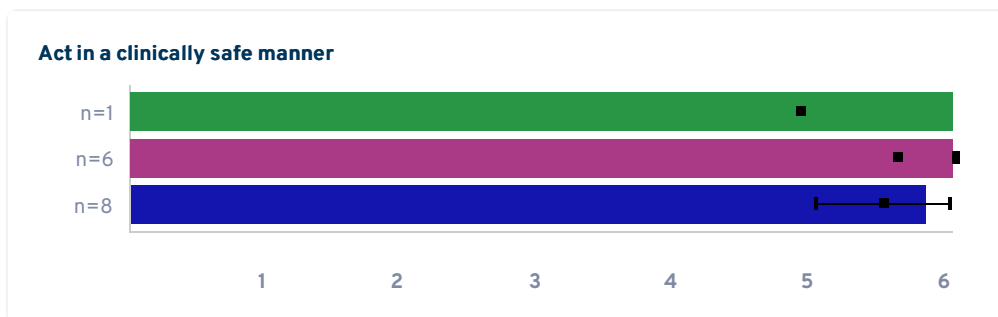
	Does well	Could do differently
Peer	History taking, Clinical assessment, Management Plan and Communication with patients and colleagues	Maintain her clinical skills and high standard of work
Peer	She is very well organised and a very thorough professional , has a solid knowledge base , interacts well with her colleagues, staff and patients , she is also a very effective administrator	I have not seen so far negative aspects of her practice , pt care/ relations with colleagues and staff I would encourage her to continue to maintain her current excellent level of performance on all of the above sectors
Peer	Dr Ward is outstanding in many ways Her clinical knowledge is though and back by years of clinical practice at consultant level. Dr ward keeps upto date within her speciality. Dr Wards communication skills with her patients is skilled , kindly and supportive	Dr Ward , and im struggling here as she is an exemplary Dermatologist / Dr , she can tend to be over cautious but the intent being patient safety. So I think in prescribing maybe she could look at other medications which msy be more up to date. In a word I would say cautious in every aspect and may benefit from more self belief

Domain 2: Safety and Quality

Summary of Domain

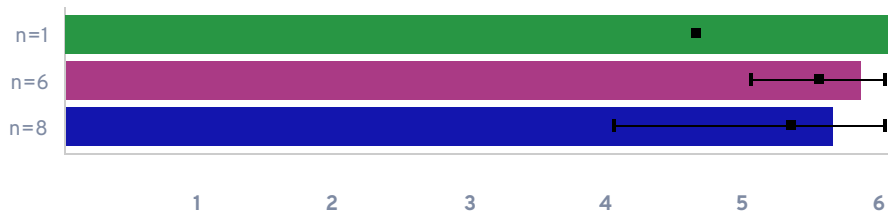


How effective/good am I at...

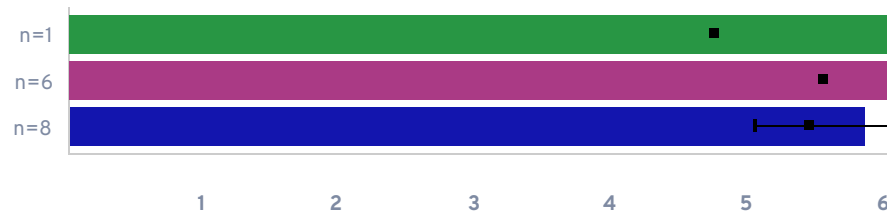


Domain 2: Safety and Quality continued

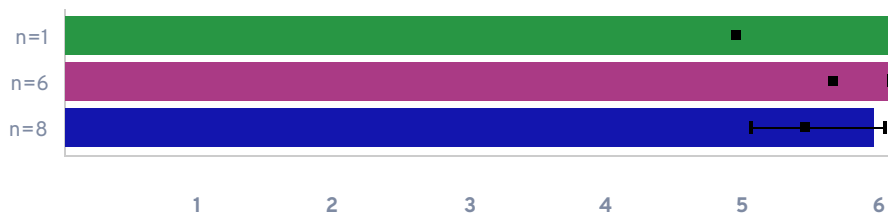
Comply with risk management and clinical governance procedures



