

Premini Mahendra

Colleague Feedback Report

17 July 2026



EDGECUMBE doctor 360°

Introduction

This report is based on the Doctor 360 questionnaires completed by yourself and your colleagues. It contains responses to open-ended and narrative questions. The feedback in this report will help you compare the standards of care you feel you deliver with how your colleagues perceive you.

We recommend that, as well as reading through this document with your appraiser, you download and save a copy of the Edgecumbe Doctor 360 Workbook from your online account in order to get the most from your report when interpreting the responses.

Please read the instructions on the following page for how to read your report.

How to review your report

The results presented in your report are formatted across the same domains within the questionnaire answered by yourself and your colleagues.

Within each of the domains you will find:

- A summary bar chart to illustrate your overall performance ratings for that domain
- A bar chart for each specific question. Each bar on the bar chart represents a rater category. For example, these may include self, peer and support/ junior colleague, so that you can compare the relevant categories alongside each other.
- A ratings distribution table, which illustrates how many raters selected a specific rating in response to each question within that domain.
- Your qualitative data in the form of all free text comments received for that particular domain.

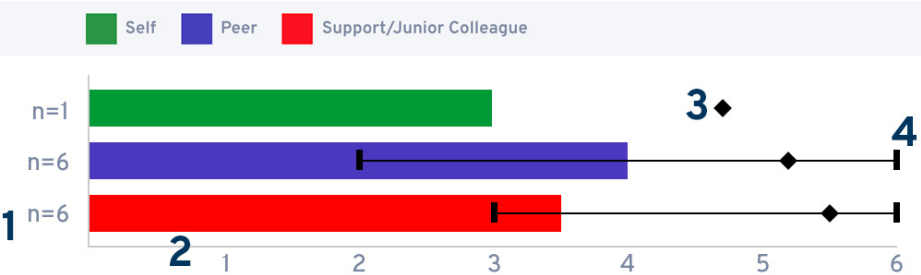
UK Appraisal & Revalidation-based reports: After reviewing each of the domains, you will see the results of the two 'have you any concerns' questions.

IE based doctors' reports: After reviewing each of the domains, you will see a summary of each domain and suggestions from raters on how to improve your professional performance.

At the end of your report is a summary of each domain, with the resulting general perception gaps, to give you an idea of how variable your colleague responses have been to your own. The report ends with suggestions from raters on how to improve your professional performance.

This is an example, the rater categories and likert scale may differ to what you are using.

Bar Charts Explained



1. NUMBER OF RATERS who responded to that question with a rating, rather than 'can't comment'

2. RATING SCALE

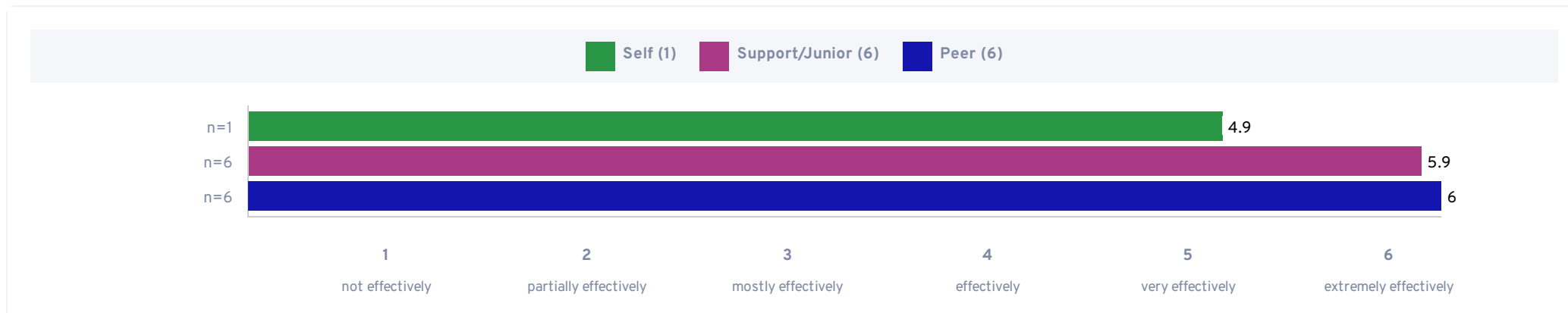
- 1 – not effectively
- 2 – partially effectively
- 3 – mostly effectively
- 4 – effectively
- 5 – very effectively
- 6 – extremely effectively

3. BENCHMARK: The black diamond symbol represents the Haematology Colleague Report Benchmark. If there is no black diamond symbol on your ratings bar charts, this means there was no benchmark data applied to your results.

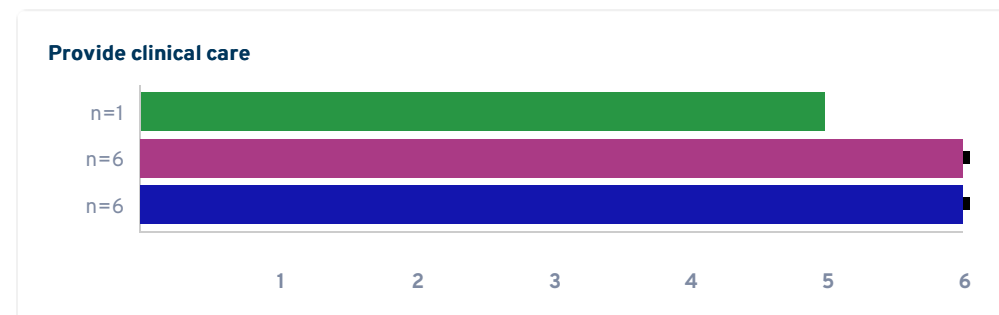
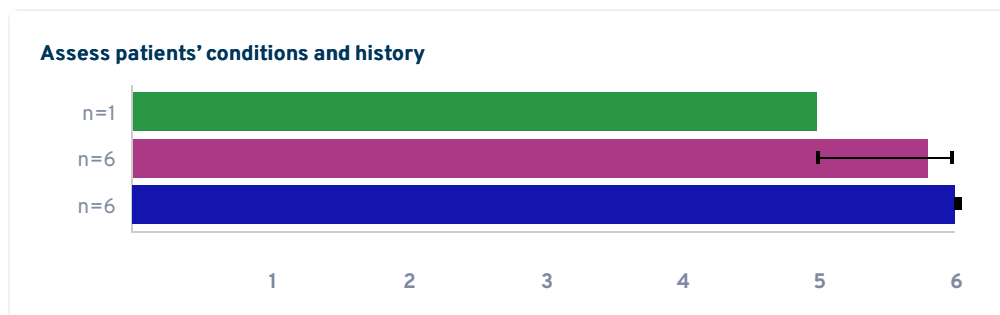
4. RANGE: The black line through each bar represents the range of ratings given by the rater category for that question.

Domain 1: Knowledge, Skills and Performance

Summary of Domain



Using the following scale, how effectively do you...



