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Colleague Feedback for Dr Tarique Parwez

GMC number: 4465261

Number of completed responses: 23

Report released to doctor: 25 November 2019

Private and Confidential

Introduction

Multi-source feedback report

The L2P multi-source feedback is based on the extensive research done by the GMC in preparation for Revalidation. The GMC colleague and patient questionnaires have been found to map well onto the competencies required for 'Good Medical Practice'.

For a full review and references of the work undertaken on behalf of the GMC and the findings of the research led by the Primary Care Research Group, Peninsula College of Medicine and Dentistry, Exeter, please see GMC Multi-Source Feedback Questionnaires - Interpreting and handling multisource feedback results: Guidance for appraisers. This will give the background to the work underpinning the MSF process for you and your MSF facilitator and help you interpret and handle the MSF results (Chapter 5 onwards).

"It is important to remember that MSF results are intended to be formative in nature, rather than summative. For the purposes of revalidation, and within the formal appraisal process, the MSF results should be considered alongside the full range of other evidence that the doctor collects during each five-year revalidation cycle.

"In relation to self-assessment questionnaires, recent literature suggests that supported self-reflection on feedback evidence is a valuable element of self-directed professional development and that disagreement with negative feedback can affect the likelihood that doctors will act on such feedback."

Campbell, Wright 2012

GMC colleague questionnaire (CQ)

The GMC colleague questionnaire comprises 19 core items which assess the doctor's clinical, communication, organisational and teaching skills as well as aspects of their probity and health. Other items collect information about the colleague respondents and their familiarity with the doctor's practice.