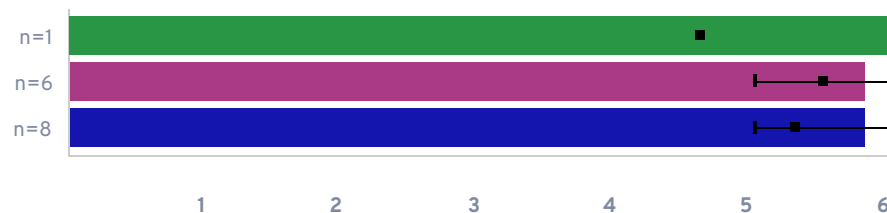
Follow infection control procedures



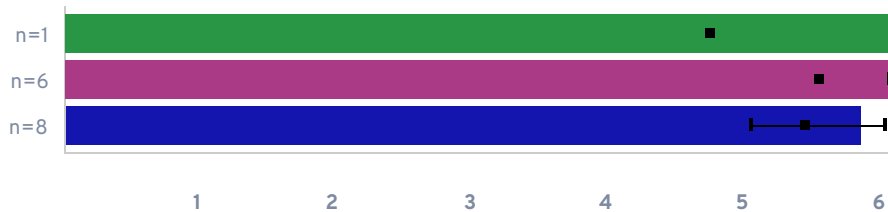
Take appropriate action when patients are at risk



Make sure that all staff for whose performance you are responsible are properly supervised



Safeguard the health and well-being of vulnerable people



Domain 2: Safety and Quality

Ratings Distribution Table

	Rater category	1	2	3	4	5	6	CC
Act in a clinically safe manner	Self						1	
	Support/Junior						6	
	Peer					2	6	
Respond constructively to feedback	Self				1			
	Support/Junior					1	4	1
	Peer				1	2	5	
Comply with risk management and clinical governance procedures	Self						1	
	Support/Junior					1	4	1
	Peer				1	1	6	

Domain 2: Safety and Quality continued

	Rater category	1	2	3	4	5	6	CC
Follow infection control procedures	Self						1	
	Support/Junior						6	
	Peer					2	6	
Take appropriate action when patients are at risk	Self						1	
	Support/Junior						5	1
	Peer					1	7	
Make sure that all staff for whose performance you are responsible are properly supervised	Self						1	
	Support/Junior					1	3	2
	Peer					1	5	2
Safeguard the health and well-being of vulnerable people	Self						1	
	Support/Junior						5	1
	Peer					2	6	

Domain 2: Safety and Quality

Comments



Domain 2: Safety and Quality continued

Comments

	Does well	Could do differently
Self	<p>I have spent over a decade running my own CQC-regulated clinic, and I am very familiar with health and safety, safeguarding, infection control etc. Running your own clinic gives you a deeper understanding of the complexities and logistics of managing a healthcare service. CQC-regulation requires lots of paperwork, risk assessments and audits! For many years, I was Lead Clinician for Dermatology / Skin Cancer Services, and whilst this brought a level of responsibility it doesn't compare at all with having to deal with everything "healthcare" / "healthcare management" yourself. It makes you more aware of service needs / patient needs and how to improve them. I find that I am able to look at healthcare issues from 2 sides - the clinical and the managerial - which didn't particularly happen prior to setting up my own service. I hope this enables me to fully support staff under my supervision - being responsible for staff inductions and working closely with nurses / secretaries.</p>	<p>I marked myself down for "constructive feedback". I set myself high standards and can get upset if I don't achieve what I want to achieve or if someone finds me lacking in anyway. An example is the CQC Report following my inspection in 2021. Whilst I was delighted to receive one "outstanding" - I was, and still am, gutted to have been scored as "good" in the other 4 KLOEs. I suspect, like many doctors, I am a perfectionist and set myself too high a standard. I do listen to feedback, and will act upon it, but I'm always cross that I didn't get it completely right in the first place.</p>
Support/Junior	<p>Safety and quality is effortless but they will always look for ways to improve and take on new ways to help patients and staff.</p>	<p>Again I would not get the consultant to do anything differently.</p>
Support/Junior	<p>very safe practice</p>	<p>there is nothing that i can pinpoint that she could improve on</p>

Domain 2: Safety and Quality continued

Comments

	Does well	Could do differently
Support/Junior	Dr Ward marks clinic letters as urgent where necessary and will always ensure a patient's care is handled appropriately. She follow ups all histological results and conveys to patients / GPs in a timely and appropriate manner.	None known.
Support/Junior	All up to date policies and procedures are always put in place.	I don't think anything needs to be done differently
Peer	adheres to protocols and guidelines	enjoy more outdoor pursuits

Domain 2: Safety and Quality continued

Comments

	Does well	Could do differently
Peer	Does not take shortcuts and applies an even, guidance-based approach to all her patients.	nothing springs to mind.
Peer	Kathleen knows and follow the safety and quality regulation and put her, her staff and her patients safety as the first priority. She acts in a clinically safe way, respond in a constructive way to feed back, comply with risk management and clinical governance, She follows infection control and supervise her junior and staff effectively.	I hope that Kathleen to continue to do what she is doing
Peer	Dr Ward has a complete documented safety and quality system that meets the requirements of necessary regulation.	I know she performs regular checks and audits and it would be great if she could present these to colleagues.