Domain 1: Knowledge, Skills and Performance continued

Maintain good medical practice



Pass on information to colleagues when handing over the care of a patient



Apply the skills, attributes, and practice of a competent teacher/trainer



Take part in regular and systematic audit



Consult colleagues, or refer patients to colleagues, when appropriate

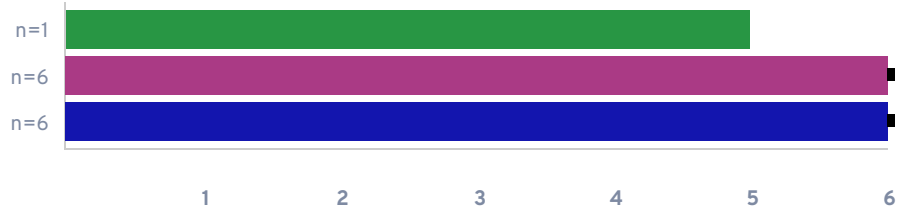


Support patients in caring for themselves

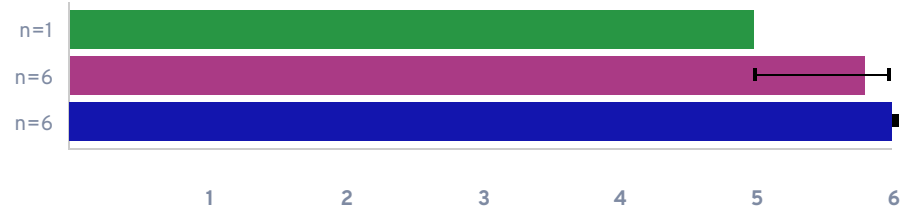


Domain 1: Knowledge, Skills and Performance continued

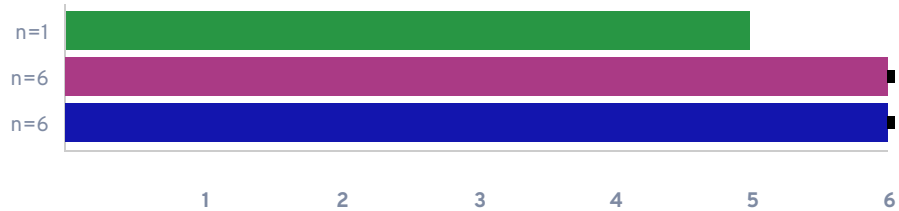
Keep accurate patient records



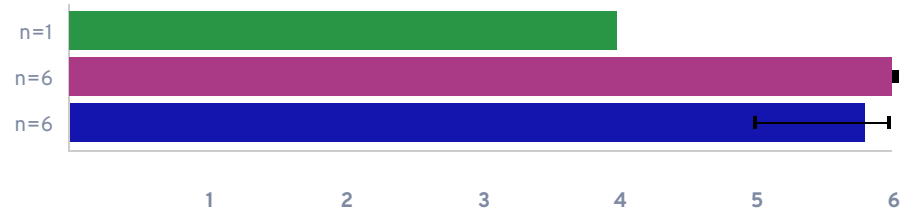
Manage others effectively



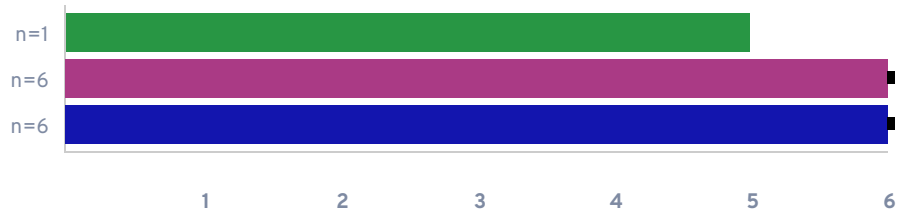
Keep up to date with latest guidelines and developments



Identify opportunities for research



Offer remote/alternative consultations



Domain 1: Knowledge, Skills and Performance

Ratings Distribution Table

	Rater category	1	2	3	4	5	6	CC
Assess patients' conditions and history	Self					1		
	Support/Junior					1	5	
	Peer						6	
Provide clinical care	Self					1		
	Support/Junior						6	
	Peer						6	
Maintain good medical practice	Self					1		
	Support/Junior					1	4	1
	Peer						6	

Domain 1: Knowledge, Skills and Performance continued

	Rater category	1	2	3	4	5	6	CC
Pass on information to colleagues when handing over the care of a patient	Self					1		
	Support/Junior				1		5	
	Peer						6	
Apply the skills, attributes, and practice of a competent teacher/trainer	Self					1		
	Support/Junior						5	1
	Peer						5	1
Take part in regular and systematic audit	Self					1		
	Support/Junior					1	4	1
	Peer						4	2
Consult colleagues, or refer patients to colleagues, when appropriate	Self					1		
	Support/Junior						6	
	Peer						6	

Domain 1: Knowledge, Skills and Performance continued

	Rater category	1	2	3	4	5	6	CC
Support patients in caring for themselves	Self					1		
	Support/Junior				1		4	1
	Peer						5	1
Keep accurate patient records	Self					1		
	Support/Junior						6	
	Peer						6	
Manage others effectively	Self					1		
	Support/Junior					1	5	
	Peer						6	
Keep up to date with latest guidelines and developments	Self					1		
	Support/Junior						6	
	Peer						6	

Domain 1: Knowledge, Skills and Performance continued

	Rater category	1	2	3	4	5	6	CC
Identify opportunities for research	Self				1			
	Support/Junior						4	2
	Peer					1	5	
Offer remote/alternative consultations	Self					1		
	Support/Junior						5	1
	Peer						5	1

Domain 1: Knowledge, Skills and Performance

Comments

	Does well	Could do differently
Self	Provide good clinical care	Try not to take on so much
Support/Junior	Dr Premini Mahendra demonstrates consistently high clinical standards, combining deep specialist knowledge with calm, reliable decision-making that strengthens patient safety and team performance. She is an experienced mentor who explains complex concepts clearly, supports junior colleagues with patience, and role-models professionalism in every interaction. Her breadth of experience, steady judgement, and commitment to developing others make her an invaluable senior clinician within the service.	NA
Support/Junior	Dr Mahendra is an extremely competent consult. She demonstrates excellent patient care	Not sure
Support/Junior	I find Prem to be very approachable to patients or colleagues, she goes out of her way to ask new members of the team their name & how they are settling in. she is very caring with her patients, telling them openly & honestly what their illness & treatment entails. i have worked with her for many years & have always been able to approach her without any fear of rebuff.	
Support/Junior	Dr Mahendra is extremely competent, caring and thorough in her work. The patient always comes first in her practice and goes out of her way consistently to provide the best care. She is always thoughtful and helpful with her colleagues and is a pleasure to work for. Dr Mahendra listens to all, and ensures that everything is explained to the patient in detail in a way they can understand. Her dedication to her work is admirable and never goes unnoticed. I would recommend her as the first port of call to anyone enquiring.	Nothing to add.

Domain 1: Knowledge, Skills and Performance continued

Comments

	Does well	Could do differently
Support/Junior	Dr Premini Mahendra consistently demonstrates a high level of clinical knowledge and professional competence in her practice. She applies evidence-based medicine effectively and shows excellent clinical judgement when assessing, diagnosing and managing patients. Her ability to interpret clinical information, investigations and presenting symptoms enables her to make safe and timely decisions, ensuring patients receive appropriate care. Dr Mahendra maintains a patient-centred approach and communicates complex medical information in a clear and accessible manner. She takes the time to explain diagnoses, treatment options and management plans, allowing patients to participate in decisions about their care. Her calm and reassuring manner helps to build trust and confidence among patients and colleagues alike. She demonstrates strong leadership within the multidisciplinary team and is always approachable for advice and support. Dr Mahendra willingly shares her knowledge and experience, creating valuable learning opportunities for junior doctors, nurses and other healthcare professionals. She encourages collaborative working and promotes a culture of continuous learning and professional development. In challenging clinical situations, Dr Mahendra remains composed and focused, prioritising patient safety while maintaining high standards of care. She is thorough in her assessments and pays close attention to detail, ensuring that risks are identified and managed appropriately. Her	Dr Premini Mahendra is a highly competent and knowledgeable clinician who consistently delivers safe and effective patient care. One area for further development could be continuing to delegate responsibilities where appropriate to support the development and confidence of other team members. Given her extensive expertise, colleagues often look to her for guidance, and increased delegation could provide additional learning opportunities for junior staff while helping to optimise team efficiency. Dr Mahendra could also continue to expand opportunities for sharing her clinical knowledge through structured teaching sessions, case discussions and multidisciplinary learning events. Her experience and insight are highly valued, and further involvement in educational activities could benefit the wider team and contribute to ongoing professional development across the department. As healthcare systems continue to evolve, maintaining engagement with service improvement projects and innovation initiatives may further enhance patient pathways and the overall patient experience. Dr Mahendra already demonstrates strong leadership qualities, and increased involvement in quality improvement work could help drive positive change at both departmental and organisational levels. These suggestions are intended as opportunities for continued professional growth rather than concerns regarding performance, as Dr Mahendra remains a respected clinician who consistently demonstrates professionalism
Peer	Remains up to date in a wide theatre of practice and is also comfortable seeking advice from others at the edges of that practice. Trsted to provide incisive decisions and best care.	

