

Bernard Potluri

Colleague Feedback Report

13 June 2022



EDGECUMBE doctor 360°

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

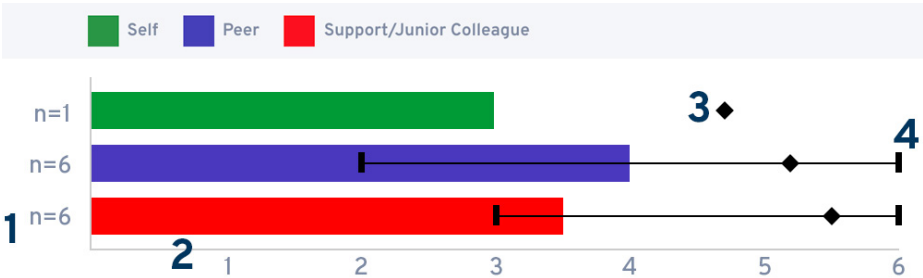
Like the Colleague Feedback questionnaire, your report results are presented in four sections, based on the four domains of Good Medical Practice.

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

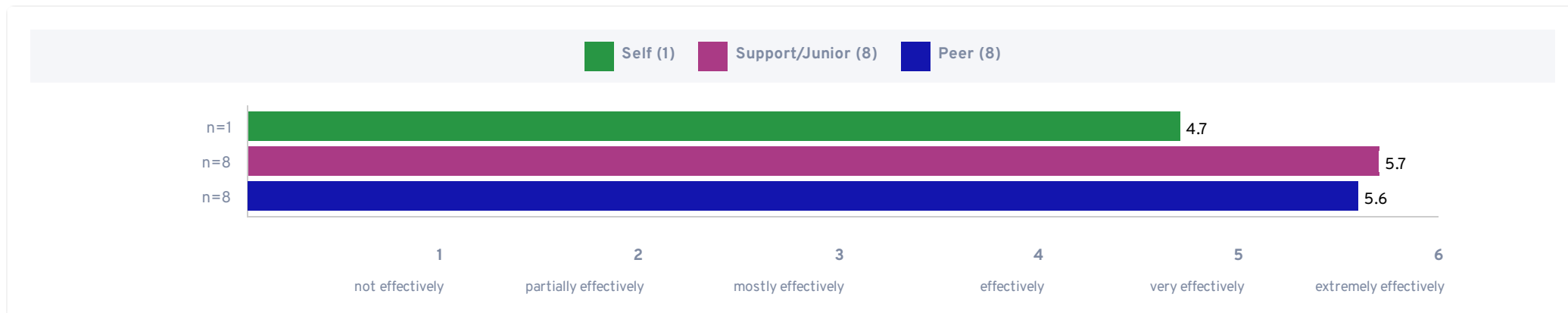
- 1 – not effectively
- 2 – partially effectively
- 3 – mostly effectively
- 4 – effectively
- 5 – very effectively
- 6 – extremely effectively

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

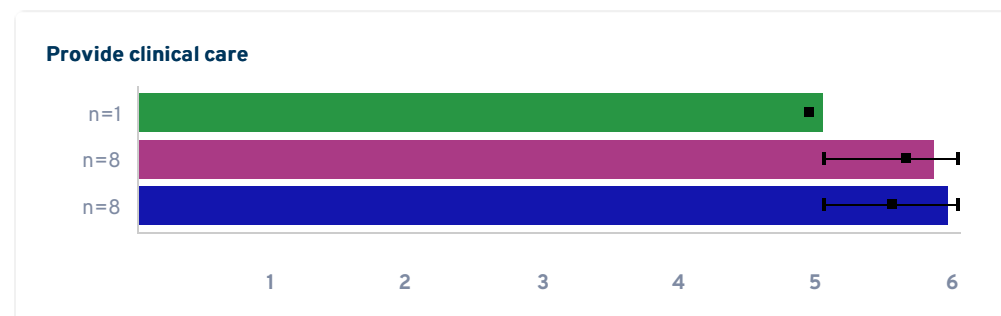
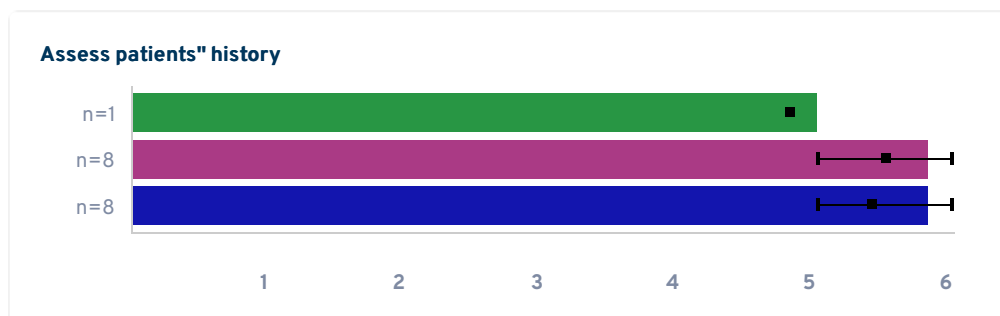
4. RANGE: The black line through each bar represents the range of ratings given by the rater category for that question.

Domain 1: Knowledge, skills and performance

Summary of Domain

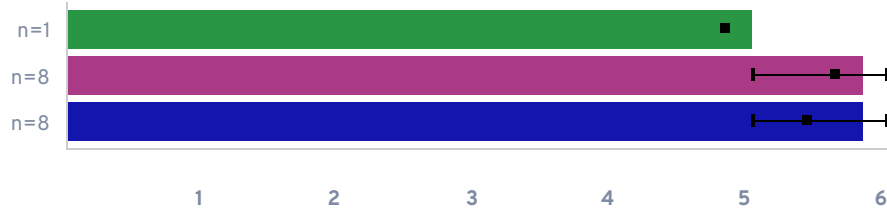


How effective/good am I at...