Domain 2: Safety and Quality continued

Comments

	Does well	Could do differently
Peer	She always work to provide high quality and safe care for her patients.	
Peer	Infection control procedures and safety and care of her patients	nothing else
Peer	again she has an excellent knowledge base, she is very thorough in her approach to her patient care/ investigations, she is aware and complies with the current safety and quality guidance	As i explained earlier again I have not encountered negative aspects of her practice regarding quality and safety , to continue to maintain her current level of performance

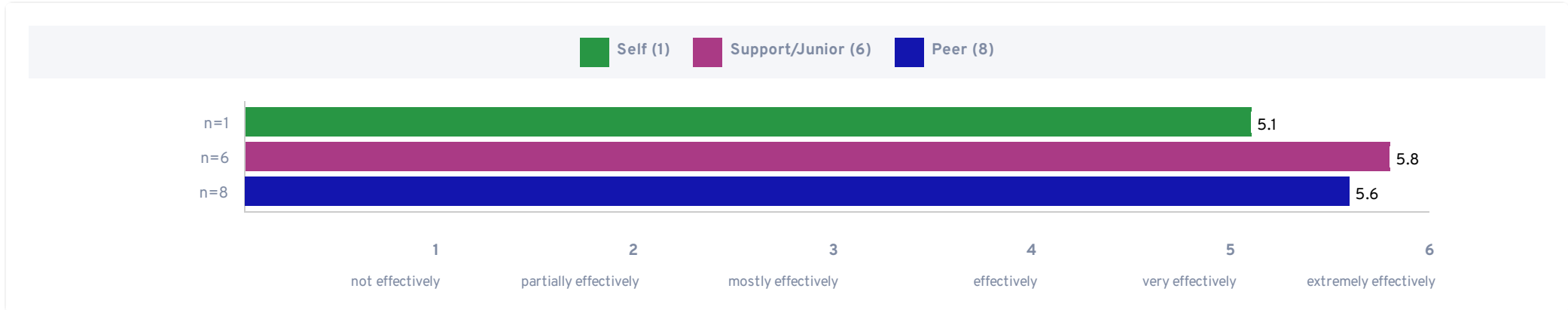
Domain 2: Safety and Quality continued

Comments

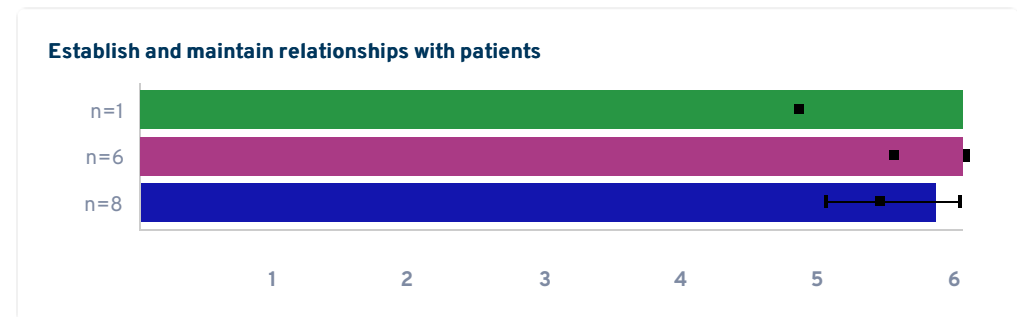
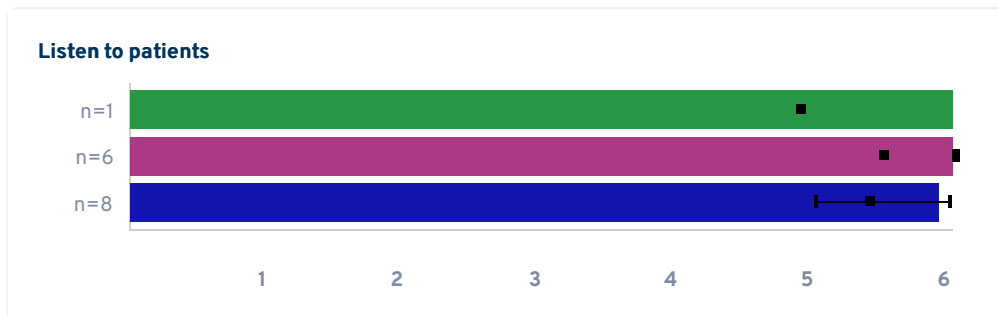
	Does well	Could do differently
Peer	<p>Absolutely adheres to policies and precedures le CQC registered in her Private Practice Is safety driven Interacts well with team members Happy to take on ideas of multidisciplinary team members.</p>	<p>Again im struggling with this as Kathleen simply works within her professional code of conduct</p>

Domain 3: Communication, Partnership and Teamwork

Summary of Domain

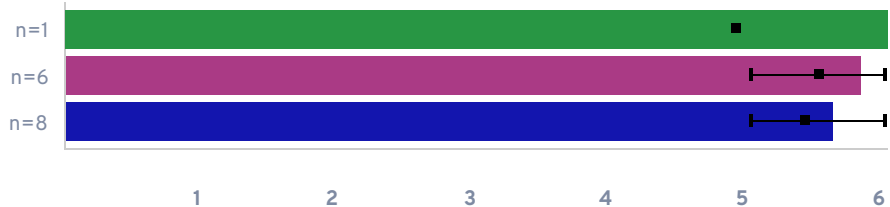


How effective/good am I at...