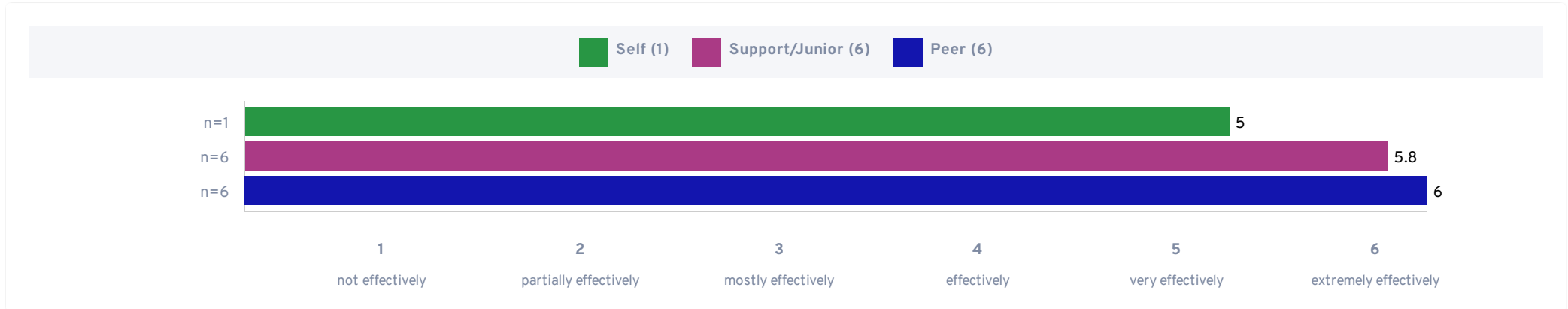
Domain 1: Knowledge, Skills and Performance continued

Comments

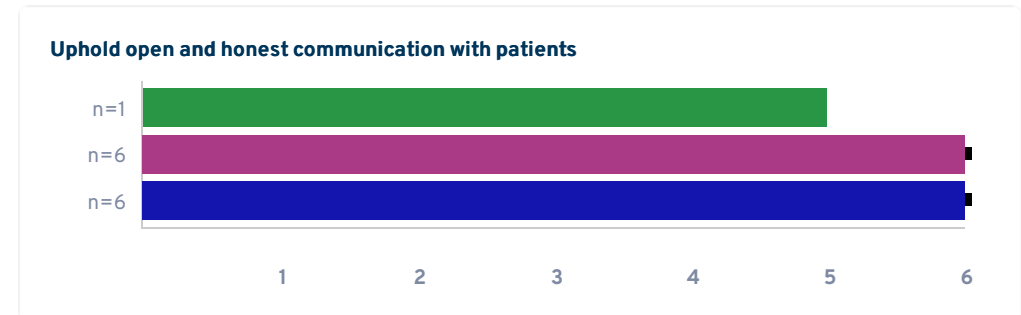
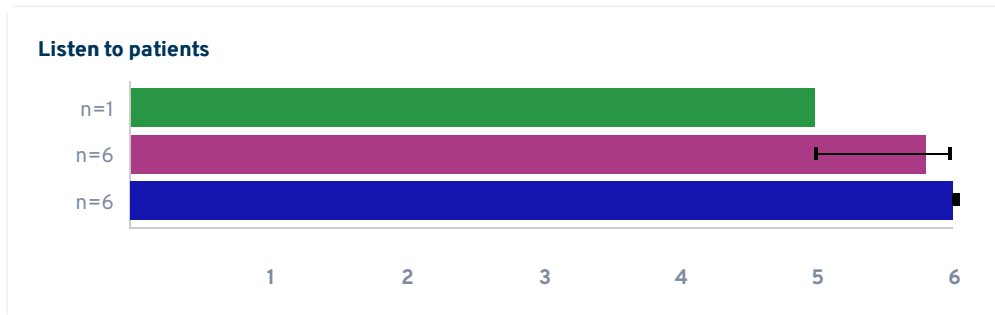
	Does well	Could do differently
Peer	At every level Dr Mahendra can be an example of how a professional should perform. She is relentless at perfection	Nothing
Peer	Superb clinician with decades of clinical wisdom that is effectively applied. Superb in communication and clinical record keeping. Very up to date with clinical innovation.	No concerns.
Peer	Prem is one of the most organised clinicians I work with. She has excellent knowledge and skills. Prem is very thorough, she communicates very clearly and is always on hand to offer advice and guidance when needed.	n/a
Peer	Prem has immense knowledge and experience in Haematology and Stem Cell Transplantation and gives the best consultant care I have ever witnessed throughout my career. She is thorough, provides patient-centred care, applies up to date knowledge and treatment plans. She is very approachable and I learn a lot from Prem just by listening to her speak to patients and families.	N/A

Domain 2: Patients, Partnership and Communication

Summary of Domain

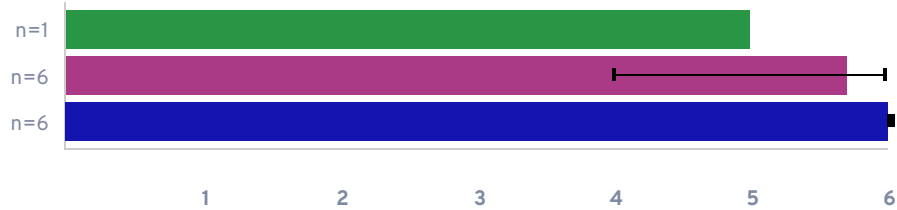


Using the following scale, how effectively do you...

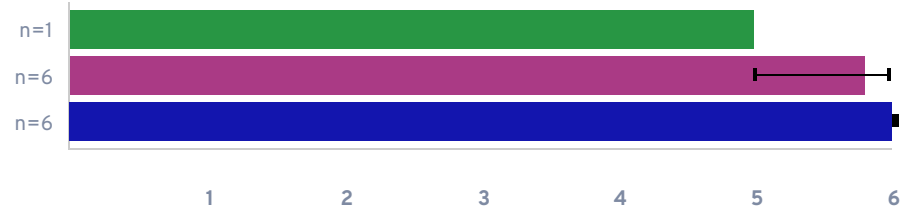


Domain 2: Patients, Partnership and Communication continued

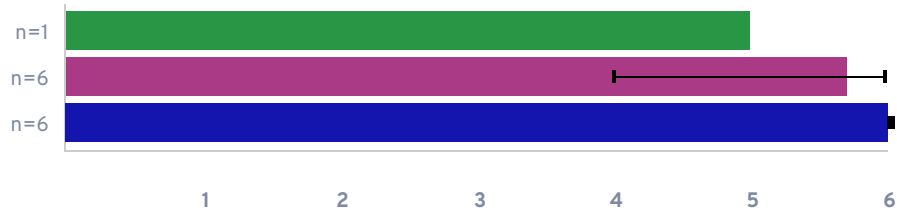
Involve patients in decisions about their treatment and care



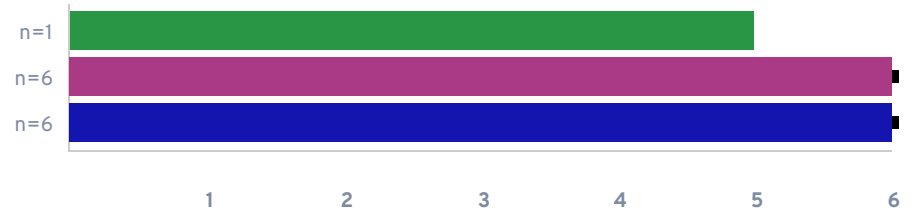
Treat patients with respect, dignity, and fairness



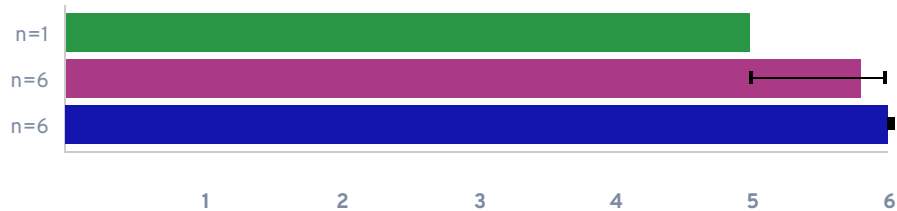
Communicate sensitively and considerately



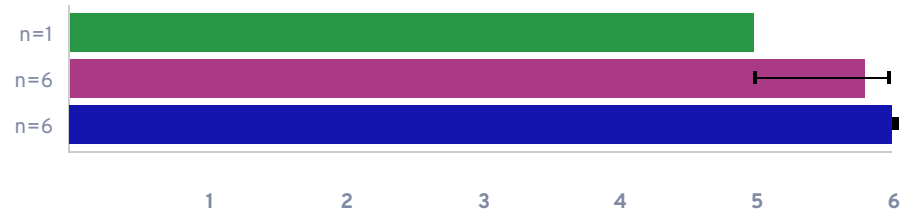
Provide clear, accurate and up to date information to patients