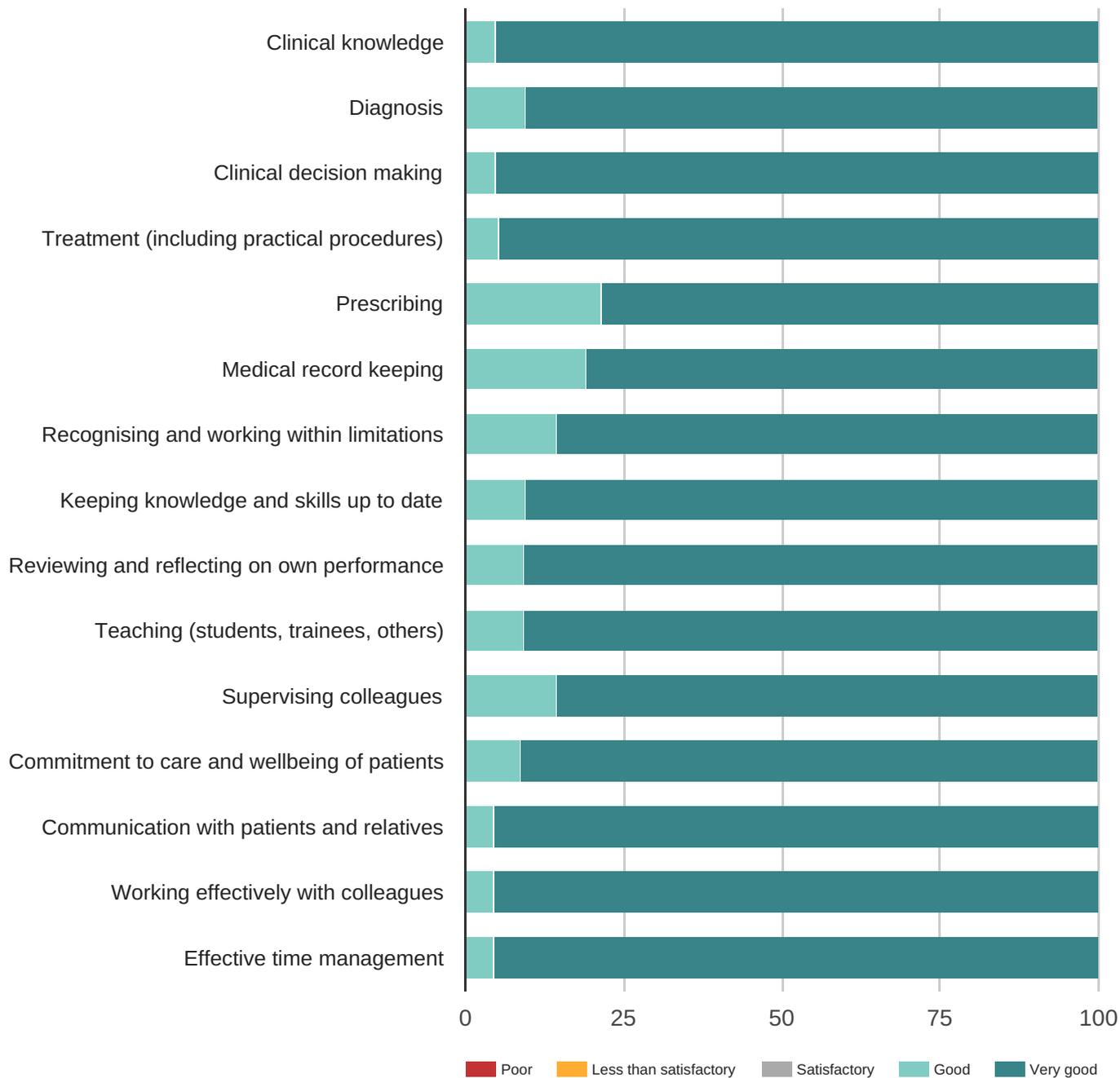
Understanding the charts and data

The charts and data show you the percentage of respondents who expressed an opinion for a particular question. Some questions have an option to answer 'Does not apply' or 'Don't know' - these answers are not counted in the percentages.

Where questions are optional, the charts and data show you the percentage of respondents who answered that question, which may be fewer than the total number of respondents.

Colleague feedback

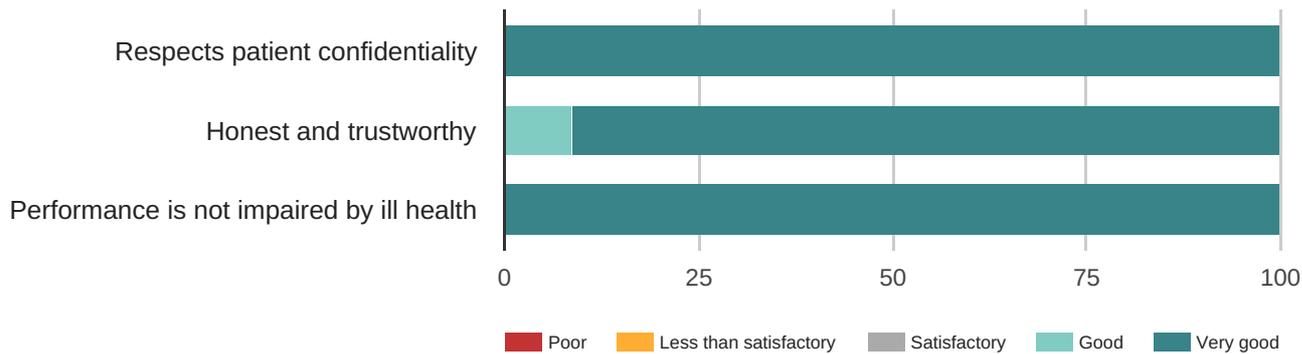
Please rate your colleague in each of the following areas.



	Poor	Less than satisfactory	Satisfactory	Good	Very good	Don't know	Average
Clinical knowledge	0%	0%	0%	4%	87%	9%	4.95
Diagnosis	0%	0%	0%	9%	83%	9%	4.90
Clinical decision making	0%	0%	0%	4%	87%	9%	4.95
Treatment (including practical procedures)	0%	0%	0%	4%	78%	17%	4.95
Prescribing	0%	0%	0%	13%	48%	39%	4.79
Medical record keeping	0%	0%	0%	17%	74%	9%	4.81
Recognising and working	0%	0%	0%	13%	78%	9%	4.86

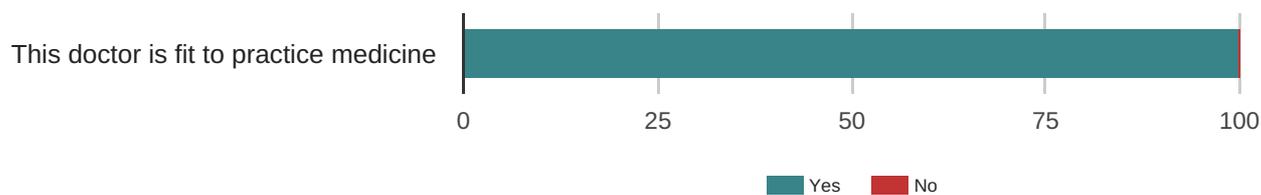
within limitations							
Keeping knowledge and skills up to date	0%	0%	0%	9%	83%	9%	4.90
Reviewing and reflecting on own performance	0%	0%	0%	9%	87%	4%	4.91
Teaching (students, trainees, others)	0%	0%	0%	9%	87%	4%	4.91
Supervising colleagues	0%	0%	0%	13%	78%	9%	4.86
Commitment to care and wellbeing of patients	0%	0%	0%	9%	91%	0%	4.91
Communication with patients and relatives	0%	0%	0%	4%	91%	4%	4.95
Working effectively with colleagues	0%	0%	0%	4%	96%	0%	4.96
Effective time management	0%	0%	0%	4%	91%	4%	4.95

Please rate your colleague in each of the following areas.