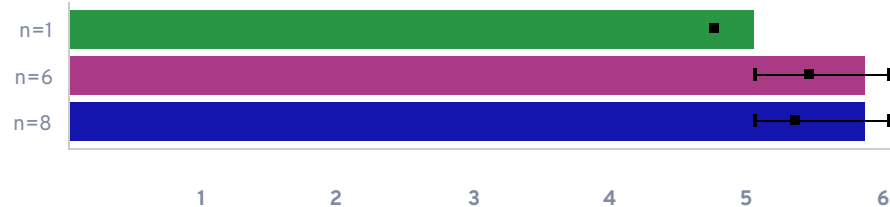


Domain 3: Communication, Partnership and Teamwork continued

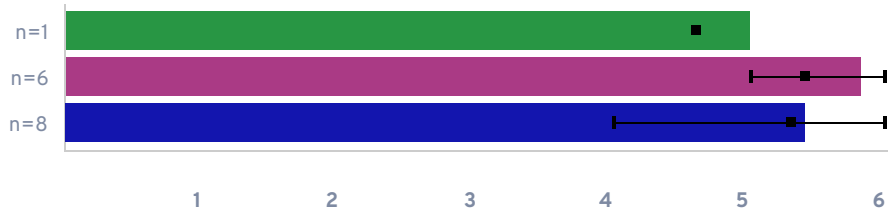
Show respect for colleagues



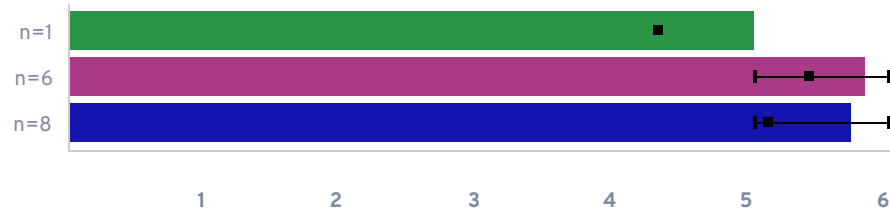
Communicate effectively with staff



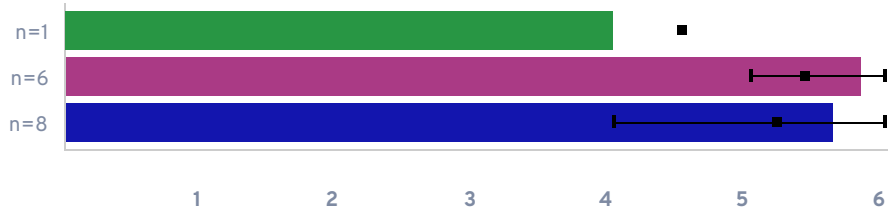
Give praise where appropriate



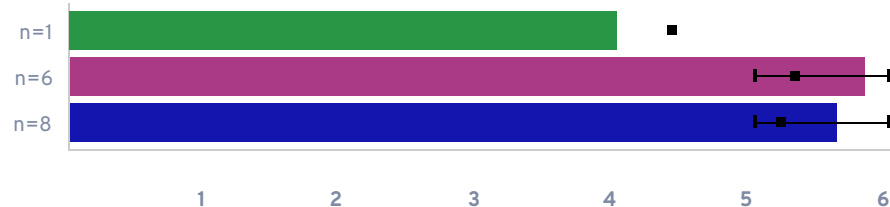
Provide effective leadership



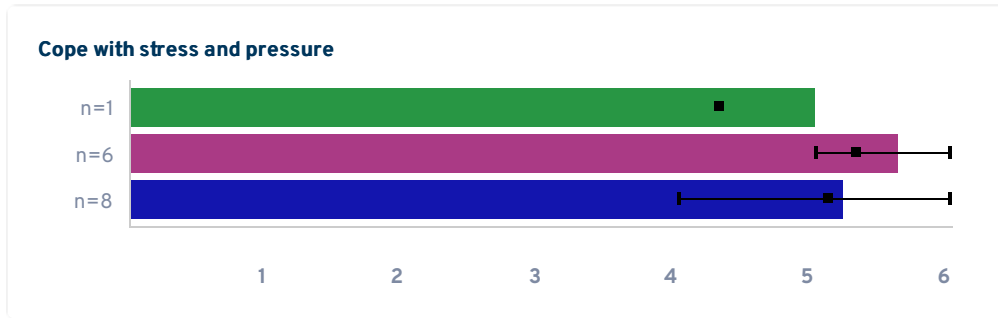
Encourage colleagues to contribute to discussions