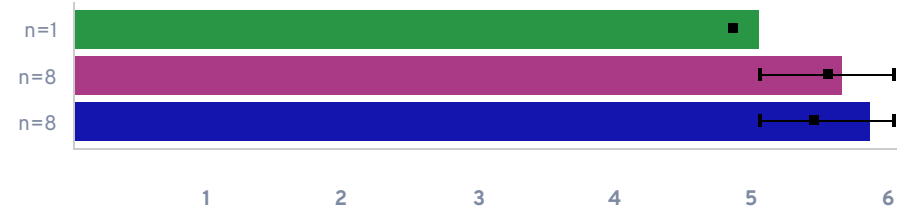


Domain 1: Knowledge, skills and performance continued

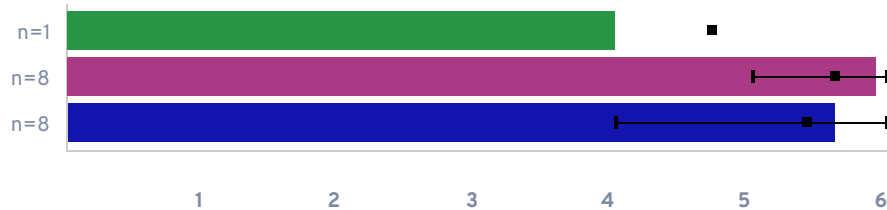
Maintain good medical practice



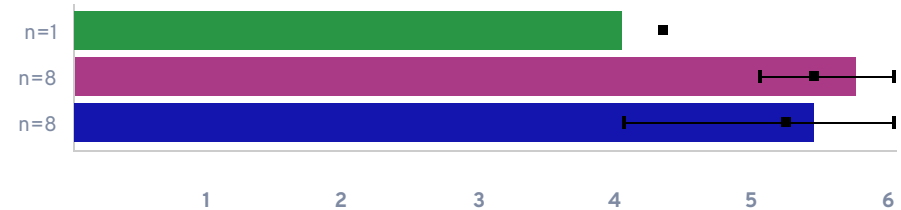
Pass on information to colleagues when handing over the care of a patient



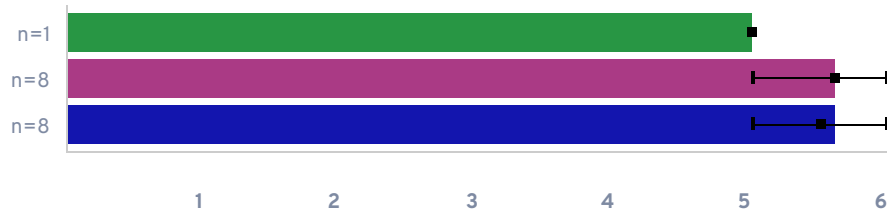
Apply the skills, attributes and practice of a competent teacher/trainer



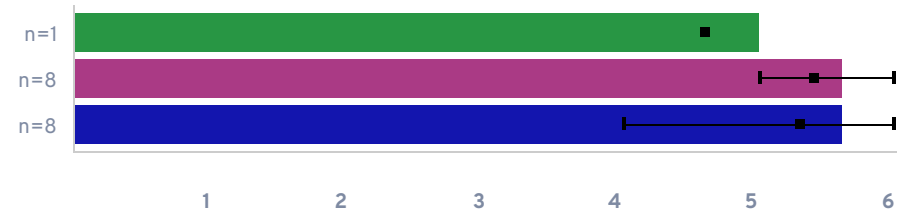
Take part in regular and systematic audits



Consult colleagues, or refer patients to colleagues, when this is in the patients' best interests

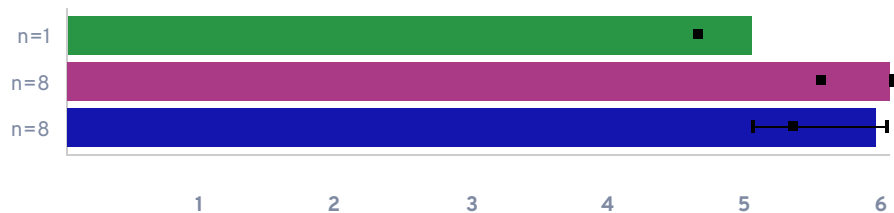


Support patients in caring for themselves

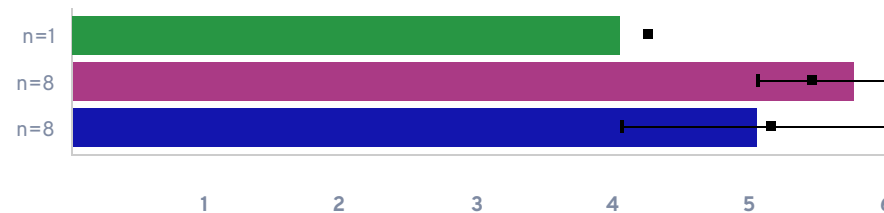


Domain 1: Knowledge, skills and performance continued

Keep patient records



Work as a manager



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					2	6	
	Peer					2	6	
Provide clinical care	Self					1		
	Support/Junior					2	6	
	Peer					1	7	
Maintain good medical practice	Self					1		
	Support/Junior					2	6	
	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					3	5	
	Peer					2	6	
Apply the skills, attributes and practice of a competent teacher/trainer	Self				1			
	Support/Junior					1	6	1
	Peer				1	1	5	1
Take part in regular and systematic audits	Self				1			
	Support/Junior					1	2	5
	Peer				1	2	4	1
Consult colleagues, or refer patients to colleagues, when this is in the patients' best interests	Self					1		
	Support/Junior					3	5	
	Peer					3	5	