	Poor	Less than satisfactory	Satisfactory	Good	Very good	Don't know	Average
Respects patient confidentiality	0%	0%	0%	0%	96%	4%	5.00
Honest and trustworthy	0%	0%	0%	9%	91%	0%	4.91
Performance is not impaired by ill health	0%	0%	0%	0%	83%	17%	5.00

This doctor is fit to practice medicine



Yes	96%
No	0%
Don't know	4%

In your view, what changes could this doctor make that would most enhance his or her practice.

In my opinion this consultant always provides and delivers consistent and effective care to all of his patients.

He has already enhanced his practice by using research to change the management of wounds

Focus on active listening rather than seeking to get the words in edgeways. You'll get more understanding of the problems in order to deliver the solutions. Pace yourself.

Nil

Does not need to change anything.

Nil

Continue to learn the various QI methodologies used in healthcare and the best approach

Nil

This Doctor is an excellent professional qualities. just keep it up.

To undertake more teaching sessions

I cannot think of any changes to enhance his practice because for me he is an excellent surgeon with vast clinical knowledge and experience. He is compassionate with patient and very professional. I can personally advise suggest for this surgeon to reflect on his past or recent achievement and plan for the future.

I cannot comment as I am not a consultant

Please add any other comments you want to make about this doctor.

Pleasant and a good colleague to work with

He has an excellent rapport with both staff and clients. He always finds time to listen and advice despite his very demanding work load.

Excellent contribution to roles of governance and has a purposeful professionalism. I love working with Tarique and he remains a strong individual in the directorate capable of positive influence as he has very strong qualities and values.

Nil

Excellent team player , Always approachable and kind .

Tarique is a brilliant surgeon and a good colleague to work with.

he has professional attitude towards work

Hardworking, Compassionate and Diligent Clinician. A pleasure to work with.

Nil

A very engaged, enthusiastic, accommodating consultant who always responds to requests swiftly and in a pleasant manner

Excellent team player

Mr Parwez is an excellent colleague, a good teacher and very approachable.

Dr Parwez is a very hard working and kind Doctor. Excellent communication skills and up-to-date knowledge. Very precise technical skills. He is a good leader as well team member.

Mr Parwez always goes the extra mile for the patients the trust and the nhs, he will always be the first to volunteer when help is needed anywhere in the department. Mr Parwez is kind caring and generous, very well liked by all grades of staff. Mr Parwez always supports the juniors, teaches them and encourages them to use their knowledge to problem solve and diagnose.

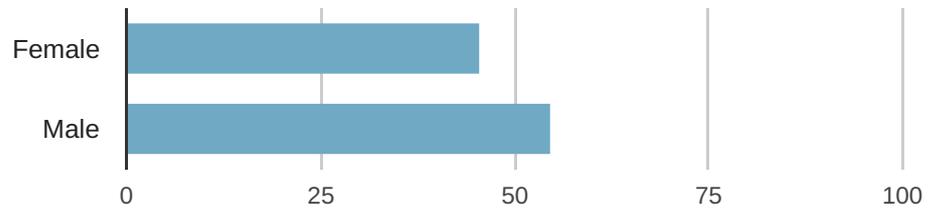
Tarique is a very hard working, approachable and Conscientious colleague. His patient care is phenomenal.

He is an excellent team leader who leads by example. Supportive of his colleagues especially when staff shortages when he works alongside juniors to ease their workload and offering additional surgical time to manage operating lists. He has a keen, motivating and enthusiastic energy that inspires others around him. Constantly seeks to improve things and this is very evident as the lead for clinical governance. He is understanding and supportive of the research projects within the department and regularly asks about their status and if any help is required.

He is approachable. His patients are very fond of him.