Encourage colleagues to communicate effectively with one another



Domain 3: Communication, Partnership and Teamwork continued



Domain 3: Communication, Partnership and Teamwork

Ratings Distribution Table

	Rater category	1	2	3	4	5	6	CC
Listen to patients	Self						1	
	Support/Junior						6	
	Peer					1	7	
Establish and maintain relationships with patients	Self						1	
	Support/Junior						6	
	Peer					2	6	
Show respect for colleagues	Self						1	
	Support/Junior					1	5	
	Peer					3	5	

Domain 3: Communication, Partnership and Teamwork continued

	Rater category	1	2	3	4	5	6	CC
Communicate effectively with staff	Self					1		
	Support/Junior					1	5	
	Peer					2	6	
Give praise where appropriate	Self					1		
	Support/Junior					1	5	
	Peer				2	1	5	
Provide effective leadership	Self					1		
	Support/Junior					1	3	2
	Peer					2	5	1
Encourage colleagues to contribute to discussions	Self				1			
	Support/Junior					1	3	2
	Peer				1	1	5	1

Domain 3: Communication, Partnership and Teamwork continued

	Rater category	1	2	3	4	5	6	CC
Encourage colleagues to communicate effectively with one another	Self				1			
	Support/Junior					1	3	2
	Peer					3	4	1
Cope with stress and pressure	Self					1		
	Support/Junior					2	3	1
	Peer				2	2	4	

Domain 3: Communication, Partnership and Teamwork

Comments



Domain 3: Communication, Partnership and Teamwork continued

Comments

	Does well	Could do differently
Self	<p>I enjoy talking to patients on a one-to-one, and find it easy to develop a rapport with them. Having been on the receiving end of healthcare services over the years - I know how important it is to a patient as to how doctors / healthcare staff communicate with a patient, and patients want to feel that they are listened to, and that their viewpoint is taken into consideration. It doesn't take up too much of a doctor's time to make a patient feel secure and to be able to trust you when they are telling you details of their medical problems. Running my own clinic means that I am aware of the importance of the various roles of support staff and colleagues, so I always try to treat the colleagues with respect. I have always believed that providing good healthcare requires a team effort. Ensuring that support staff and colleagues feel valued ensures that they work positively together.</p>	<p>I don't like talking in a meeting where there is a large group of people. I am much better on a one-to-one, or with small numbers. I have a quiet voice, which (unfortunately) doesn't command attention, which can be frustrating, when I want to make a comment. As a consequence, I do not contribute as much as I would like to in large meetings. Likewise, it is difficult for me to ensure that other members of the team are able to contribute fully. As I have got older, I have realised that if I am ignored when speaking - I just need to repeat myself again! Nowadays, the meetings that I attend tend to be smaller, so it is easier to make my point, and to be heard.</p>
Support/Junior	<p>Anne Ward will always communicate well within the team and management and is always thoughtful in the manor in which she communicates and will wait or come back to you if something is needed from you.</p> <p>When the patients needs to settle a bill, they will come to you with a slip of with exactly what amount needs to be taken that is given to them from the consultant - this stops any confusion for staff an patients and keeps everyone happy - especially from accounts!</p>	<p>Again I would not get them to do anything differently as I would others to be more like them.</p>
Support/Junior	<p>Dr Ward has a very calm and professional approach to her work to her patients and her colleagues</p>	<p>nothing</p>

Domain 3: Communication, Partnership and Teamwork continued

Comments

	Does well	Could do differently
Support/Junior	<p>Dr Ward works effectively in communicating with fellow plastic surgeon team member.</p> <p>Dr Ward liaised well with outpatient clinic staff - all adore her.</p> <p>Dr Ward makes room in special clinics so urgent patients may be accommodated.</p>	None known.
Support/Junior	<p>Dr Ward will always take the time to communicate during break times and meetings with colleagues and encourage working as a team.</p>	It may be beneficial if Dr Ward included an extra session of communication at the end of each day
Peer	<p>engaging personality. Puts patients first. Communicates very well.</p> <p>Excellent team player</p>	Enjoy more outdoor pursuits

Domain 3: Communication, Partnership and Teamwork continued

Comments

	Does well	Could do differently
Peer	When I work with her, she always is a good team player and communicator.	nothing
Peer	Kathleen is a great communicator with her colleagues, her staff and her patients. She always shows empathy to her patients and their relatives. Listen to patients well, has good relation with her patients, good communication with staff, praises staff and colleagues when appropriate. She shows effective leadership and cope with stress very well.	To continue to do what she is doing.
Peer	Dr Ward has an excellent relationship with clinical and reception / support staff. I have discussed many cases with her and had excellent guidance. She has also asked for guidance and support from fellow clinicians.	I am not sure if Dr Ward documents the discussions with clinical staff but this may be helpful for the future or audit process.