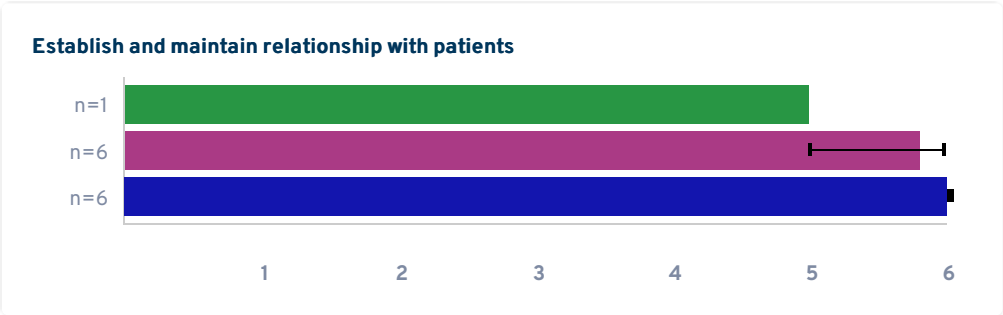
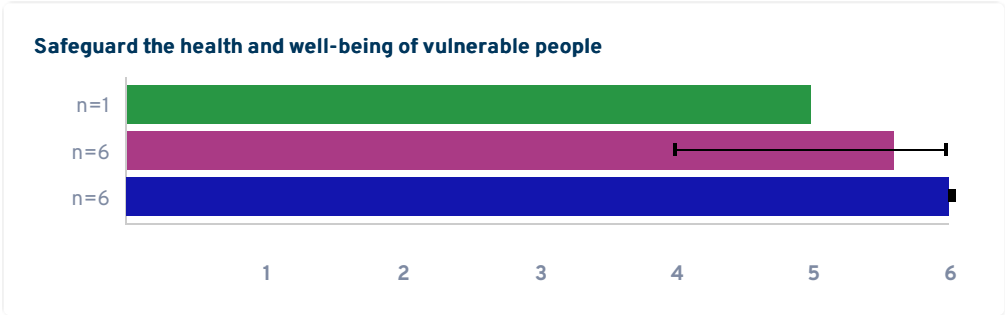
Check patients' understanding of information provided



Take appropriate action when patients are at risk



Domain 2: Patients, Partnership and Communication continued



Domain 2: Patients, Partnership and Communication

Ratings Distribution Table

	Rater category	1	2	3	4	5	6	CC
Listen to patients	Self					1		
	Support/Junior					1	5	
	Peer						5	1
Uphold open and honest communication with patients	Self					1		
	Support/Junior						6	
	Peer						5	1
Involve patients in decisions about their treatment and care	Self					1		
	Support/Junior				1		5	
	Peer						5	1

Domain 2: Patients, Partnership and Communication continued

	Rater category	1	2	3	4	5	6	CC
Treat patients with respect, dignity, and fairness	Self					1		
	Support/Junior					1	5	
	Peer						5	1
Communicate sensitively and considerately	Self					1		
	Support/Junior				1		5	
	Peer						5	1
Provide clear, accurate and up to date information to patients	Self					1		
	Support/Junior						6	
	Peer						5	1
Check patients' understanding of information provided	Self					1		
	Support/Junior					1	4	1
	Peer						5	1

Domain 2: Patients, Partnership and Communication continued

	Rater category	1	2	3	4	5	6	CC
Take appropriate action when patients are at risk	Self					1		
	Support/Junior					1	4	1
	Peer						5	1
Safeguard the health and well-being of vulnerable people	Self					1		
	Support/Junior				1		4	1
	Peer						5	1
Establish and maintain relationship with patients	Self					1		
	Support/Junior					1	5	
	Peer						5	1

Domain 2: Patients, Partnership and Communication

Comments

	Does well	Could do differently
Self	Communicate well with patients and staff	Listen more.
Support/Junior	Dr Prem builds exceptionally strong therapeutic relationships with patients through her calm presence, clear explanations, and genuine empathy. She communicates complex information in a way that patients and families can understand, ensuring they feel informed, supported, and involved in decisions about their care. Colleagues consistently observe her ability to de-escalate anxiety, create trust, and maintain dignity in difficult conversations. She also works collaboratively with the wider MDT, listening actively, valuing others' input, and fostering a culture of respectful partnership that enhances patient experience and continuity of care	NA
Support/Junior	Dr Mahendra is very much focused on patient care	Not sure
Support/Junior	Dr Mahendra is very clear with communication, both verbally and in written form	
Support/Junior	Excellent patient focused communication. Dr Mahendra will never rush a patient / consultation and will always ensure the patient is comfortable.	Nothing to add

Domain 2: Patients, Partnership and Communication continued

Comments

	Does well	Could do differently
Support/Junior	Dr Premini Mahendra consistently demonstrates excellent communication skills and places patients at the centre of her practice. She establishes strong therapeutic relationships with patients by listening carefully to their concerns, showing empathy, and ensuring they feel respected and valued throughout their care journey. Her approachable and compassionate manner helps patients feel comfortable discussing sensitive issues and contributes to a positive healthcare experience. Dr Mahendra communicates clinical information clearly and effectively, tailoring her explanations to meet the individual needs and level of understanding of each patient. She ensures that patients and their families are fully informed about diagnoses, treatment options, and care plans, enabling them to participate meaningfully in decisions about their health. She actively encourages questions and checks understanding, helping patients make informed choices regarding their care. She works collaboratively with colleagues across multidisciplinary teams, promoting open communication and mutual respect. Her ability to build positive professional relationships contributes to effective teamwork and supports the delivery of coordinated, patient-centred care. She values the contributions of all team members and fosters an environment where individuals feel comfortable sharing concerns and ideas. Dr Mahendra demonstrates a strong commitment to equality, diversity, and inclusion, treating all patients with dignit	Dr Premini Mahendra is a highly effective communicator who builds strong relationships with patients and colleagues. As part of her ongoing professional development, she could further enhance her already positive impact by creating additional opportunities to gather and act upon patient feedback. This may help identify areas where communication processes and patient experiences can be improved even further. Given her busy clinical role, Dr Mahendra could also consider dedicating more time to formal patient education initiatives, ensuring that patients are equipped with the knowledge and resources needed to manage their health confidently after consultations. Expanding the use of written information, signposting to support services, and reinforcing key messages may further improve patient understanding and engagement. Within multidisciplinary teams, Dr Mahendra already promotes collaborative working however, she could continue to support and empower colleagues by encouraging wider participation during discussions and decision-making processes. This may provide additional opportunities for team learning and strengthen shared ownership of patient care plans. As healthcare becomes increasingly diverse, continuing to develop innovative approaches to communication with patients from different cultural, linguistic, and social backgrounds could further enhance accessibility and inclusivity. Exploring new methods of patient engagement may help ensure that all patients receive info
Peer	I am unable to comment on this domain as I have not observed Prem's interactions with patients.	I am unable to comment on this domain as I have not observed Prem's interactions with patients.
Peer	Her communication skills are impeccable. She gets to the point quickly	Nothing

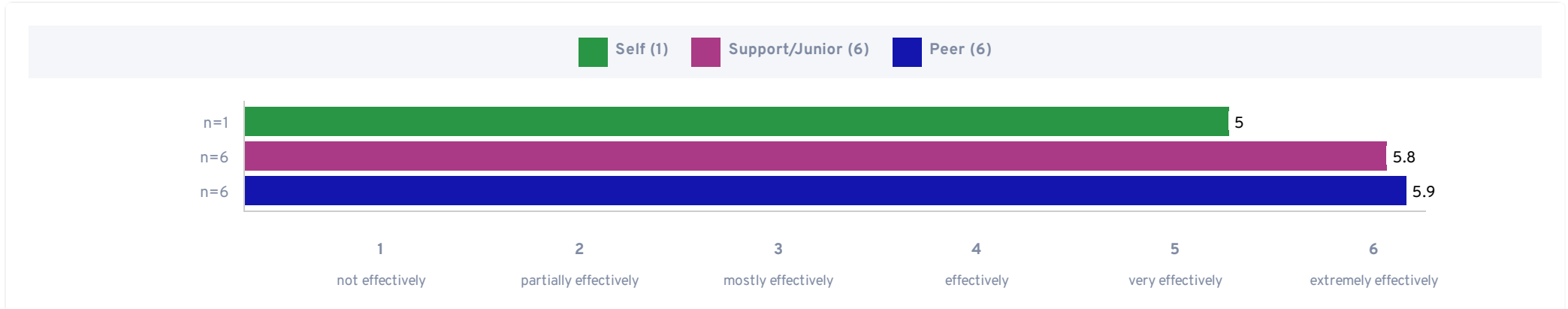
Domain 2: Patients, Partnership and Communication continued