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					3	5	
	Peer				1	1	5	1
Keep patient records	Self					1		
	Support/Junior						8	
	Peer					1	7	
Work as a manager	Self				1			
	Support/Junior					2	5	1
	Peer				1	4	1	2

Domain 1: Knowledge, skills and performance

Comments

	Does well	Could do differently
Self	I believe in offering best quality care based on up to date knowledge gained by reading journals, attending conferences and hands on courses.	Due to Covid I was unable to attend face to face courses during the 20-21 and am hoping to resume attending these to further my skills.
Support/Junior	Very understanding and caring for his patient Excellent surgeon Extremely good with the Children and young people	Very good at all his documentation Extremely good with the children and young people and their parents
Support/Junior	Friendly, accessible Consultation often arranged through personal online portal. Extremely experienced professional, clinically up to date. Cutting edge electronic (paperless) patient records.	Nil

Domain 1: Knowledge, skills and performance continued

Comments

	Does well	Could do differently
Support/Junior	He keeps up to date with all latest practices. Very knowledgeable and highly trained	Nothing
Support/Junior	Mr Potluri is a consummate professional. He has a fantastic manner with his patients and treats his patients and colleagues with great respect. He is highly organised and maintains very high standards. He encourages high standards from the team he works with.	
Support/Junior	Everything!.. His knowledge, caring nature mean the patients are always put first and his practice is run extremely efficiently.	I could not fault him.

Domain 1: Knowledge, skills and performance continued

Comments

	Does well	Could do differently
Support/Junior	Mr Potluri keeps ahead of all of the latest procedures and is very knowledgeable with current practices in order to provide his patients with a holistic and patient focused approach to their care and procedures required.	
Support/Junior	communication with staff is excellent he is always on time for his lists he is polite professional and caring.	nothing
Peer	Communicates very well and knows the limits of his ability. Very well organised in record keeping and streamlining is practice	No idea !

Domain 1: Knowledge, skills and performance continued

Comments

	Does well	Could do differently
Peer	very good communication skills, effective in empowering patients, empathetic	Cant see what he could do better
Peer	P keeping patient record and and patient care and time keeping	
Peer	Place great effort in careful examination, treatment plan and documentation for patients under his care. Consulting with colleagues is evidences through regular MDT meetings including oncology nurse, pharmacist, oncology, radiology and pathology	

Domain 1: Knowledge, skills and performance continued

Comments

	Does well	Could do differently
Peer	Mr Potluri keeps up to date with knowledge, acquires new skills and maintain high standard of care of his patients	none
Peer	Well organised and receptive to patient needs	Nothing
Peer	Very good patient care and high standards and quality in treatment and care of patients. Very approachable and acomodative.	Could improve on team play and communication with colleagues.

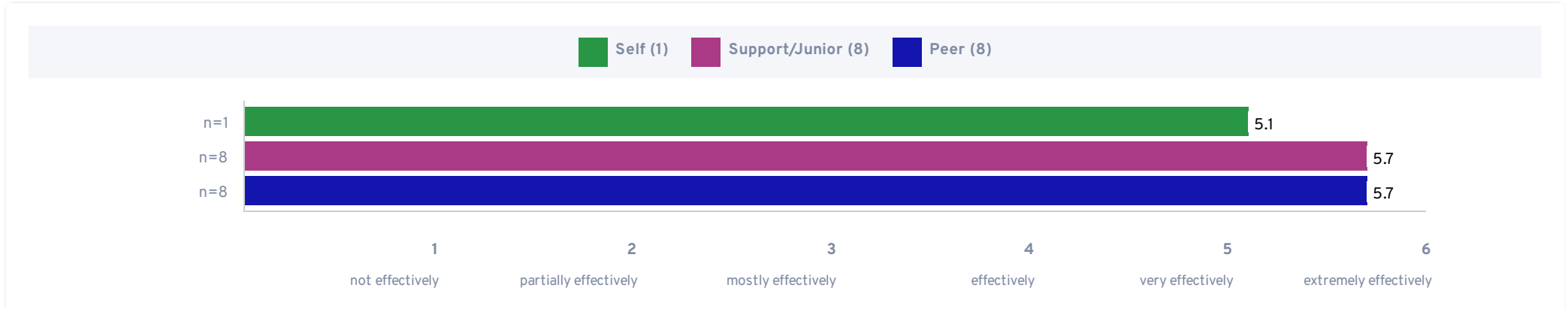
Domain 1: Knowledge, skills and performance continued