Domain 3: Communication, Partnership and Teamwork continued

Comments

	Does well	Could do differently
Peer	She has very good communication and team working skills.	
Peer	Communication with colleagues and patients	maintain her excellent communication skills
Peer	She is listening carefully to pts stories, examination is always appropriate and thorough she communicates effectively with her patients and their relatives/carers and colleague to keep her patients safe .	To continue to maintain her current high level of performance

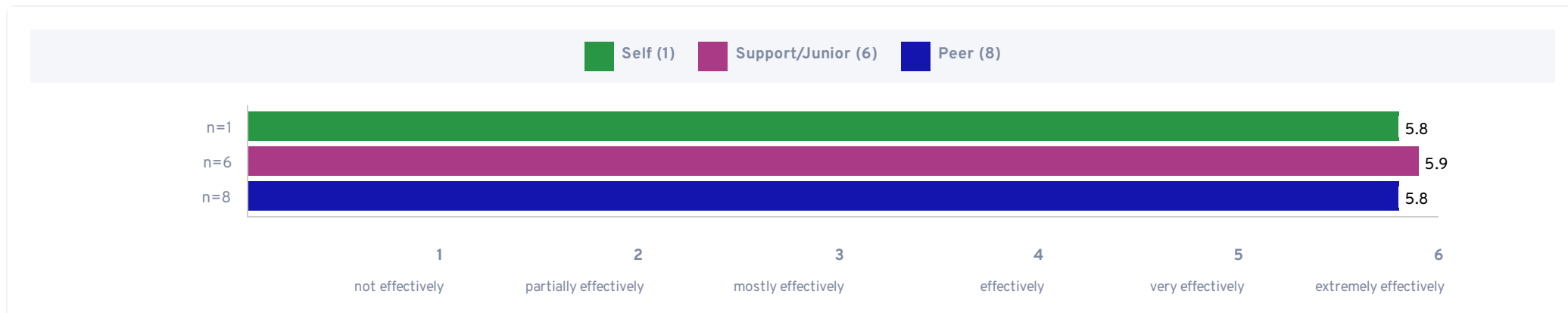
Domain 3: Communication, Partnership and Teamwork continued

Comments

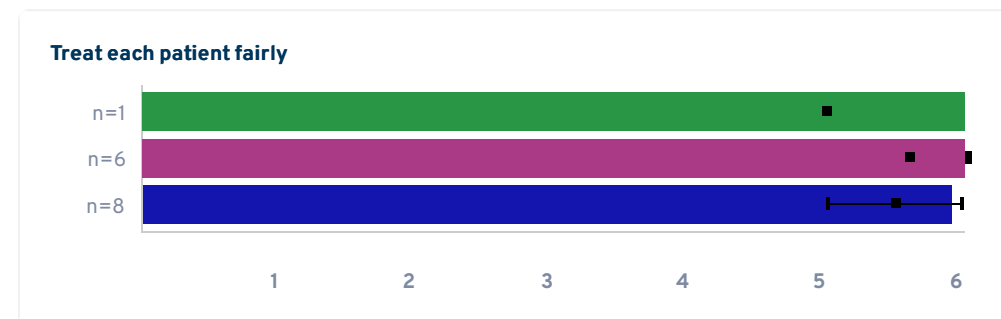
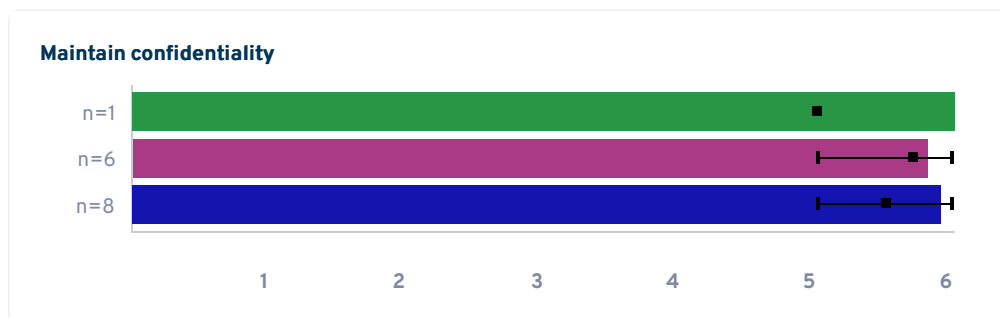
	Does well	Could do differently
Peer	<p>Despite working as a Consultant Kathleen encourages teamwork . Team members feel included and valued. Kathleen is great at deligating certain tasks , projects etc Colleagues enjoy working with her and feel they can express themselves.</p>	<p>Possibly be more assertive when colleagues make negative comments about aesthetic medicine</p>