Comments

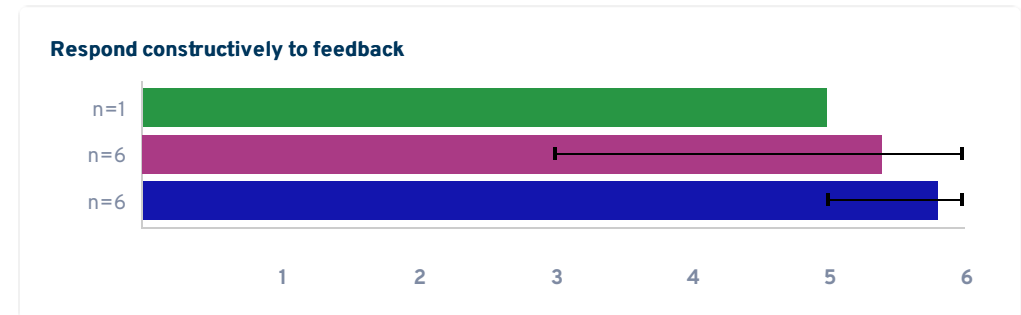
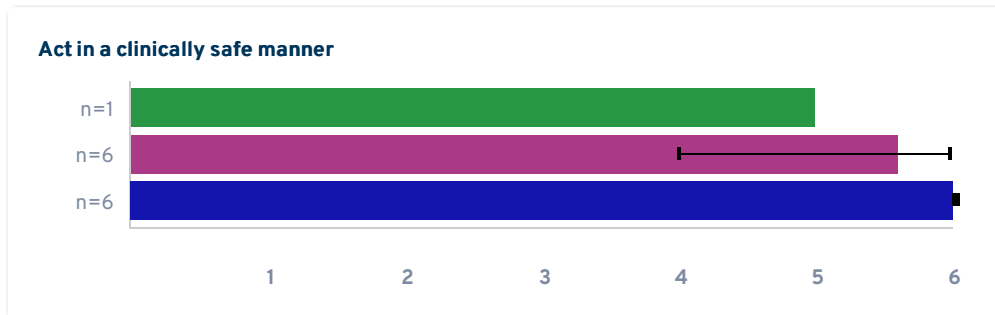
	Does well	Could do differently
Peer	Arguably the most respected haematology clinician at QE. Excellen patient relationships and very clear communicator. Caring and respectful.	No concerns.
Peer	Dr Mahendra has excellent communication skills. Both written and verbal. She works in collaboration with patients and colleagues alike. She takes time to explain things to patients and ensure they understand.	n/a
Peer	Communicates very clearly and effectively and always does a clear and in depth clinic letter after each consultation so patients and families are involved in their care	N/A
Peer	Prem puts her pts care and communication at such a high standard Investing time and energy in to every individual pt/ family Compassionate in the way she delivers all pts care	

Domain 3: Colleagues, Culture and Safety

Summary of Domain

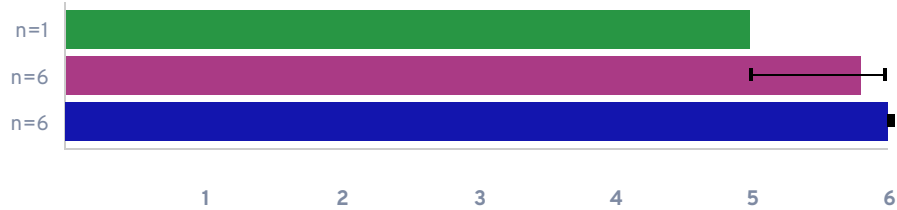


Using the following scale, how effectively do you...

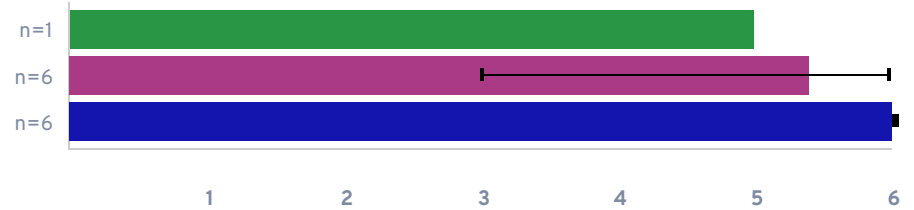


Domain 3: Colleagues, Culture and Safety continued

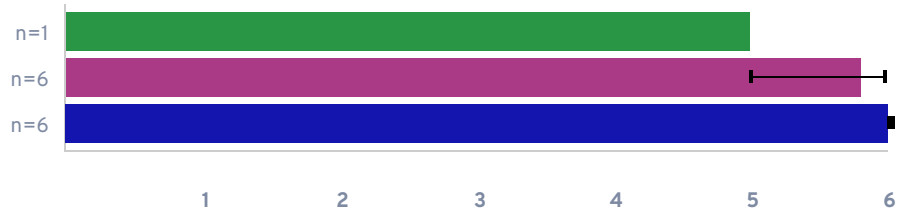
Comply with risk management and clinical governance procedures



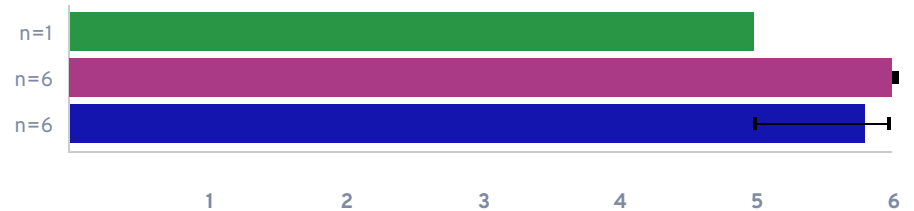
Follow infection control procedures



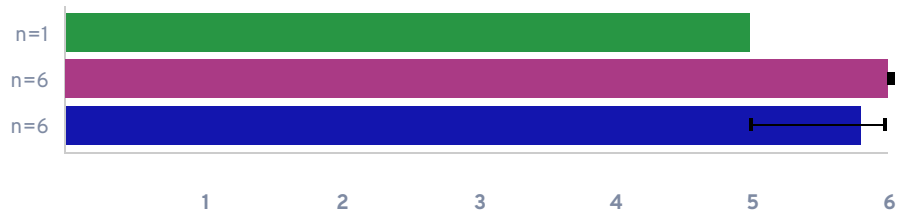
Make sure that all staff for whose performance he/she is responsible for are properly supervised



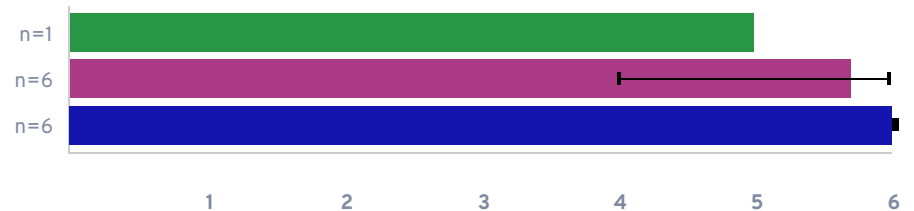
Show respect for colleagues



Communicate effectively with staff

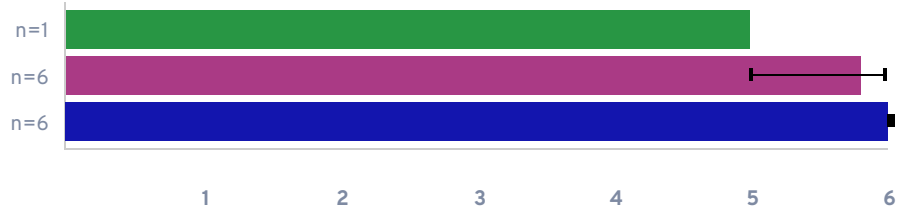


Give praise where appropriate

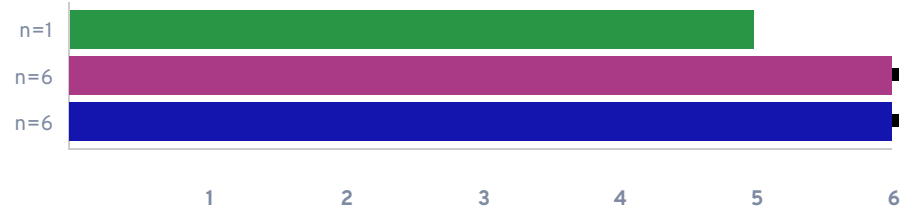


Domain 3: Colleagues, Culture and Safety continued

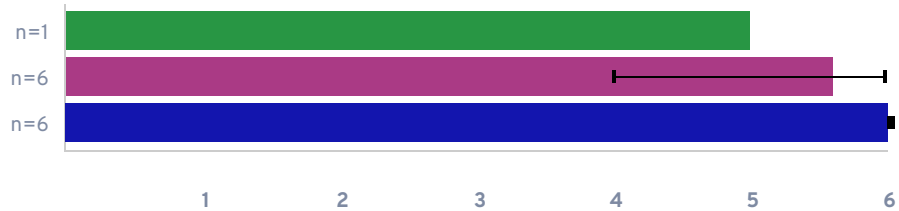
Provide effective leadership



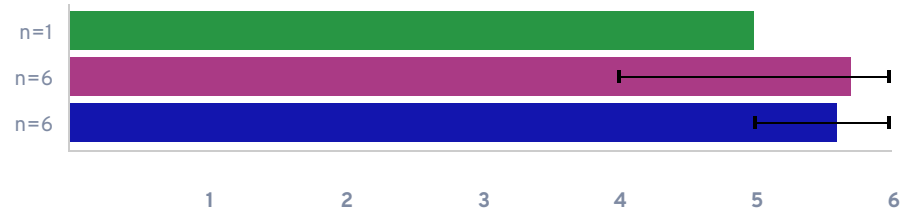
Encourage colleagues to contribute to discussions