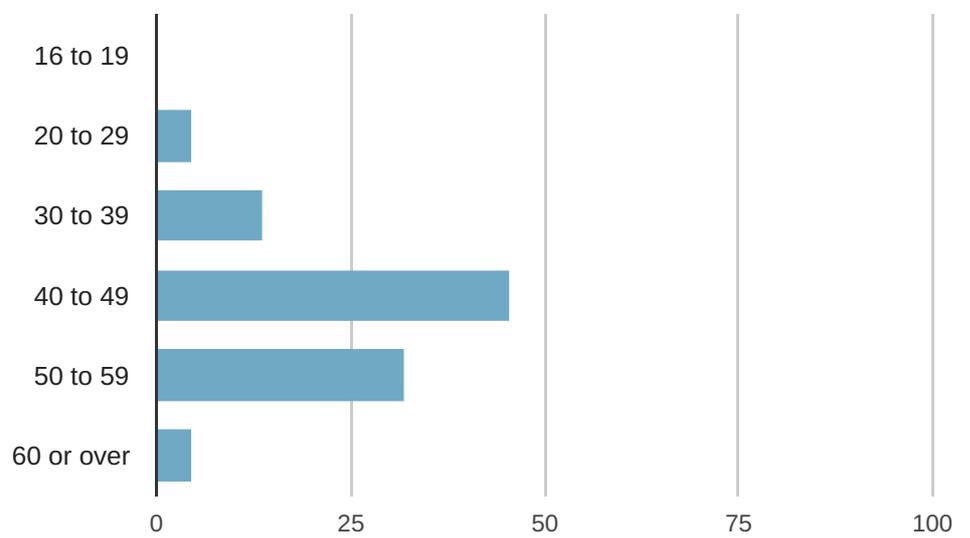
Demographics

Your gender



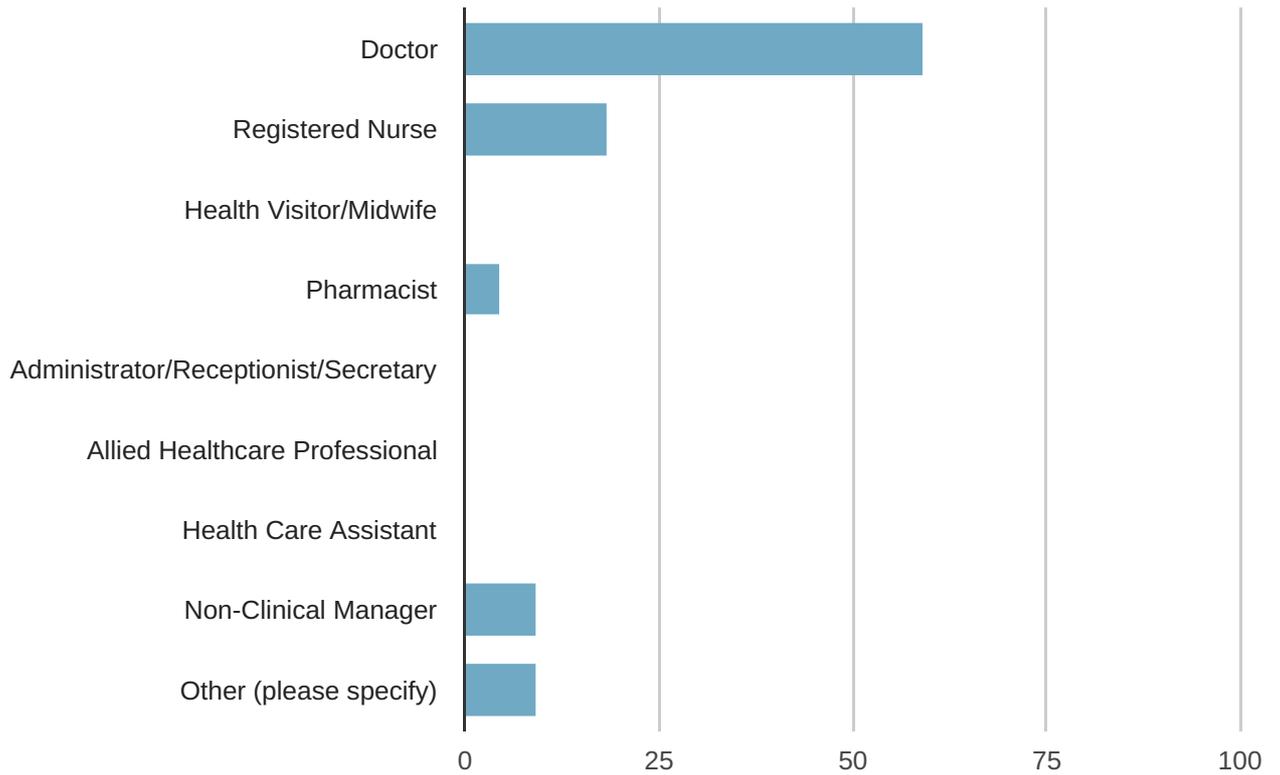
Female	45%
Male	55%

Your age



16 to 19	0%
20 to 29	5%
30 to 39	14%
40 to 49	45%
50 to 59	32%
60 or over	5%

Your professional role



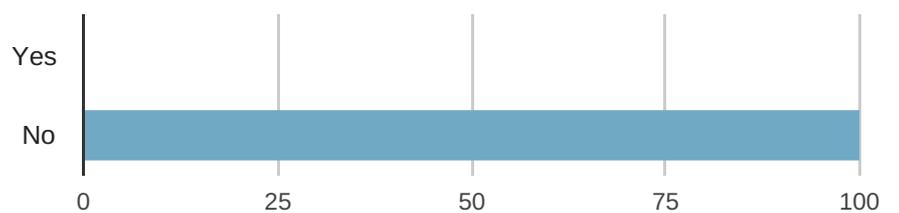
Doctor	59%
Registered Nurse	18%
Health Visitor/Midwife	0%
Pharmacist	5%
Administrator/Receptionist/Secretary	0%
Allied Healthcare Professional	0%
Health Care Assistant	0%
Non-Clinical Manager	9%
Other (please specify)	9%

