



The College of Physicians and Surgeons of Manitoba (CPSM) is introducing the use of MCC 360, a new multi-source feedback tool from the Medical Council of Canada (MCC), as part of our Quality Improvement Program. MCC 360 builds on the Physician Achievement Review (PAR) tool that was first developed by the College of Physicians and Surgeons of Alberta with the University of Calgary.

Multi-source feedback involves looking at performance from a 360-degree perspective. At the core of MCC 360 is a set of surveys taken by a statistically significant cohort of physician colleagues, non-physician co-workers, and patients, as well as a self-assessment completed by the physician around his or her performance as a communicator, collaborator and professional. The responses are collated and analyzed to yield a report that, in addition to delivering quantitative feedback, also contains narrative, open-text feedback from the physician's raters, including patients.

The MCC 360 Report is accompanied by a feedback session facilitated by the College to help physicians understand the report and act on their results.

The MCC aims to incorporate MCC 360 into physician quality programs across the country, and the CPSM is pleased to be joining the program alongside colleagues from across the country in 2019. To learn more about MCC 360, please visit mcc360.ca.