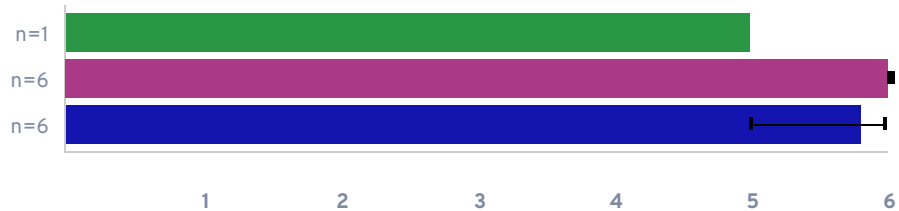
Encourage colleagues to communicate effectively with one another



Takes care of own health and wellbeing



Delegates safely and appropriately



Domain 3: Colleagues, Culture and Safety

Ratings Distribution Table

	Rater category	1	2	3	4	5	6	CC
Act in a clinically safe manner	Self					1		
	Support/Junior				1		4	1
	Peer						6	
Respond constructively to feedback	Self					1		
	Support/Junior			1			4	1
	Peer					1	5	
Comply with risk management and clinical governance procedures	Self					1		
	Support/Junior					1	4	1
	Peer						6	

Domain 3: Colleagues, Culture and Safety continued

	Rater category	1	2	3	4	5	6	CC
Follow infection control procedures	Self					1		
	Support/Junior			1			4	1
	Peer						5	1
Make sure that all staff for whose performance he/she is responsible for are properly supervised	Self					1		
	Support/Junior					1	4	1
	Peer						5	1
Show respect for colleagues	Self					1		
	Support/Junior						6	
	Peer					1	5	
Communicate effectively with staff	Self					1		
	Support/Junior						6	
	Peer					1	5	

Domain 3: Colleagues, Culture and Safety continued

	Rater category	1	2	3	4	5	6	CC
Give praise where appropriate	Self					1		
	Support/Junior				1		5	
	Peer						6	
Provide effective leadership	Self					1		
	Support/Junior					1	4	1
	Peer						6	
Encourage colleagues to contribute to discussions	Self					1		
	Support/Junior						4	2
	Peer						6	
Encourage colleagues to communicate effectively with one another	Self					1		
	Support/Junior				1		4	1
	Peer						6	

Domain 3: Colleagues, Culture and Safety continued

	Rater category	1	2	3	4	5	6	CC
Takes care of own health and wellbeing	Self					1		
	Support/Junior				1		5	
	Peer					2	3	1
Delegates safely and appropriately	Self					1		
	Support/Junior						5	1
	Peer					1	5	

Domain 3: Colleagues, Culture and Safety

Comments

	Does well	Could do differently
Self	Listen to contribution from all colleagues, patient safety is always central to what I deliver	Continue to participate and contribute to wider team
Support/Junior	Dr Prem is a highly respected senior colleague who fosters a calm, supportive, and safe working environment. She is consistently approachable, encourages open communication, and creates psychological safety that allows junior staff to ask questions and escalate concerns without hesitation. Her leadership style is collaborative and steady, helping the team navigate complex clinical situations with clarity and confidence. She role-models professionalism, promotes shared responsibility for patient safety, and contributes positively to team culture through her reliability, kindness, and willingness to guide others.	NA
Support/Junior	Dr Mahendra treats all colleagues with respect and kindness	Not sure
Support/Junior	Dr Mahendra is a pleasure to work alongside with. She always focuses on the team, and encourages everyone to play a part in the patients care. Very respectful and lovely to be around.	Nothing to add

Domain 3: Colleagues, Culture and Safety continued

Comments

	Does well	Could do differently
Support/Junior	Dr Premini Mahendra consistently promotes a positive, supportive, and safety-focused working environment. She demonstrates strong leadership qualities and is highly respected by colleagues across the multidisciplinary team. She fosters a culture of openness and collaboration, encouraging staff to share concerns, seek advice, and contribute to patient care decisions. Her approachable manner ensures that team members feel supported and valued, which contributes positively to morale and teamwork. Dr Mahendra places patient safety at the forefront of her practice and consistently demonstrates sound clinical judgement when managing complex situations. She remains calm under pressure and leads by example, ensuring that clinical standards are maintained and that appropriate actions are taken to minimise risks to patients. Her commitment to safe practice helps create confidence among colleagues and promotes high-quality care. She actively supports learning and development within the team by sharing her knowledge, providing guidance, and mentoring colleagues when needed. She encourages reflection and learning from clinical experiences, helping to strengthen the team's overall performance and safety awareness. Her willingness to support junior staff contributes to a culture of continuous improvement and professional growth. Dr Mahendra works effectively with colleagues from different professional backgrounds and values the contributions of all members of the healthcare team. She dem	Dr Premini Mahendra is a highly respected clinician who demonstrates a strong commitment to teamwork, patient safety, and fostering a positive workplace culture. As part of her ongoing professional development, she could further enhance her leadership impact by continuing to create opportunities for colleagues at all levels to take on greater responsibility and contribute to service development initiatives. This could help further empower team members and support succession planning within the department. Given her extensive clinical experience and knowledge, Dr Mahendra could also increase her involvement in formal mentorship, coaching, and leadership development activities. Sharing her expertise through structured teaching sessions, case reviews, and reflective practice discussions may further strengthen the skills and confidence of colleagues across the multidisciplinary team. She may also consider leading or becoming more involved in quality improvement and patient safety projects that focus on system learning and service enhancement. Her clinical insight and leadership skills place her in an excellent position to support initiatives that improve patient outcomes and staff experiences. As healthcare environments continue to evolve, further engagement with staff wellbeing initiatives and opportunities to promote resilience within teams may provide additional benefits. Encouraging open discussions around wellbeing, workload pressures, and learning from incidents can help
Peer	A natural leader and appears to enjoy leadership rather than simply coerced into the role as so many are in the NHS. This makes Prem effective in her leadership duties and buys trust in others.	Always keen to get the job done, not a criticism, but a fine line to tread in allowing sufficient airtime for others to express their opinions.

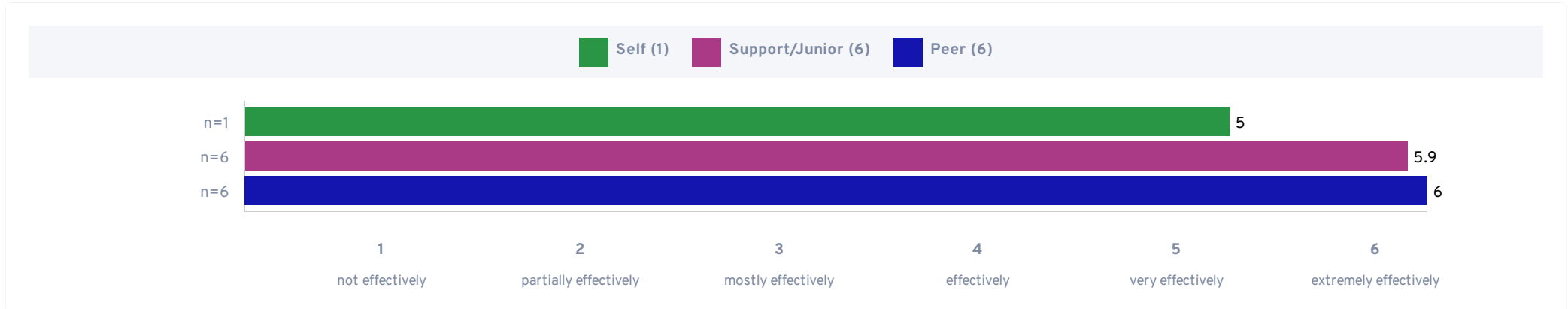
Domain 3: Colleagues, Culture and Safety continued