Other answers: show 2 other answers hide 2 other answers

SCP

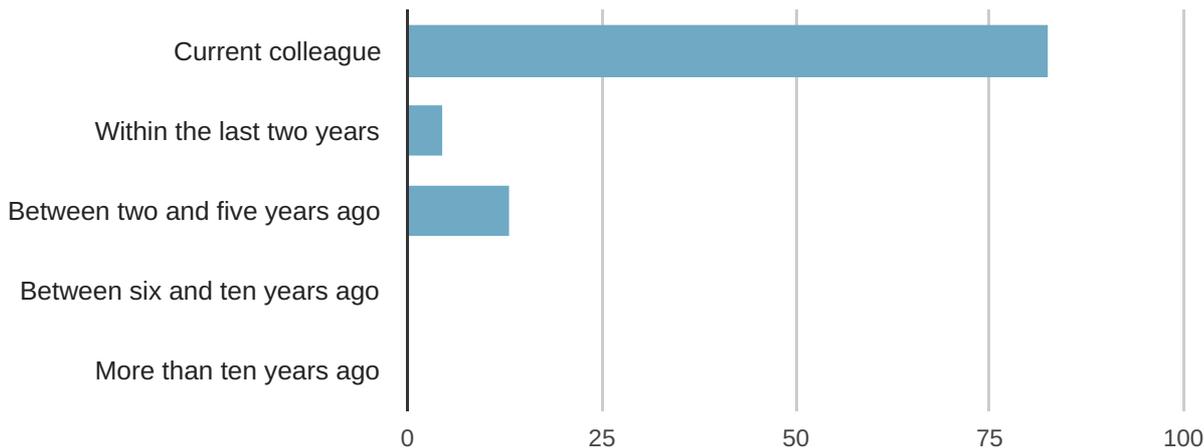
Research Nurse

If you are a doctor, are you in a training grade?



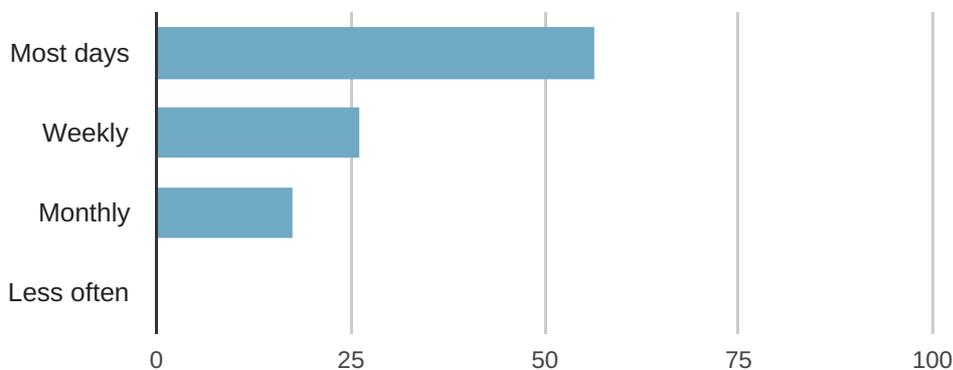
Yes	0%
No	100%

How recently have you been familiar with this doctor's clinical practice?



