

Dear Colleagues

The GMC requires all doctors to collect feedback on their performance at least once during each revalidation cycle. To assist in this process, it has developed, and extensively piloted, a colleague questionnaire and a patient questionnaire.

However, although the GMC has developed these generic questionnaires it does not prescribe or approve questionnaires for use in revalidation, and allows alternative choices, provided that these broadly meet certain design and assessment principles.

With regard to the patient questionnaire, the Faculty accepts that there is good evidence that this tool fulfils expected standards of questionnaire design, has satisfactory psychometric properties (e.g. reliability, face, construct and congruent validity), and is relatively easy, brief and acceptable for users to complete. However, the GMC's colleague questionnaire may not exactly match the need of Occupational Physicians and those physicians who have a prescribed connection with the Faculty of Occupational Medicine:

- It has been designed from the perspective of doctors in hospitals and primary care involved in direct patient contact. However, Occupational Medicine also embraces colleagues whose work is partly, largely, or even wholly, non-clinical (e.g. managerial, research-based, insurance-based, regulatory, public health facing), for whom no colleague questionnaire exists.
- It assumes certain clinical activities (e.g. prescribing, treatment) that are infrequent in OH practice, even where there is direct clinical contact.
- Finally, it uses clinical language (e.g. 'patient', 'clinical skills') where less clinical choices (e.g. 'worker', 'professional skills') would be more inclusive of members' diverse practices, and less ambiguous for users.

Taking the GMC's extensively validated colleague questionnaire as a starting position, a small Faculty working group has considered how this could be modified to maximise its relevance and meaning to *all* stakeholders with ties to the Faculty. The aim has been, as far as possible, to leave the pre-tested colleague questionnaire unchanged, making the fewest and smallest changes compatible with the goal of ensuring that questions are more relevant to the greatest number of Faculty users.

We need your help!

We have so far obtained feedback from members of a number of Faculty committees and also attendees at the Annual Scientific Meeting in May 2013 and their comments have resulted in a number of changes to the original document. If you have not yet reviewed the questionnaire and given comments we are very keen to hear your points to ensure we capture views from as wide a sample of the membership as possible. With this message we include:

1. [A specimen of the draft colleague questionnaire \(FOM Colleague Questionnaire Draft v1\)](#)
2. [A short questionnaire \(Stakeholder Questionnaire v4\)](#)

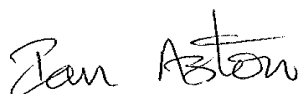
Please review the draft colleague questionnaire and, with this in mind complete the short stakeholder questionnaire.

Please return your stakeholder questionnaire to ro@fom.ac.uk with the words 'CQ Feedback' in the subject field by **6 September 2013**.

Please bear in mind that the aim, as far as possible, is not to completely rewrite the GMC's colleague questionnaire, but to modify it to provide a Faculty colleague questionnaire that will be relevant to all.

Thank you and we look forward to receiving your feedback.

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