Comments

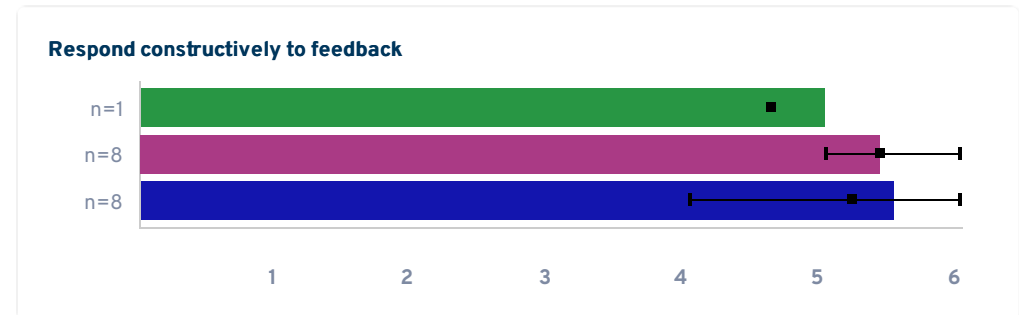
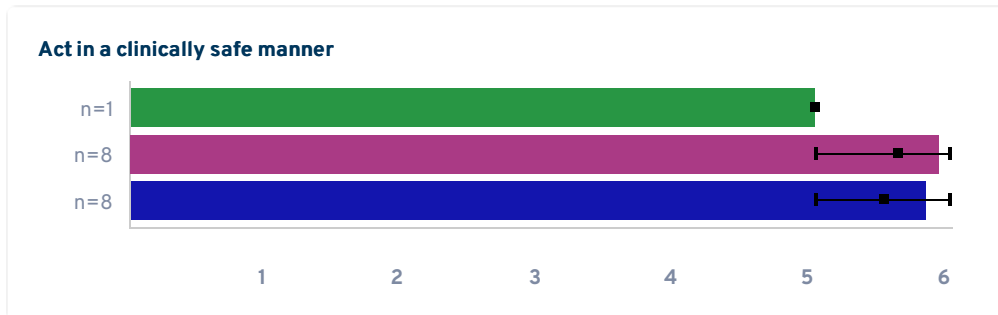
	Does well	Could do differently
Peer	Very knowledgeable and up to date. Excellent surgeon.	All is excellent. Continue the same

Domain 2: Safety and Quality

Summary of Domain

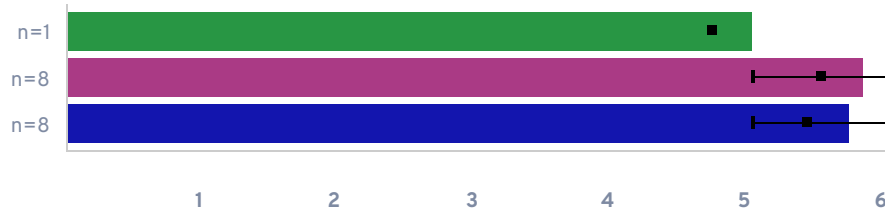


How effective/good am I at...

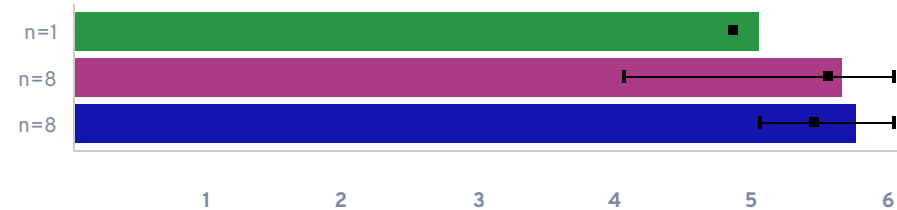


Domain 2: Safety and Quality continued

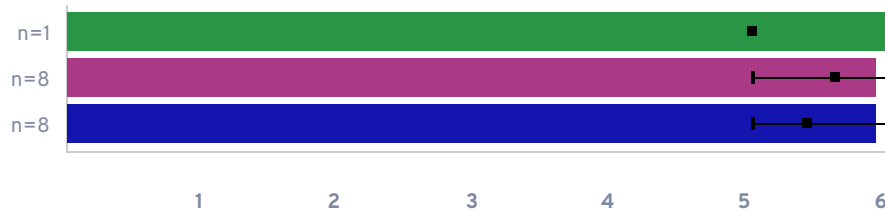
Comply with risk management and clinical governance procedures



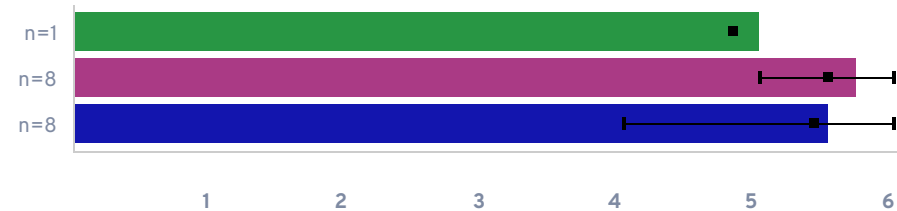
Follow infection control procedures



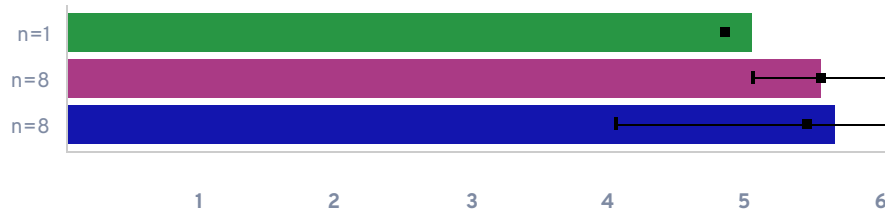
Take appropriate action when patients are at risk



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					1	6	1
	Peer					2	6	
Respond constructively to feedback	Self					1		
	Support/Junior					5	3	
	Peer				1	2	5	
Comply with risk management and clinical governance procedures	Self					1		
	Support/Junior					1	4	3
	Peer					2	5	1

Domain 2: Safety and Quality continued

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

Domain 2: Safety and Quality

Comments

	Does well	Could do differently
Self	I take pride in maintaining safety and quality of care. As I look after children and elderly, I do regularly update my knowledge of safeguarding these groups	Continue maintaining high standards of care
Support/Junior	Attends training and unsure patients under his care stay safe	
Support/Junior	Conscientious and meticulous attention to detail. Electronic prescribing - safe, effective with secure electronic transmission	Nil

Domain 2: Safety and Quality continued

Comments

	Does well	Could do differently
Support/Junior	Ensures his practice is always up to date and his work is of a high standard	Nothing
Support/Junior	Mr Potluri has very high standards when it comes to safety and quality. He always makes sure his patients understand what the procedure they are having and what to expect. He participates fully with all the checks that are expected within the theatre department.	
Support/Junior	Mr Potluri operates in a text book way, all of his procedures that he carries out are well organised and he ensures his team are fully aware of what is required of them.	

