

Together with other initiatives under the Physician Quality Assessment and Improvement umbrella (Physician Practice Profiles, Choosing Wisely appropriateness reviews, and physician quality improvement training), Physician Multisource Feedback (MSF) is an important component in creating a culture of quality and continuous improvement across the physician communities.

What is Physician Multisource Feedback?

Physician Multi-Source Feedback is an evaluation tool designed to strengthen physicians' understanding of, and support their success in demonstrating the necessary competencies for medical practice. The tool is grounded on the Physician Achievement Review questionnaire (Medical Council of Canada) and aligns with the CANMEDs competency framework.

Why am I asked to provide feedback?

Feedback from physician colleagues and other coworkers is important for a physicians' professional development; to help them learn and improve. Contributors are invited by physicians themselves to provide confidential feedback related to demonstration of competencies in medical practice.

Is it mandatory that I provide feedback?

No, feedback is voluntary.

How do I give the feedback?

The MSF survey is comprised of two parts. The first part is multiple choice questions aligned to the CanMEDS competency framework. The second part is 3 open-ended questions. To provide constructive, useful and respectful feedback, you need to answer all the questions honestly based on facts.

How will my information be used?

Your feedback will remain completely confidential and will be grouped with feedback from other providers to ensure anonymity and confidentiality. The system does not have the ability collect contact information which ensures your name will not be linked to the answers that you provide.

A minimum of 6 contributor responses are required for results to be reported for the participating physician. Physicians will meet with a reviewer who has been trained in the coaching framework for sharing of performance feedback and planning for change, to review and reflect on the results and create their individual development plan.

Please note: data from the MSF will not be shared with hospital administration or medical affairs.

Questions about the MSF process?

Please visit medicalstaff.vch.ca or contact the VCH PHC Medical Quality Help Desk at MedicalQuality@vch.ca