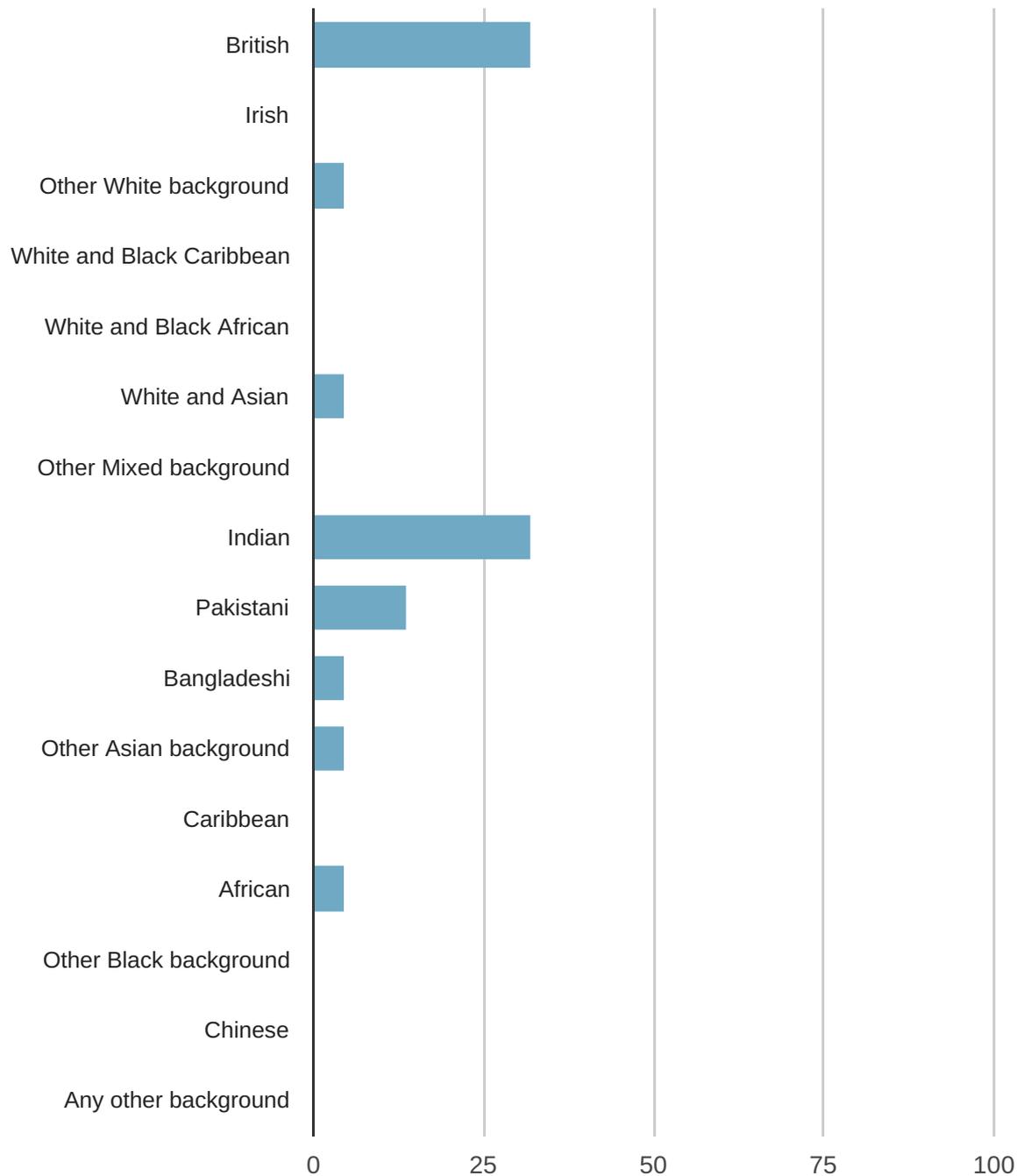
Current colleague	83%
Within the last two years	4%
Between two and five years ago	13%
Between six and ten years ago	0%
More than ten years ago	0%

During this period of your familiarity with this doctor's clinical practice, how often did you have contact with the doctor?