Domain 2: Safety and Quality continued

Comments

	Does well	Could do differently
Support/Junior	Mr Potluri is always safety conscious	nothing
Peer	Joe's his limits	No idea
Peer	very meticulous and scientific in approach	cannot see the need to change any aspect of practice

Domain 2: Safety and Quality continued

Comments

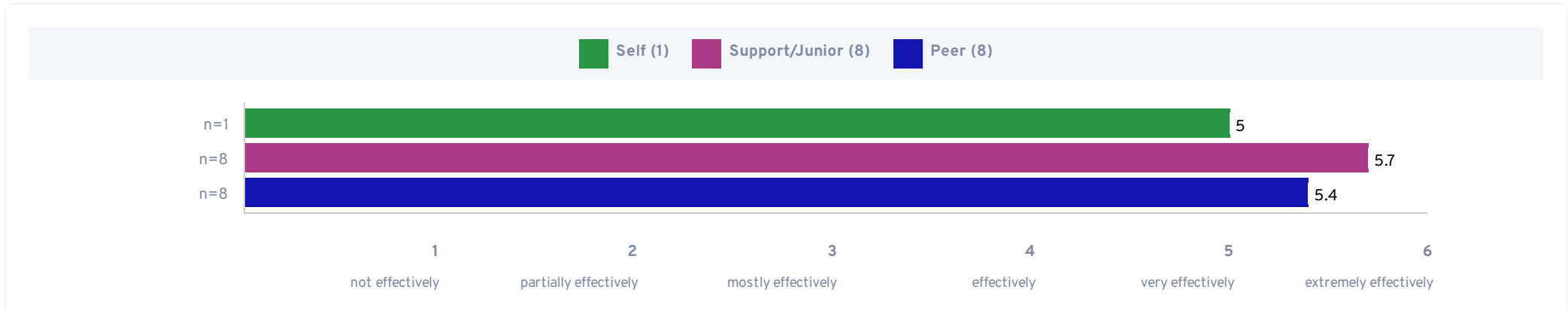
	Does well	Could do differently
Peer	He is a safe surgeon providing a good quality service	
Peer	I am impressed with the due diligence displayed in patient management.	
Peer	Mr Potluri is well aware of the regulations relating to clinical governance and keep abreast by attending required training modules. He also actively takes part in audits	none

Domain 2: Safety and Quality continued

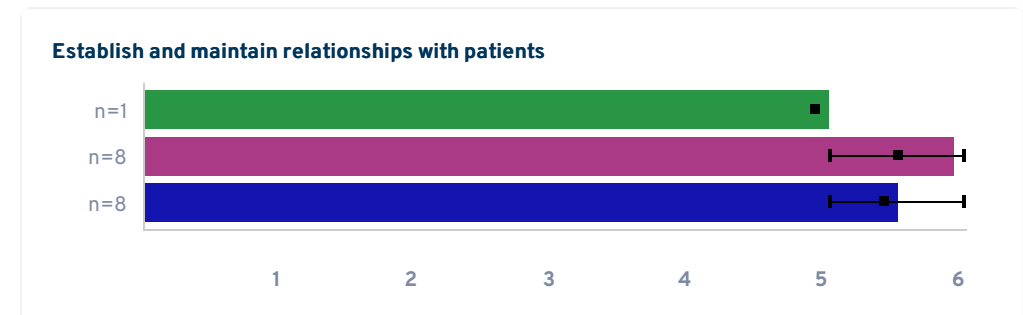
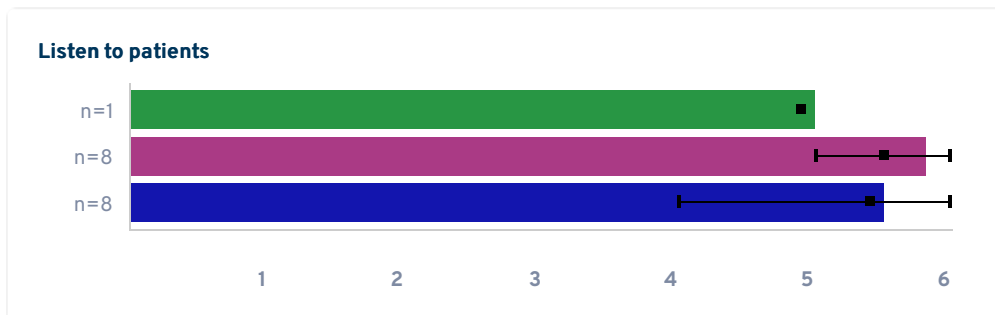
Comments		
	Does well	Could do differently
Peer	Good patient care and Approachable and accommodative.	Team playing and communication with colleagues.
Peer	Very safe and up to date with quality and safety	All is excellent. Continue the same

Domain 3: Communication, Partnership and Teamwork

Summary of Domain

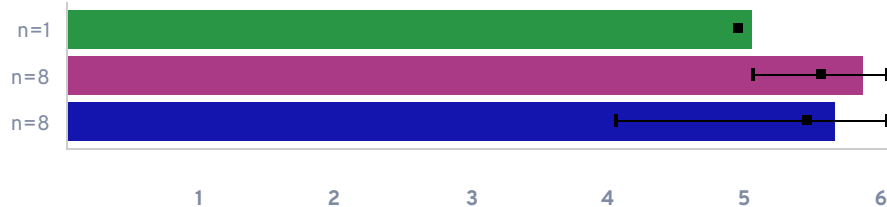


How effective/good am I at...

