

## Multi-Source Assessment for Psychiatrists

### Revalidation

The General Medical Council (GMC) are considering what should be the common requirements for Multi-Source Feedback (MSF) for all doctors as part of the relicensing process. The position of the Academy of Medical Royal Colleges is that each College should be able to incorporate additional items according to its own recertification standards. **The Royal College of Psychiatrists recommends that psychiatrists should undertake MSF using the well established ACP 360 system.** The College will amend the ACP 360 questionnaires to take account of the GMC's requirement for relicensing when these are known. ACP 360 will therefore fulfil the requirements for both relicensing and recertification, which will be undertaken as a one-stage process for doctors on the specialist register.

*Dr Helen Matthews, Clinical Advisor to ACP 360  
Medical Director, Hampshire Partnership NHS Trust*

### What is ACP 360?

ACP 360 is the Royal College of Psychiatrists' multi-source assessment system. Its purpose is to enable personal development. ACP 360 measures performance in two of the GMC's core domains – working with colleagues and relating to patients. It assesses eight qualities that psychiatrists have themselves identified as being important:

- ✦ Communication
- ✦ Availability
- ✦ Emotional intelligence
- ✦ Decision-making
- ✦ Relationships with service users
- ✦ Relationships with relatives/carers
- ✦ Relationships with other psychiatrists
- ✦ Relationships with their team

### Why choose ACP 360?

- ◆ It is the only 360 degree assessment tool designed specifically for psychiatrists
- ◆ The College has approved its use
- ◆ There are versions for use by learning disability and CAMHS psychiatrists
- ◆ It has been used successfully by non-consultant career-grade psychiatrists and SpRs
- ◆ The questionnaire has been validated (see the August 2008 edition of the British Journal of Psychiatry)
- ◆ Our ACP 360 team and national clinical advisor are available to discuss issues that arise during the course of participating in ACP 360

### 4 steps to ACP 360

1. Complete your online self-assessment
2. Your colleagues complete an online questionnaire
3. Service users complete an anonymous paper based questionnaire
4. You receive your report

### A survey of consultants who used ACP 360 showed that

- 75%** found the results of the assessments helpful
- 85%** found the report clear and easy to understand
- 90%** agreed that the instructions were easy to follow and that no training was required to take part and stated that the report would form part of their next appraisal



### Cost

- ◆ £110 + VAT (total cost of £126.50) per consultant (PDF copy of the report only)
- ◆ £99 + VAT (total cost of £113.85) per consultant for trusts that enrol 10 or more consultants (PDF only) - multiple enrolment forms available on request
- ◆ £15.00 + VAT for a bound colour copy of the report

Visit [www.rcpsych.ac.uk/acp360](http://www.rcpsych.ac.uk/acp360) for further details,  
or email us: [acp360@cru.rcpsych.ac.uk](mailto:acp360@cru.rcpsych.ac.uk)  
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