Most days	57%
Weekly	26%
Monthly	17%
Less often	0%

Your ethnic group/cultural background

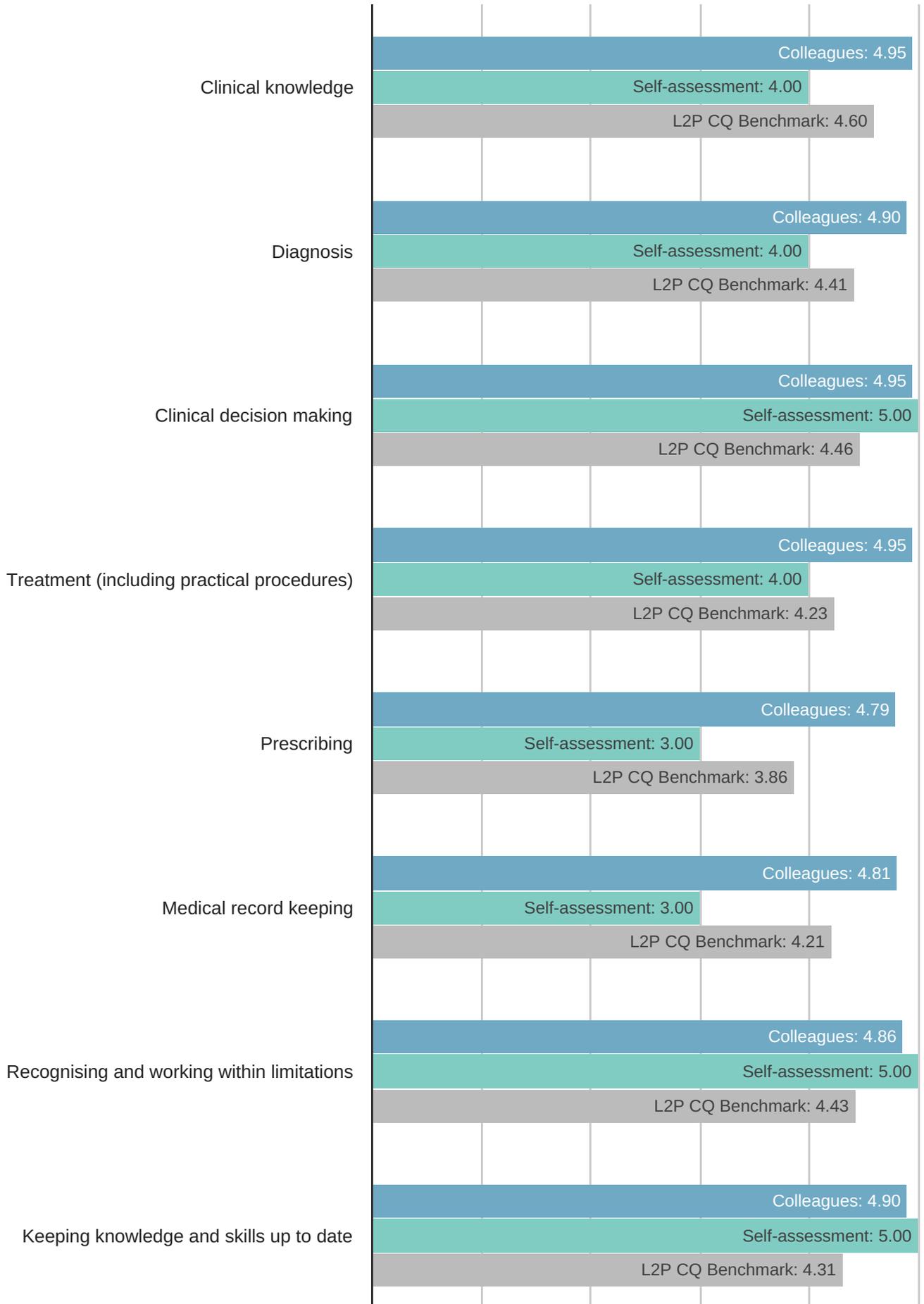


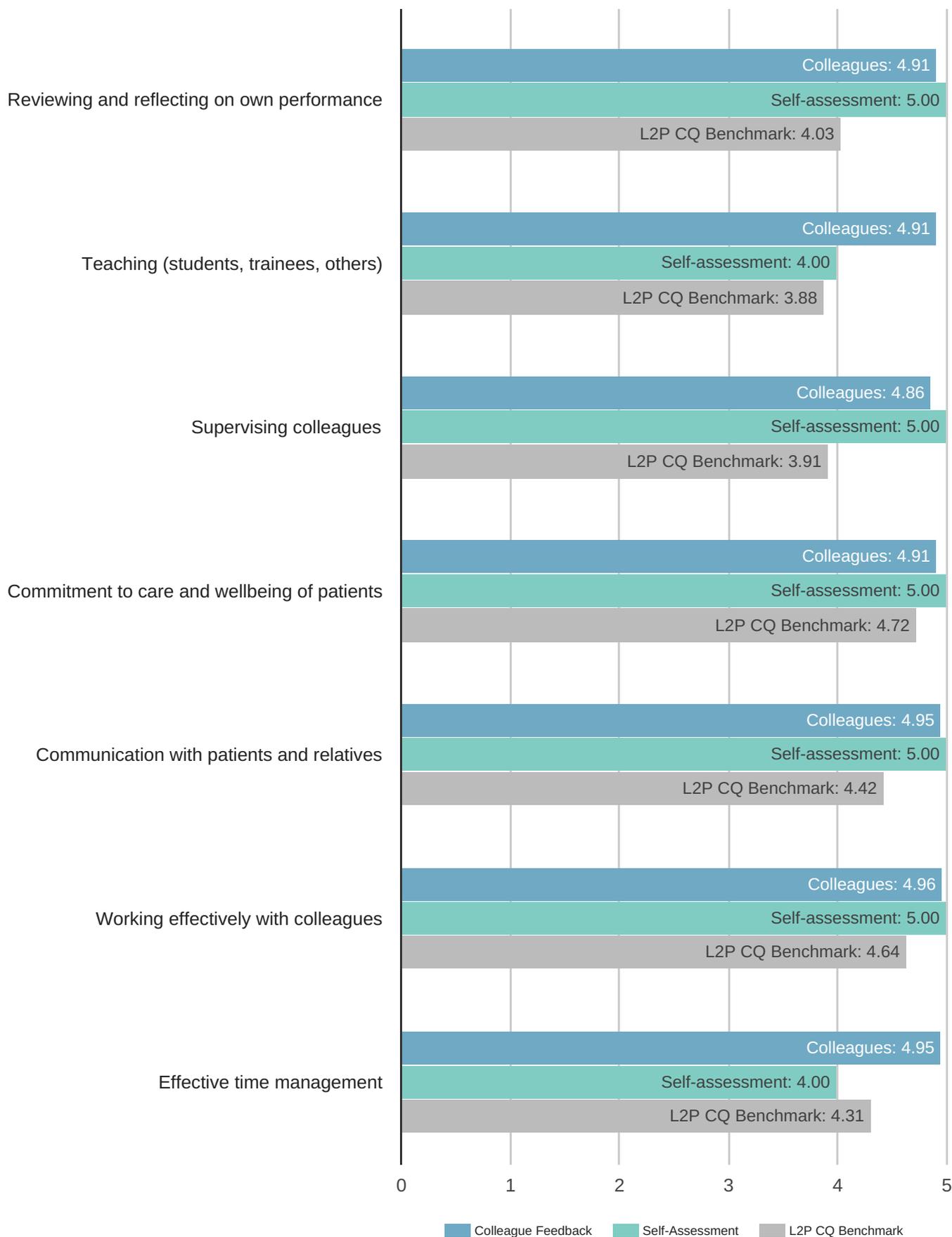
British	32%
Irish	0%
Other White background	5%
White and Black Caribbean	0%
White and Black African	0%
White and Asian	5%
Other Mixed background	0%
Indian	32%
Pakistani	14%
Bangladeshi	5%
Other Asian background	5%