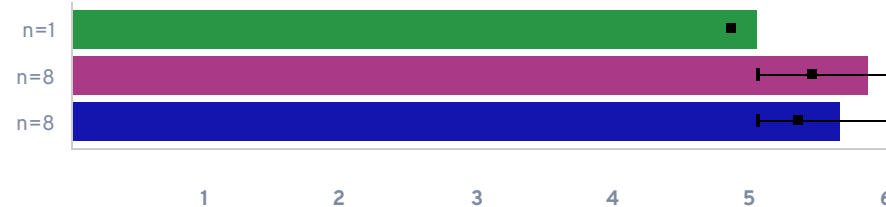


Domain 3: Communication, Partnership and Teamwork continued

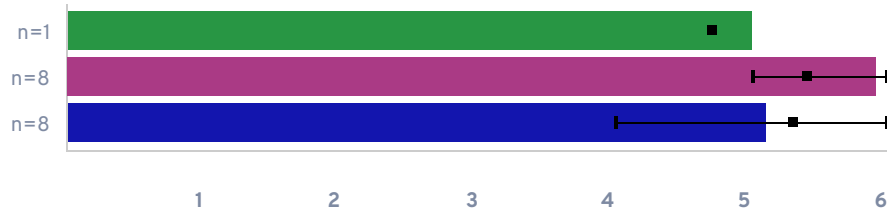
Show respect for colleagues



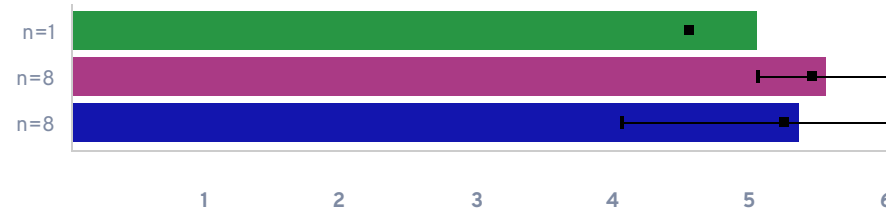
Communicate effectively with staff



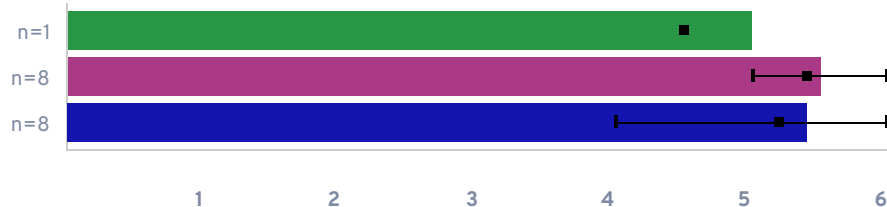
Give praise where appropriate



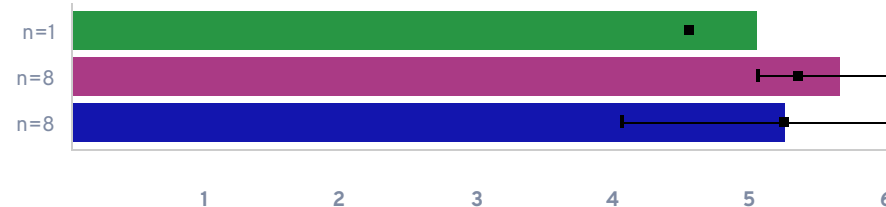
Provide effective leadership



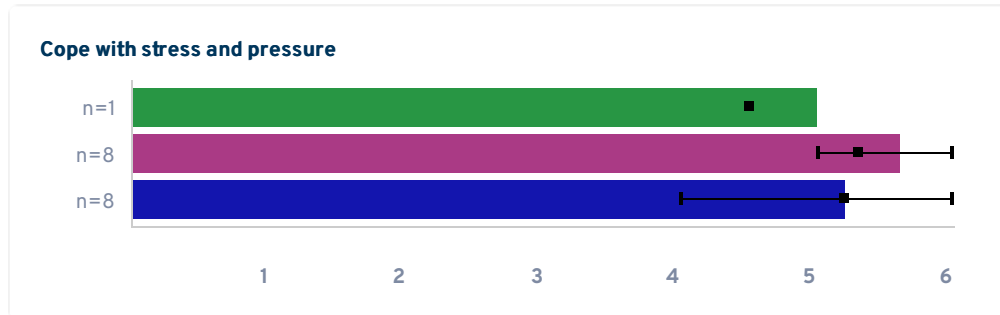
Encourage colleagues to contribute to discussions



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					2	6	
	Peer				1	2	5	
Establish and maintain relationships with patients	Self					1		
	Support/Junior					1	7	
	Peer					4	4	
Show respect for colleagues	Self					1		
	Support/Junior					2	6	
	Peer				1	1	6	