Comments

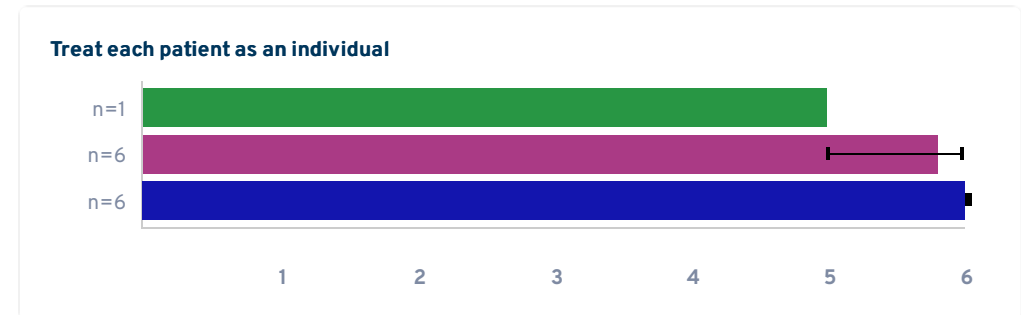
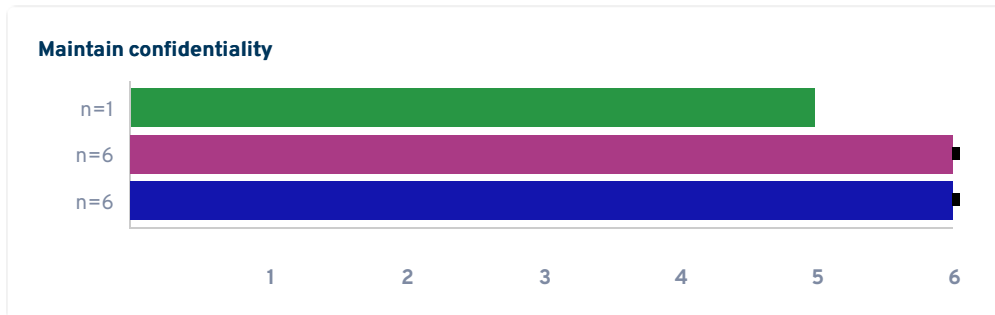
	Does well	Could do differently
Peer	This continues from the patient communication. Her communication is precise and gets the gist in effectively. There is no doubt or ambiguity.	Nothing
Peer	Held in enormous regard by colleagues. Probity, openness and communication is beyond reproach.	Ensure that unselfish caring for others does not impact on her own well being.
Peer	Dr Mahendra is a very respected and valued member of the MDT. She treats colleagues with courtesy and respect. She offers praise when appropriate and always offer support to colleague when needed.	
Peer	Prem is so lovely to work with - always checks in on everyone and has their best interests at heart	N/A
Peer	Prem is an excellent role model Putting her teams safety first at all times She recognises when sources and staff are stretched fighting the teams and individual Corner to the higher management level Prem has the upmost respect for her colleagues Putting there safety first at all times	

Domain 4: Trust and Professionalism

Summary of Domain

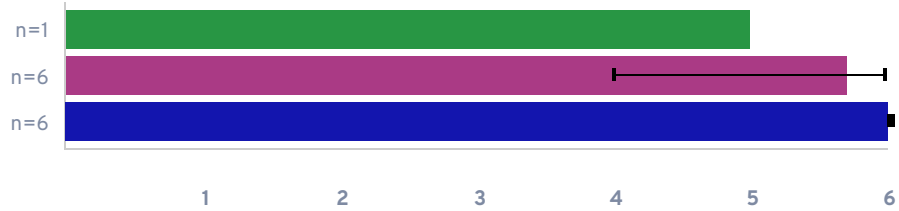


Using the following scale, how effectively do you...

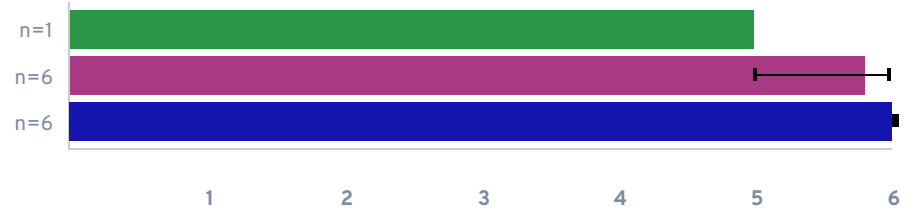


Domain 4: Trust and Professionalism continued

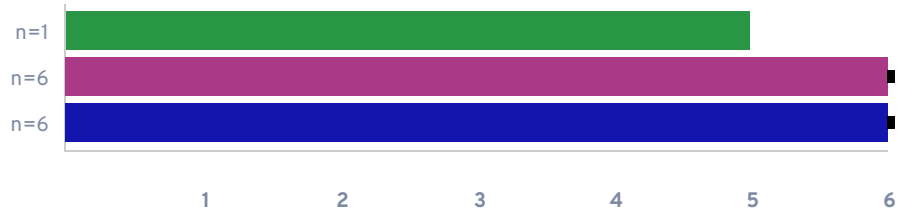
Respond to patients' complaints and suggestions



Maintain professional boundaries



Communicate professionally both privately and publicly



Domain 4: Trust and Professionalism

Ratings Distribution Table

	Rater category	1	2	3	4	5	6	CC
Maintain confidentiality	Self					1		
	Support/Junior						6	
	Peer						6	
Treat each patient as an individual	Self					1		
	Support/Junior					1	5	
	Peer						5	1
Respond to patients' complaints and suggestions	Self					1		
	Support/Junior				1		5	
	Peer						5	1

Domain 4: Trust and Professionalism continued

	Rater category	1	2	3	4	5	6	CC
Maintain professional boundaries	Self					1		
	Support/Junior					1	5	
	Peer						6	
Communicate professionally both privately and publicly	Self					1		
	Support/Junior						6	
	Peer						6	

Domain 4: Trust and Professionalism

Comments

	Does well	Could do differently
Self	Maintain what I do	Continue to deliver as I do
Support/Junior	Dr Prem consistently demonstrates the highest standards of integrity, professionalism, and accountability. She is dependable, transparent in her decision-making, and maintains a calm, measured approach even in high-pressure clinical situations. Colleagues trust her judgement because she is thorough, fair, and always acts in the best interests of patients and the service.	NA
Support/Junior	Dr Mahendra conducts herself with professionalism at all times	No sure
Support/Junior	Incredibly professional whilst still showing compassion and kindness. Dr Mahendra respects all which enables everyone to feel safe.	Nothing to add

Domain 4: Trust and Professionalism continued

Comments

	Does well	Could do differently
Support/Junior	Dr Premini Mahendra consistently demonstrates the highest standards of professionalism and integrity in her clinical practice. She acts with honesty, fairness, and respect in all interactions with patients, colleagues, and members of the multidisciplinary team. Her conduct reflects the values and principles expected of a senior medical professional and contributes significantly to maintaining trust within the workplace. Dr Mahendra is reliable, accountable, and committed to delivering high-quality patient care. She consistently acts in the best interests of her patients, ensuring that care is safe, ethical, and patient-centred. She recognises the importance of maintaining confidentiality and handles sensitive information with discretion and professionalism at all times. She demonstrates a strong commitment to professional standards and governance requirements, adhering to organisational policies, clinical guidelines, and regulatory expectations. She takes responsibility for her decisions and actions and is willing to reflect on practice to support continuous improvement. Her commitment to lifelong learning ensures that her clinical knowledge and skills remain current and aligned with best practice. Dr Mahendra treats all patients and colleagues with dignity, kindness, and respect, regardless of their background, beliefs, or circumstances. She promotes equality, diversity, and inclusion and consistently creates an environment where individuals feel valued and supported. Her	Dr Premini Mahendra consistently demonstrates high levels of professionalism, integrity, and commitment to patient care. As part of her continued professional development, she could further enhance her influence by increasing her involvement in formal mentoring and coaching opportunities for colleagues. Given her wealth of clinical experience and professional credibility, she is well placed to support the development of future clinical leaders within the organisation. Dr Mahendra could also continue to promote reflective practice by sharing learning from challenging cases, audits, and quality improvement initiatives. Encouraging structured reflection within the wider team may further enhance professional development and strengthen a culture of continuous learning and accountability. As healthcare services continue to evolve, Dr Mahendra may benefit from taking on additional leadership roles in organisational development, service improvement, or governance activities. Her experience and professional judgement would provide valuable insight into initiatives aimed at improving patient care, staff experience, and organisational performance. She could also continue to champion staff wellbeing and professional resilience by encouraging open discussions around workplace challenges and supporting colleagues in maintaining a healthy work-life balance. This would further reinforce the positive and supportive culture she already helps to create. These suggestions are intended as opp
Peer	Acts with professionalism, I have no concerns.	
Peer	All aspects of trust maintained. She helps mentors loads of people	
Peer	Exemplar of professional behaviours and probity.	Nil to add