Domain 4: Maintaining Trust

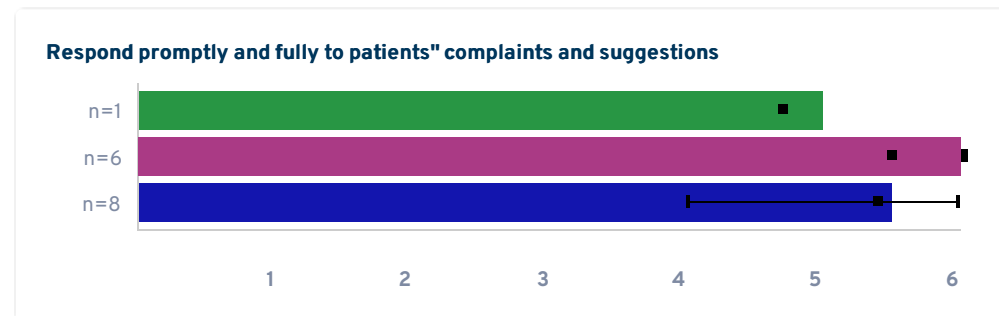
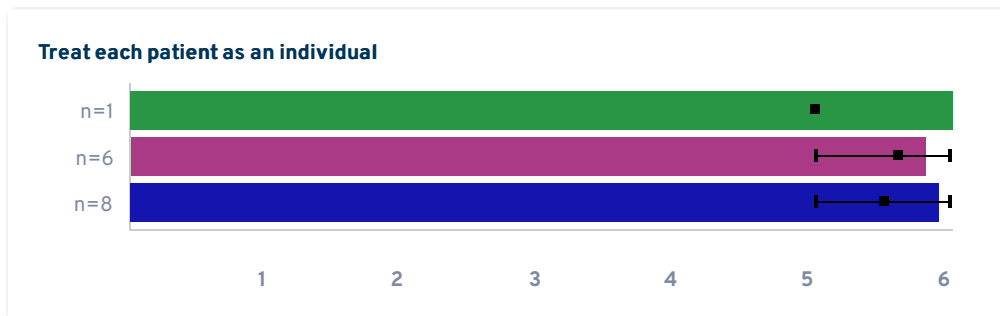
Summary of Domain



How effective/good am I at...



Domain 4: Maintaining Trust continued



Domain 4: Maintaining Trust

Ratings Distribution Table

	Rater category	1	2	3	4	5	6	CC
Maintain confidentiality	Self						1	
	Support/Junior					1	5	
	Peer					1	7	
Treat each patient fairly	Self						1	
	Support/Junior						6	
	Peer					1	7	
Treat each patient as an individual	Self						1	
	Support/Junior					1	5	
	Peer					1	7	

Domain 4: Maintaining Trust continued

	Rater category	1	2	3	4	5	6	CC
Respond promptly and fully to patients' complaints and suggestions	Self					1		
	Support/Junior						4	2
	Peer				1	1	4	2

Domain 4: Maintaining Trust

Comments

	Does well	Could do differently
Self	I have spent a lifetime maintaining patient confidentiality and I am good at keeping a patient's trust. I think that the confidentiality part of our training / clinical practice spills out in to our personal lives ... so many neighbours / friends tell me secrets as they know that I won't tell anyone else. Similar to my answers before, I enjoy talking to people and treat them with respect, so I believe that I treat the patients individually and fairly. I encourage patients to leave me reviews on independent review sites such as "I want great care" and each year I undertake an informal patient survey to gather views about the service, and how I provide it.	I am lucky in that over the last 36 years, I have only had one complaint to the Trust about my work, whilst I was employed in the NHS. Similar to before, what I would like to change, would be my response to the complaint. Although the Trust found that the complaint was not supported, I still think about it, and the upset that the relatives felt at the time of writing the complaint.
Support/Junior	There is nothing she could do better as she is extremely provisional and competent and is a people person	Nothing could be done differently and I wish more consultants were as helpful as she is within her job role

Domain 4: Maintaining Trust continued

Comments

	Does well	Could do differently
Support/Junior	Dr Ward is very professional in all aspects of her practice	there is nothing that I can pinpoint that I feel that she should do differently
Support/Junior	Have never known a patient complaint in relation to Dr Ward. Excellent communication with patients and staff. Has longstanding patients who keep coming back whenever they need a consultation rather than go elsewhere.	None known.
Support/Junior	Dr Ward will listen to colleagues regarding any apprehensions at work and will encourage any new ideas to help build confidence in problem solving and skills. This applies to emotional and practical situations.	I don't think anything needs to be done differently.