Domain 3: Communication, Partnership and Teamwork continued

	Rater category	1	2	3	4	5	6	CC
Communicate effectively with staff	Self					1		
	Support/Junior					2	6	
	Peer					3	5	
Give praise where appropriate	Self					1		
	Support/Junior					1	7	
	Peer				2	2	3	1
Provide effective leadership	Self					1		
	Support/Junior					4	4	
	Peer				1	3	3	1
Encourage colleagues to contribute to discussions	Self					1		
	Support/Junior					4	4	
	Peer				1	3	4	

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					3	4	1
	Peer				1	3	2	2
Cope with stress and pressure	Self					1		
	Support/Junior					3	5	
	Peer				1	4	3	

Domain 3: Communication, Partnership and Teamwork

Comments

	Does well	Could do differently
Self	I strongly believe that communication is vital to patient care. I am a good team worker and work in partnership with colleagues - both medical, nursing and ancillary staff alike. I participate in weekly multi disciplinary meetings to discuss care of cancer patients. In addition I do not hesitate to informal discussion of patient care with colleagues in complex situations.	Continue team working and good communications.
Support/Junior	Communicates with patients well	Gives parents and their children time
Support/Junior	Full participation in and support for asynchronous eMDT Always approachable for advice, explanation and receptive of suggestion regarding patient management.	Nil

Domain 3: Communication, Partnership and Teamwork continued

Comments

	Does well	Could do differently
Support/Junior	Excellent handover to staff, very clear and concise with what he wants	Nothing
Support/Junior	Mr Potluri communicates clearly with the team and let everyone know what is expected of them during the list. He is very approachable and works well within our thetare team.	
Support/Junior	Mr Potluri keeps his patient and his teams well informed, patients always have clear information sheets to help support any clinical decisions made or procedures that are going to be carried out. Through good communication during surgery Mr Potluri ensures that his surgical lists proceed swiftly without any issues.	

Domain 3: Communication, Partnership and Teamwork continued

Comments

	Does well	Could do differently
Support/Junior	Mr Potluri will lead team briefs and communicate any safety issues that relate to the list	nothing
Peer	Communication	?
Peer	very good and clear communicator. works well as a team player	cannot think of anything. An extremely experienced clinician who has refined his practice over many years

Domain 3: Communication, Partnership and Teamwork continued

Comments

	Does well	Could do differently
Peer	Good communicator	
Peer	My colleague has no hesitation in seeking and acting on help and advice in the management of patients as mentioned in Domain 1.	
Peer	Mr Potluri is a team player and works as a partner to improve service delivery	none

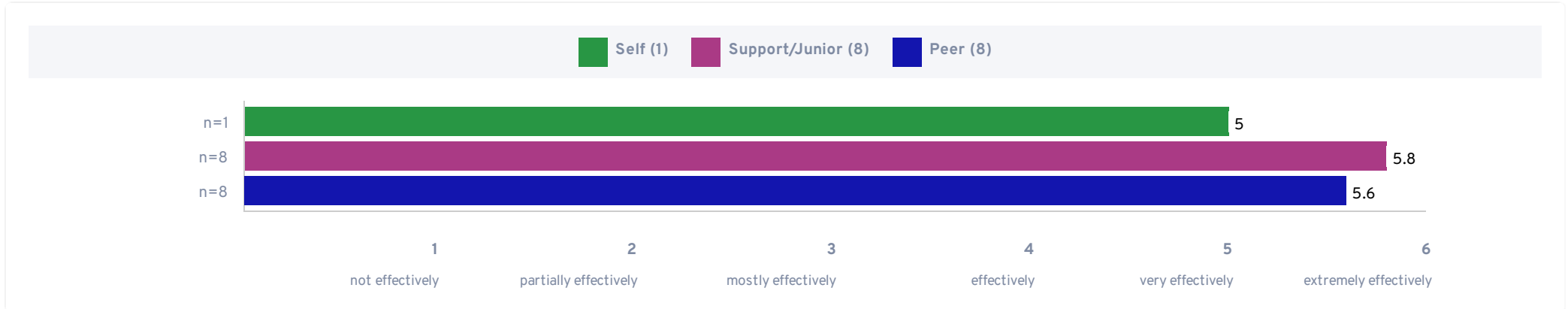
Domain 3: Communication, Partnership and Teamwork continued

Comments

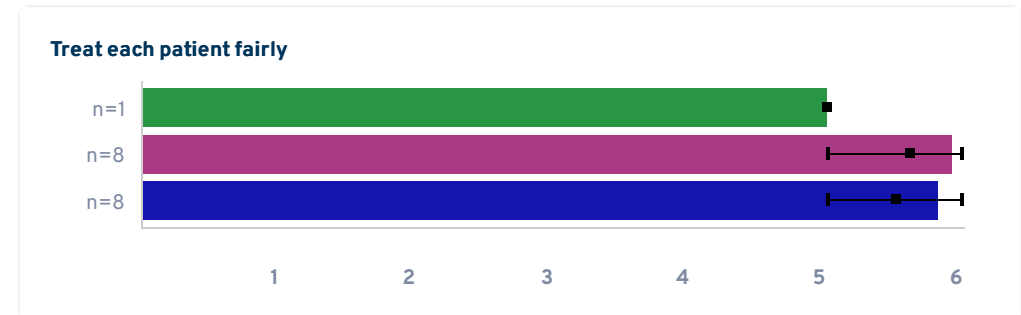
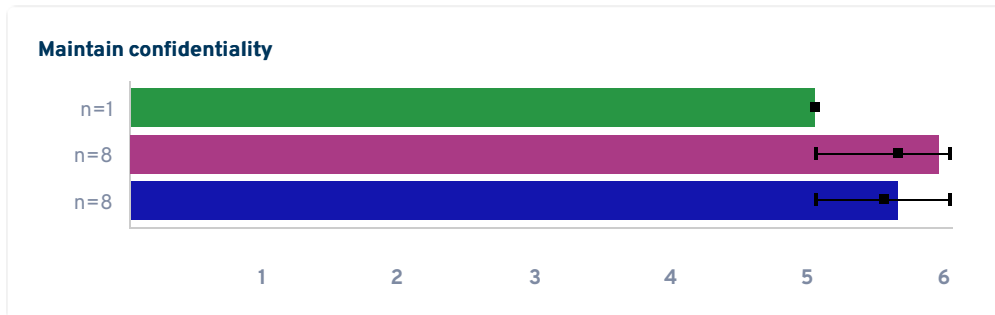
	Does well	Could do differently
Peer	Very good patient care. Good quality of decision making and good quality of patio care.	
Peer	Excellent communication and teamwork	Continue the same

