

UKPHR Revalidation – Approved Multi-Source Feedback tools

The following tools have been approved by UKPHR to be used by UKPHR Specialists for the purposes of revalidation.

England	Wales	Scotland
*Resource Management Services Ltd (RMS UK 360) currently unavailable but feedback completed before 5th April 2023 using this tool will be accepted for revalidation	Orbit 360 MSF tool	SOAR Appraisal MSF tool (NES Colleague MSF)
*Talent Innovations 'Inspiring Leader' (for those in Leadership and management roles)		PILAT 360
Psychologica 360 (can be used only if your line manager is also selected as a rater)		
*Compass 360		Compass 360
ADPH Future Directors of Public Health programme survey tool		
NHS Healthcare Leadership Model 360 feedback model		
DFID 360 Light MSF tool		
Civil Service 360 provided by YSC consulting		
Developmental Feedback for Leadership and Management Narrative 360 Degree (provided 10 raters are obtained)		
GMC Colleague Feedback report		
Strengthscope Leader 360		
Leadership 360 operated by Northeast Leadership Academy		

* Talent Innovations 'Inspiring Leader' and Compass 360 is available free of charge to those eligible to use SARD, via UK Health Security Agency and are classed as UKHSA recommended tools accessible via SARD. For those not currently eligible (NHS trust, private employed etc) these tools can still be used but at the individual's own cost and personal arrangement with Talent Innovations and Compass 360 – contacts to make this possible can be supplied on request.

Pulse 360 report operated by Worcestershire Acute Hospitals NHS Trust		
EQi360 degree feedback tool provided by NHS England and NHS Improvement (provided feedback from 10 raters are obtained)		
PHE Teams and Leadership 360		
JCI Global 360 degree assessment		
Thomas 360 MSF tool provided by Wiltshire Council		
Real World Group MSF tool		
West Midlands Employers (People & Leadership Solutions 360)		
NIHR Leadership Programme 360 feedback provided by Ashridge Consulting		
ESCI feedback report by Korn Ferry		
Leadership 360 report by Karen Picking Consultancy Limited		
Owning and Driving Performance 360 feedback tool by Nottinghamshire County Council		
Leadership Effective Analysis 360 feedback		
Life Styles Inventory 360 feedback		
London Borough of Enfield 360 feedback		
NICE 360 MSF tool		
Leadership Circle Profile 360		
Solace 360		
NIHR Future Focused Leadership Programme 360 tool		
Clarity 360 MSF tool		
Connected Leader 360 undertaken by Cirrus Connect		
360 Clinical run by Premier IT		
Gatenby Sanderson 360 feedback		

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