Domain 4: Maintaining Trust continued

Comments

	Does well	Could do differently
Peer	High integrity and very trustworthy.	Enjoy more outdoor pursuits.
Peer	maintains confidentiality for the benefit of her patients	Nothing
Peer	Kathleen is very trustworthy she has completed the Clinical governance Mandatory training and maintaining Trust. Kathleen is very experienced in the current regulation and follow up all the new changes. Kathleen maintain confidentiality and treat each patient as an individual and respond to patients complaints and suggestions.	To continue her good work To continue with her Mandatory training.

Domain 4: Maintaining Trust continued

Comments

	Does well	Could do differently
Peer	Dr Ward is very professional and follows due process and hospital regulations (GDPR) in her communications. I am not aware of Dr Ward ever having a complaint?	Dr Ward meets all the requirements for this domain and I can't think she could improve this.
Peer	Always. No concerns	
Peer	excellent rapport with patients and respects them	maintain high standard of patient care

Domain 4: Maintaining Trust continued

Comments

	Does well	Could do differently
Peer	She always has maintained confidentiality and complied with the GMC guidance regarding maintaining trust	to continue to maintain her current high level of performance regarding maintaining trust
Peer	Communicates clearly and kindly with patients. In the local area people think highly of Dr Ward. This is anecdotal but important feedback . - Great reputation As a close colleague I have never discussed confidential matters pertinent to Dr Ward. If someone crossed the line on this Dr Ward would not hold back.	Absolutely no trust issues here

Professional Integrity

Responses

Rater category	No concerns	Some concerns	Serious concerns
Support/Junior	1		
Peer	1		

Comments

Health

Responses

Rater category	No concerns	Some concerns	Serious concerns
Support/Junior	1		
Peer	1		

Comments

Overall Summary By Domain



Summary Comments - Stop

Finally, what is the single most important recommendation you would...

Self	Being a perfectionist. It isn't possible to do everything 100% right 100% of the time.
Support/Junior	
Support/Junior	
Support/Junior	there is nothing that I think that she should stop doing
Support/Junior	
Support/Junior	
Support/Junior	Doubting ability occasionally.
Peer	Enjoy more outdoor pursuits and stop worrying about not having enough time for clinical pursuits.
Peer	Hard to think of a "stop". I think she should carry on as she is doing. She has had many years to perfect her skills of communication, diagnosis and patient management. I believe she has got things just right.
Peer	Reducing her hours

Summary Comments - Stop continued

Finally, what is the single most important recommendation you would...

Peer	I believe Dr Ward does get concerned about her role and performance. She should stop being concerned as she is doing an excellent job!
Peer	
Peer	
Peer	To continue to maintain her excellent level of performance
Peer	Continue to be the most amazing Dermatologist A credit to the medical profesionion

Summary Comments - Start

Finally, what is the single most important recommendation you would...

Self	Try to address Time management, as it would make me less stressed if my clinics didn't always overrun.
Support/Junior	If any more availability to do further clinic sessions
Support/Junior	
Support/Junior	She is very professional in all aspects of her work
Support/Junior	
Support/Junior	
Support/Junior	Focussing on positivity
Peer	Start enjoying more outdoor pursuits.
Peer	see above
Peer	Working more hours

Summary Comments - Start continued

Finally, what is the single most important recommendation you would...

Peer	It may be helpful to start sharing her skills with other colleagues as she has an excellent system for performing her role.
Peer	
Peer	
Peer	nothing needs changing
Peer	To accept compliments

Summary Comments - Continue

Finally, what is the single most important recommendation you would...

Self	Enjoying spending time with patients, talking to them and helping them to understand their skin problem and treatment.
Support/Junior	very professional lovely personality very obliging and very easy to talk to
Support/Junior	Dr Ward should continue to practice in the same manor as she does currently. She is an amazing consultant who is very well liked by myself and all of my colleagues.
Support/Junior	she should continue to maintain her professional and approachable practice
Support/Junior	Carry on as usual.
Support/Junior	
Support/Junior	Dr Ward should continue practicing her excellent dermatology skills in a professional, friendly and patient manner
Peer	offering an excellent dedicated clinical service
Peer	see above
Peer	Doing her brilliant career as an experienced Consultant Dermatologist.

Summary Comments - Continue continued

Finally, what is the single most important recommendation you would...

Peer	Dr Ward should continuing doing what she is doing. She is well liked by colleagues, support staff and patients, and performs an excellent role within the hospital.
Peer	To continue to update skills and knowledge in order to provide high quality care .
Peer	excellent clinical skills, communication with her patients and colleagues
Peer	as per comments above
Peer	To follow policies and procedure - as always Remain the kind and caring Dr that Kathleen is To continue to keep updated in matters pertaining to her clinical role .



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