

MULTI-SOURCE FEEDBACK FOR LEARNING DISABILITY PSYCHIATRISTS: A COMPARISON WITH GENERAL ADULTS

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INTRODUCTION

Part of the revalidation process for psychiatrists is to collect feedback from their colleagues and patients.

ACP 360 is RCPsych's 360 assessment system specifically for psychiatrists. In 2014, the system moved to a new online platform, which currently has over 3,000 users currently registered.

As part of the registration process, psychiatrists can choose which assessment type they would like to do - general adult (GA), CAMHS, or learning disability (LD). The self-assessment and colleague part of the LD assessment is the same as the GA, however as the patient feedback questionnaire and score range significantly differs between the two, this has been excluded from the analysis.

AIMS AND METHODS

Data analysis was completed to identify the performance of LD psychiatrists who completed an ACP 360 assessment from 2014-2019 and compared to the benchmark of general adult psychiatrists.

As part of the ACP 360 assessment, a psychiatrist will complete a self-assessment online consisting of 46 individual questions grouped into 8 domains. In addition they will ask a recommended amount of 13 colleagues (but 5 at a minimum) to complete an online questionnaire that contains the same questions as the self-assessment questionnaire, and a recommended amount of 25 patients (but a minimum of 5) to complete a separate questionnaire specific for patients. Patient feedback was omitted from the analysis (see above).

Each question within the self-assessment and colleague questionnaire are rated on a 6-item likert scale from 'very low' to 'very high.'

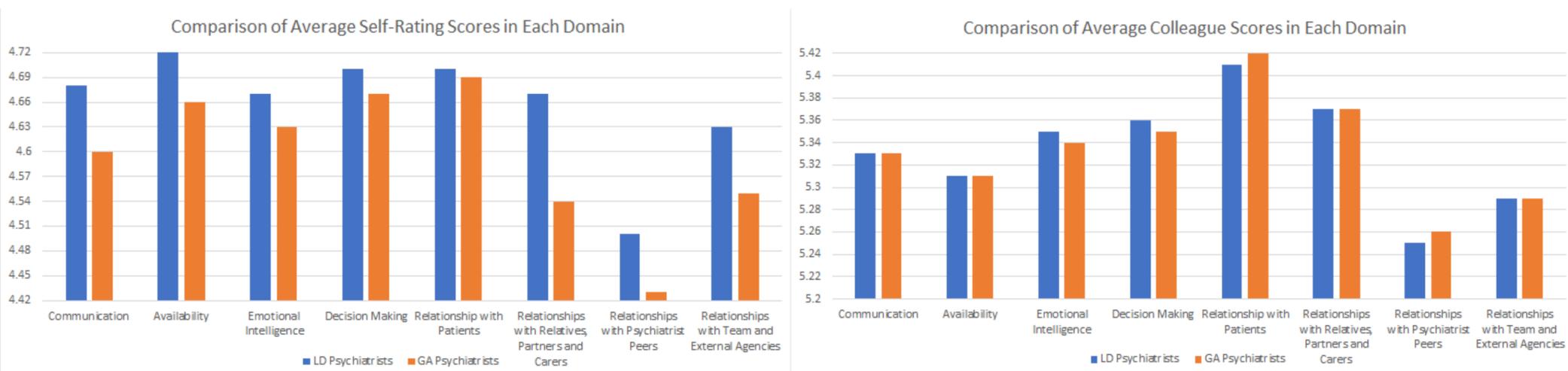
The analysis consisted of comparing the average scores in each of the 8 domains of LD psychiatrists against GA psychiatrists who completed an ACP 360 assessment within the time period specified. Averages for self-rating and colleague rating were analysed to determine if there is any difference in performance.

RESULTS

As of December 2019, there were 178 LD psychiatrists who have completed or started 203 assessments (users are able to complete multiple assessments across their registration period). Assessments include 360 (colleague and patient), 270 (colleague only) and patient only feedback.

There were 2,552 general adult psychiatrists who have completed or started 2,932 assessments. Assessments include 360, 270 and patient only feedback.

A comparison of average self-rating and colleague scores in the 8 domains can be seen below.



DISCUSSION

Self-rating scores

The average scores of how psychiatrists rate themselves against each of the domains vary, although LD psychiatrists rated themselves higher across all domains. There are significant differences for **relationships with relatives, partners and carers** and **relationships with psychiatrist peers**.

Previous research has shown the positive impact on a patients' mental health from working with families and carers (Javed & Herrman, 2017) and holistic approaches to joined-up working between services and children with LD see parents as key decision makers and experts on the child's needs (Black, Mcconkey, Roberts & Ferguson, 2010). It can be argued that doctors working with patients diagnosed with LD will work more closely with families as they could be more likely to act as their full-time carer, therefore impacting doctors opinion on their relationship with relatives, partners and carers.

Differences in scores for 'relationships with psychiatrist peers' could be explained by the fact that there are smaller numbers of LD psychiatrists working across a geographical area, compared with GA psychiatrists. LD psychiatrists could be more likely to form closer relationships with their peers as there are smaller support networks available and the group would rely on each other more.

Colleague scores

Unlike self-rating scores, colleague scores across the domains do not differ much, if at all, between GA and LD psychiatrists. LD psychiatrists have been rated slightly higher by their colleagues on **emotional intelligence** and **decision making**, and colleagues of GA psychiatrists have rated them slightly higher on **relationship with patients** and **relationship with psychiatrist peers**.

The reasons behind these results are unclear, and more research looking into how colleagues rate the performance of LD and GA psychiatrists is needed.

REFERENCES

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Javed, A., & Herrman, H. (2017). Involving patients, carers and families: an international perspective on emerging priorities. *BJPsych international*, 14(1), 1-4. <https://doi.org/10.1192/s2056474000001550>