Domain 4: Trust and Professionalism continued

Comments

	Does well	Could do differently
Peer	Dr Mahendra maintains confidentiality at all times. she treats each patient as an individual and takes time to include them in decision making around their care. she communicates in a very professional manner and maintains professional boundaries.	
Peer	Prem is very professional and has a good rapport with her patients and colleagues based on trust	None
Peer	Prem is one of the most professional Caring and compassionate consultant I have ever known and worked with Trust her judgement and decision making to the highest levels	

Professional Integrity

Responses

Rater category	No concerns	Some concerns	Serious concerns
Support/Junior	6		
Peer	6		

Comments

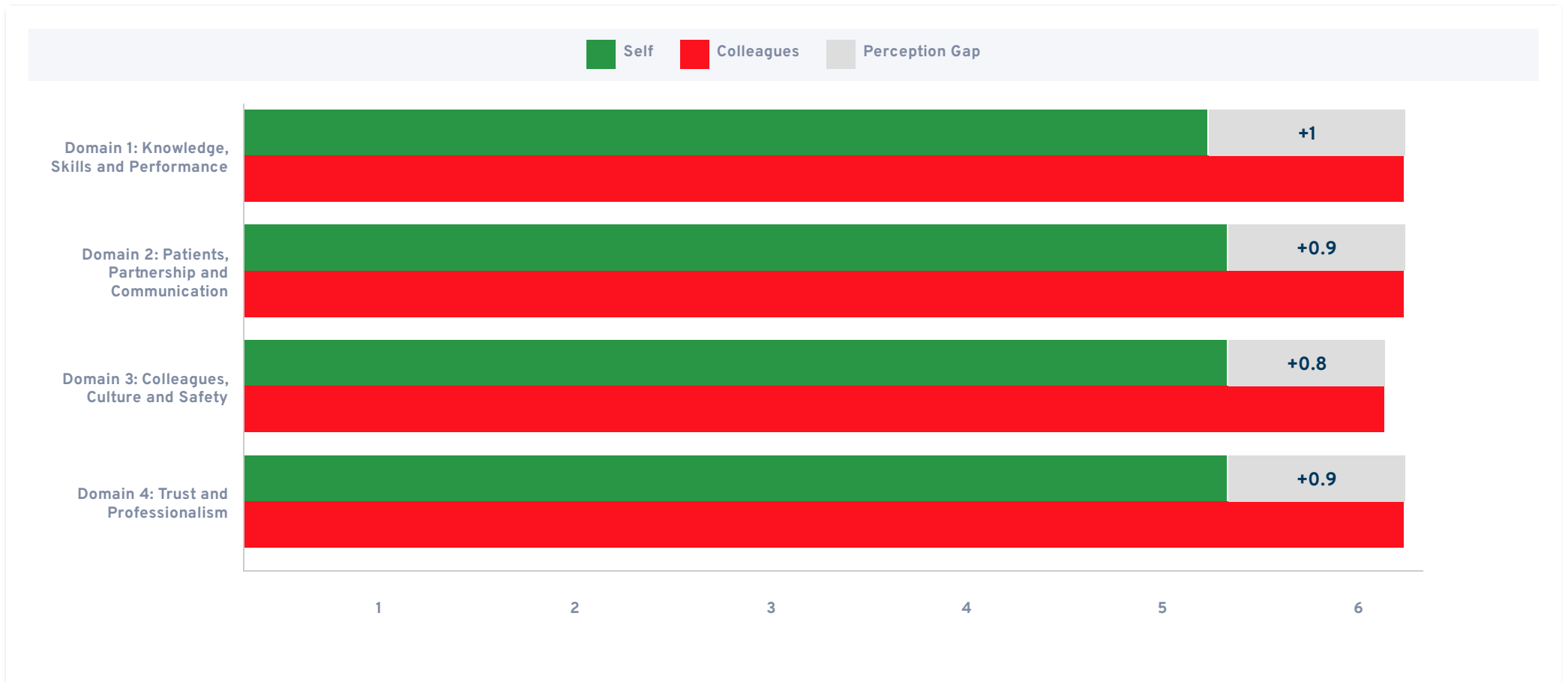
Health

Responses

Rater category	No concerns	Some concerns	Serious concerns
Support/Junior	6		
Peer	6		

Comments

Overall Summary By Domain



Summary Comments - Stop

Self	I do not think I need to stop /change how I deliver care and perform within the team.
Support/Junior	NA
Support/Junior	I cannot think of anything that Dr Mahendra needs to discontinue
Support/Junior	
Support/Junior	
Support/Junior	
Support/Junior	I have no significant concerns regarding Dr Premini Mahendra's professional performance and do not identify any behaviours that she should specifically stop. She consistently demonstrates strong clinical knowledge, professionalism, effective communication, and a commitment to patient safety. To support her continued development, Dr Mahendra may benefit from being mindful of taking on too many responsibilities herself, particularly given her extensive experience and willingness to support colleagues. Further delegation of appropriate tasks and leadership opportunities to other team members could enhance team development while allowing her to focus on strategic and service improvement initiatives. Overall, Dr Mahendra is a highly valued and respected clinician whose practice reflects high professional standards. The focus for future development is on building upon her existing strengths rather than addressing any significant areas of concern.
Peer	Consider the pace of leadership duties and pause to consider if everyone has had sufficient opportunity to express their views.
Peer	Talking about retirement
Peer	Nil

Summary Comments - Stop continued

Peer	
Peer	None
Peer	Do not stop providing excellent care to your patients and team members

Summary Comments - Start

Self	To continue doing the same
Support/Junior	NA
Support/Junior	Not sure
Support/Junior	
Support/Junior	
Support/Junior	
Support/Junior	Dr Premini Mahendra is already a highly skilled and respected clinician who demonstrates excellent clinical knowledge, professionalism, and patient-centred care. To further enhance her professional development, she could consider increasing her involvement in formal mentoring, coaching, and educational activities to support the development of junior colleagues and members of the multidisciplinary team. She may also benefit from taking a greater leadership role in quality improvement, service development, and patient safety projects. Her extensive clinical experience and insight would be valuable in identifying opportunities to improve patient pathways, clinical outcomes, and staff experiences. Additionally, Dr Mahendra could continue to promote reflective practice and shared learning by facilitating case discussions, clinical teaching sessions, and multidisciplinary learning opportunities. This would further strengthen team development and contribute to a culture of continuous improvement. Overall, Dr Mahendra's future development should focus on expanding her already significant contribution beyond direct clinical care into leadership, mentorship, education, and service improvement, where her expertise can have an even greater positive impact on patients, colleagues, and the organisation.
Peer	
Peer	Enjoying the time on hand
Peer	Nil

Summary Comments - Start continued

Peer	
Peer	None
Peer	

Summary Comments - Continue

Self	To continue to deliver high-quality
Support/Junior	NA
Support/Junior	
Support/Junior	
Support/Junior	
Support/Junior	Everything Dr Mahendra does on a daily basis is the gold star example of how a consultant should practice. Please continue the level of dedication, kindness and compassion as it sets an incredible example that many doctors could learn from.
Support/Junior	Dr Premini Mahendra should continue demonstrating the high standards of clinical care, professionalism, and patient-centred practice that consistently benefit both patients and colleagues. She should continue applying her excellent clinical knowledge and judgement to ensure safe, effective, and evidence-based care. Dr Mahendra should continue fostering positive relationships with patients through her compassionate, respectful, and clear communication style. Her ability to involve patients in decisions about their care and provide reassurance in challenging situations is a significant strength and contributes positively to patient experience. She should also continue supporting colleagues and promoting multidisciplinary team working. Her approachable nature, willingness to share knowledge, and readiness to provide guidance help create a supportive learning environment and contribute to a positive workplace culture. Dr Mahendra should continue maintaining her strong commitment to patient safety, professional integrity, and continuous learning. Her leadership, reliability, and dedication to high-quality care make her a valued role model within the organisation. Overall, Dr Mahendra should continue building on her existing strengths in clinical excellence, communication, teamwork, and professionalism, as these qualities have a positive impact on patient outcomes, staff development, and the wider healthcare service.
Peer	Pretty much everything you are currently doing.
Peer	The great work
Peer	A paradigm of professional excellence over many decades that is a credit to the Trust.

Summary Comments - Continue continued

Peer	It is a pleasure to work with Dr Mahendra, she is approachable and supportive. Nothing is ever too much trouble and I value her support as always.
Peer	Continue current way of practice as Prem is an excellent doctor and colleague
Peer	Providing excellent care and continuity to her patients Being a staff advocate for her team members Being an amazing ambassador for the haematology patients she sees



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