Domain 4: Maintaining Trust

Summary of Domain



How effective/good am I at...



Domain 4: Maintaining Trust continued

Treat each patient as an individual



Respond promptly and fully to patients' complaints and suggestions



Domain 4: Maintaining Trust

Ratings Distribution Table

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

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					2	6	
	Peer				1	2	3	2

Domain 4: Maintaining Trust

Comments

	Does well	Could do differently
Self	I am always truthful to my patients and colleagues and am well respected for my dealings with them. My long standing patients fully trust my judgement and do seek my views about what I would do if I am in their situation.	Continue maintaining trust
Support/Junior	Mr Potluri works well with our team and trust them and respects their knowledge and experience	Works well with the Paediatric team
Support/Junior	Friendly approachable manner Honest, professional manner Always ready to provide full and detailed explanation of management plan Demonstrates willingness to fully support the patient and their family	Nil

Domain 4: Maintaining Trust continued

Comments

	Does well	Could do differently
Support/Junior	Maintains confidential up to date records	Nothing
Support/Junior	Mr Potlur spends alot of time listening to his patients. He has developed great relationships with his longstanding patients. He will always listen to them and their concerns.	
Support/Junior	Mr Potluri uses encrypted secure computer systems and keeps written notes to an absolute minimum. Patients are involved at all times with any clinical diagnosis and decisions made, Mr Potluri ensures that each patient is able to have all the facts and that the patients feel they are able to make informed choices to do with their care.	

Domain 4: Maintaining Trust continued

Comments

	Does well	Could do differently
Support/Junior	He is someone to be trusted	nothing
Peer	Listens	?
Peer	everything in htis category	cannot see any aspect which needs to be improved

Domain 4: Maintaining Trust continued

Comments

	Does well	Could do differently
Peer	Very Trustfull surgeon	
Peer	Mr Potluri mantain confidentiality of his colleagues and patients where appropriate to acquire their respect and trust	none
Peer	Maintains good trust .	

Domain 4: Maintaining Trust continued

Comments

	Does well	Could do differently
Peer	Very trustworthy	Continue the same

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	I do take my work home and always try to be up to date with my work, some times neglecting my personal life. I realised it late, but hopefully can get work-life balance for the remainder of my career.
Support/Junior	
Support/Junior	Nothing
Support/Junior	
Support/Junior	Nothing
Support/Junior	
Support/Junior	
Support/Junior	
Support/Junior	nothing
Peer	Heading towards retirement ease back on work load

Summary Comments - Stop continued

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

Peer	nothing I can think of
Peer	
Peer	
Peer	none
Peer	
Peer	
Peer	Nothing I can think of

Summary Comments - Start

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

Self	Learn newer minimally invasive techniques for treating patients conditions.
Support/Junior	
Support/Junior	Nothing
Support/Junior	
Support/Junior	Speaking a little louder, he is very softly spoken and at times can be difficult to hear
Support/Junior	
Support/Junior	
Support/Junior	
Support/Junior	nothing
Peer	Planning for a long and healthy retirement

Summary Comments - Start continued

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

Peer	nothing I can think of
Peer	
Peer	
Peer	none
Peer	
Peer	
Peer	Nothing I can think of.

Summary Comments - Continue

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

Self	Improving knowledge, applying it to patient care, be part of team, participate in discussions, communicate well and provide high quality care.
Support/Junior	
Support/Junior	All his excellent practice
Support/Junior	Continue the current high level professional comprehensive service
Support/Junior	Providing the excellent level of care he currently delivers
Support/Junior	Mr Potluri should continue to work as the complete professional that he is .He holds his patients in high regard and treats them with respect. Mr Potluri respects the team that he works with in our department. He is always courteous and treats the team with respect. He is very approachable and is always willing to listen and teach. He is very patient with our new staff and I can confidently place newly qualified staff with him as I know they will be taught and teated with patience. I have no hesitation in filling in this appraisal for Mr Potluri.
Support/Junior	
Support/Junior	Mr Potluri is very good in ensuring his patients are kept fully informed and runs a very smooth theatre / operating list by continuing with his open communication style so both patients and peers understand fully what is going to happen and what is required of them.
Support/Junior	as the professional surgeon and great college that he is
Peer	Listen to patients and colleagues

Summary Comments - Continue continued

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

Peer	continue present style of practice till retirement
Peer	continue with what he doing
Peer	
Peer	To continue practicing high standard of patient care
Peer	
Peer	Continue being an excellent surgeon.
Peer	An excellent and amazing colleague. Very ethical and reliable. To continue



Suite 2a Whitefriars, Lewins Mead, Bristol, BS1 2NT

Tel: +44 (0)117 332 8277

Email: support@edgumbe.co.uk

Web: www.doctor360.co.uk