Caribbean	0%
African	5%
Other Black background	0%
Chinese	0%
Any other background	0%

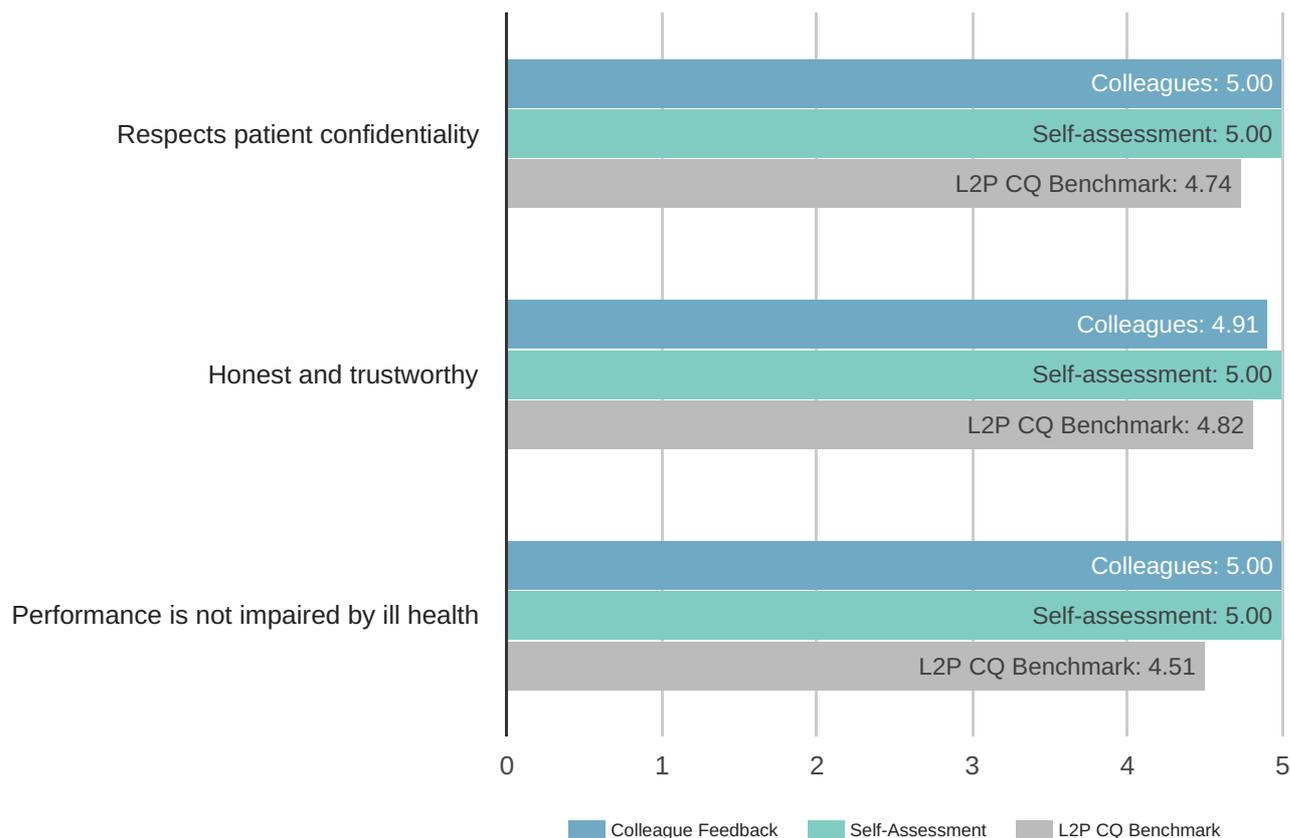
Benchmarks and Self-Assessment

Please rate your colleague in each of the following areas.





Please rate your colleague in each of the following areas.



L2P National Colleague Questionnaire Benchmark

The L2P national colleague benchmark data is derived from a combination of anonymised colleague MSF responses from all L2P clients and the GMC data from Wright C, Academic Medicine 2012 (www.ncbi.nlm.nih.gov/pubmed/23095930). The benchmarks are recalculated every month to use the latest figures.