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Colleague Feedback for Mr Rafik Girgis

GMC number: 5179248

Number of completed responses: 16

Report released to doctor: 1 February 2022

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 data

The tables 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 tables 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%	6%	0%	81%	13%	4.86
Diagnosis	0%	0%	6%	0%	75%	19%	4.85
Clinical decision making	0%	0%	6%	0%	81%	13%	4.86
Treatment (including practical procedures)	0%	0%	6%	0%	88%	6%	4.87
Prescribing	0%	0%	6%	0%	81%	13%	4.86
Medical record keeping	0%	0%	6%	6%	69%	19%	4.77
Recognising and working within limitations	0%	0%	6%	6%	75%	13%	4.79
Keeping knowledge and skills up to date	0%	0%	6%	13%	69%	13%	4.71
Reviewing and reflecting on own performance	0%	0%	6%	0%	81%	13%	4.86
Teaching (students, trainees, others)	0%	0%	6%	6%	50%	38%	4.70
Supervising colleagues	0%	0%	6%	0%	56%	38%	4.80
Commitment to care and wellbeing of patients	0%	0%	6%	0%	94%	0%	4.88
Communication with patients and relatives	0%	0%	6%	6%	88%	0%	4.81
Working effectively with colleagues	0%	0%	6%	6%	75%	13%	4.79
Effective time management	0%	0%	6%	25%	69%	0%	4.63

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%	6%	0%	94%	0%	4.88
Honest and trustworthy	0%	0%	6%	0%	94%	0%	4.88
Performance is not impaired by ill health	0%	0%	6%	6%	88%	0%	4.81

This doctor is fit to practise medicine

Yes	100%
No	0%
Don't know	0%

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

Nil that I am aware of

He is very professional I hope he maintain that to the rest of career

An excellent Clinical Practitioner

Mr Girgis clinics run smoothly.

Possibly have more clinics and theatre time

perhaps be more patient with staff when trying to do their best to support ophthalmology services i.e. recruitment etc, to ensure positive relations are maintained.

None

In my view of working with Mr Girgis on a regular basis, I feel that no changes are needed at present to enhance his practice.

N/a

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

Compassion and kindness. Effective communication at important stages of patient pathway

Mr Girgis is a very skilled and experienced consultant. Over the las 6 years of working with him I have witnessed his commitment towards his patients to always have their best interest as main priority. Mr Girgis is an exceptional colleague to work with, always willing to share his knowledge and give feedback in a positive way.

none

Mr Girgis is prompt, efficient and patient focused. Mr Girgis is polite and affable and his patients respect him and report great results.

None

Mr. Girgis is a very excellent consultant. Treats the staff very well. He imparts his knowledge to new staff whenever they are around. Treats the patients fairly and he gives a thorough explanations to patients if needs to be. He is very compassionate to his patients. I hope this will help him on his assessment because having worked with him for few years now, I've seen how passionate he is with his profession.

Mr Girgis shows professionalism at all times with all of his patients and always giving his time to ensure patients are happy with and understand any discussions taken place during consultations and follow up appointments. Mr Girgis's patients always speak highly of him. Mr Girgis is very approachable, friendly and helpful and a pleasure to work with.

Mr Girgis is very committed to his patients and gives to elderly patients more time to fully understand thier condition or treatment that he is offering them

Demographics

Your gender

Female	67%
Male	33%

Your age

16 to 19	0%
20 to 29	7%
30 to 39	7%
40 to 49	21%
50 to 59	43%
60 or over	21%

Your professional role

Doctor	21%
Registered Nurse	36%
Health Visitor/Midwife	0%
Pharmacist	7%
Administrator/Receptionist/Secretary	14%
Allied Healthcare Professional	0%
Health Care Assistant	7%
Non-Clinical Manager	0%
Other (please specify)	14%

Other answers: show 2 other answers hide 2 other answers

Ophthalmic Technician

Hospital Director

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	75%
Within the last two years	0%
Between two and five years ago	6%
Between six and ten years ago	6%
More than ten years ago	13%

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

Most days	7%
Weekly	73%
Monthly	13%
Less often	7%

Your ethnic group/cultural background

British	53%
Irish	7%
Other White background	7%
White and Black Caribbean	0%
White and Black African	7%
White and Asian	0%
Other Mixed background	0%
Indian	0%
Pakistani	7%
Bangladeshi	0%
Other Asian background	7%
Caribbean	7%
African	0%
Other Black background	0%
Chinese	0%
Any other background	7%

Benchmarks and Self-Assessment

Please rate your colleague in each of the following areas.

	Colleagues	Self-Assessment	Benchmark
Clinical knowledge	4.86	4.00	4.59
Diagnosis	4.85	4.00	4.40
Clinical decision making	4.86	4.00	4.46
Treatment (including practical procedures)	4.87	4.00	4.17
Prescribing	4.86	4.00	3.77
Medical record keeping	4.77	4.00	4.19
Recognising and working within limitations	4.79	4.00	4.43
Keeping knowledge and skills up to date	4.71	4.00	4.27
Reviewing and reflecting on own performance	4.86	4.00	4.01
Teaching (students, trainees, others)	4.70	4.00	3.86
Supervising colleagues	4.80	0.00	3.88
Commitment to care and wellbeing of patients	4.88	5.00	4.72
Communication with patients and relatives	4.81	4.00	4.39
Working effectively with colleagues	4.79	4.00	4.67
Effective time management	4.63	4.00	4.33

Please rate your colleague in each of the following areas.

	Colleagues	Self-Assessment	Benchmark
Respects patient confidentiality	4.88	4.00	4.73
Honest and trustworthy	4.88	4.00	4.82
Performance is not impaired by ill health	4.81	4.00	4.45

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.