

Appraisal & Revalidation April 19 Newsletter



In this edition we will cover:

- ✚ Appraiser reallocations for 19/20
- ✚ Indemnity and Revalidation update
- ✚ Appraiser recruitment – Expressions of Interest

Appraiser reallocations for 19/20

The Appraisals Admin Team have now finalised the Appraiser reallocations for the 19/20 appraisal year, starting from 1st April and running through to the 31st March 20.

Kindly note that the RMS Appraiser allocation notifications for the coming appraisal year will be sent to all Appraisers 120 days before their proposed appraisal due month. At present, all Appraisers having an appraisal up to and including July 19 have been informed of their Appraiser.

Medical indemnity for NHS GPs

All doctors are strongly advised to speak to their indemnity insurance regarding their cover following the introduction of the state backed indemnity scheme to ensure that they are covered for their whole scope of work; as cover for some areas such as minor surgery, joint injections, private reports and any other roles may have changed. Appraisal work for the NHS is covered by the state backed scheme.

For full details on the changes which became effective on 1st April, please access the Clinical Negligence Scheme for General Practice (CNSGP) via this link:

https://resolution.nhs.uk/services/claims-management/clinical-claims/clinical-negligence-scheme-for-general-practice/?utm_medium=email&utm_campaign=Resolution%20Matters%20-%20January%202019&utm_content=Resolution%20Matters%20-%20January%202019+CID_389c2a57a6bf7831e576b1255cd8fd58&utm_source=Email%20marketing%20software&utm_term=read%20more

GP Appraisals Website update

You may notice that our website (www.gpappraisals.uk) has recently been updated. Please take a look and familiarise yourself with the new layout. There are two new documents uploaded on the website for:

'Low Volume of Work' – within the 'FAQ' Section

Note: this relates to 40 or less GP sessions (of 3-4 hours per session) worked over the course of the year, which includes patient contact, either face to face or over the telephone. The form should be completed by the doctor and discussed during the appraisal.

and **'Doctors doing other roles'** (who can't get feedback) – see the SRT in the 'Requirements' Section

MAG form users – please see current version (V2): <http://www.gpappraisals.uk/mag-form.html>

Feedback

We would like to remind you to please complete the feedback form, which is automatically sent to you via RMS after the appraisal has been marked as 'completed'. Having the feedback responses collated on one system ensures that the comments that we receive are anonymised and provide incredibly useful learning to the Appraisers and the Appraisal Team.

If you have any particular issues that you wish to raise following an appraisal, please contact the Appraisal Team directly, as the feedback is anonymous.

Revalidation update

Kindly note the following changes in relation to your Revalidation date:

- If your revalidation is due this year, and the date is close to your appraisal month then your Appraiser may contact you to bring your appraisal forward, ideally so that it is at least 2 months before your revalidation date.

Please also note that your pre-revalidation appraisal must be no more than 365 days before your revalidation date. The Appraisal Admin Team and your Appraiser will be checking to see whether you have undertaken your MSF and PSQ during this revalidation cycle - if not, we will be sending a friendly reminder email to ensure that you complete it before your appraisal takes place.

- The GMC have stated that MSF and PSQ needs to be **collated and validated independently** from anyone in the Practice, and must meet GMC requirements. All MSF and PSQ now needs to be discussed **at an appraisal** (and not outside as previously accepted). Kindly ensure that all MSF and PSQ reports and reflections are included within the appraisal summary, or can be uploaded separately onto the RMS alongside the summary by your Appraiser.

Mandatory training – CQC update

We have recently been asked by several GPs about the current mandatory training requirements. Please find below a link to the latest CQC Guidance, for your information:

<https://www.cqc.org.uk/guidance-providers/gps/nigels-surgery-70-mandatory-training-considerations-general-practice>

Staying safe – resource update

Dr Andrew Tresidder, one of our Appraisers and our lead for GP Health, has asked if we could share this link: www.stayingsafe.net.

Andrew has been working with his colleagues on developing this useful tool, which provides a supportive resource for those doctors who may be experiencing suicidal thoughts.

Attending appraisals at South Plaza in Bristol

Calling all GPs who attend appraisals at the South Plaza Office in Bristol

Please note that due to the signing in procedure at the main reception desk, you may not be allowed access unless you can be escorted up to the meeting rooms by one of the Medical Directorate Team. Although we notify our South Plaza colleagues when we make the room booking, it may be helpful for you to note that Gemma Beasor has kindly offered to 'meet and greet' our Appraisers and Appraisees (or to nominate a team member), and she can be reached on: 0113 825 3340 upon your arrival.

Safeguarding Training update

We have been advised that for e-learning (Level 2) you should please use these links:

<https://portal.e-lfh.org.uk/> or
http://www.skillsforhealth.org.uk/?gclid=EAlalQobChMIo8r2zZHI4AIVxbztCh2XIATWEAAYASAAEgJzRfD_BwE

Kindly note that Locums may have to pay a small license fee to access but it should be seen as a core part of their annual CPD.

Level 3 safeguarding training is accessible via Local Safeguarding Boards - please make direct contact with them (easiest way is just to Google the local area safeguarding board and they usually have a learning and training page). All safeguarding training content should be matched to the nationally agreed training competency frameworks. Level 1 e-learning tends to be around 30 mins, Level 2 is usually 1-2 hours e-learning and Level 3 tends to be a full day multi-agency, face to face and it is separate for adults and children, but not required annually. Please note that the guidelines regarding child safeguarding were updated in January 2019. The GP Appraisals website gives the current requirements and further information can be accessed at:
<http://www.gpappraisals.uk/safeguarding-children.html>

Clarity Toolkit - update

Please find below a statement released by the Clarity Customer Services Team, for your information:

"To fall in line with current recommendations by NHS England regarding the mapping of GMP domains to appraisal evidence, we will be removing the GMP domains tab from all evidence types on 27/02/2019. NHS England requires that all appraisals providers produce documentation which matches MAG4 and encourages modelling of appraisal products to replicate MAG4 as closely as possible in both layout and function.

NHS England "encourages providers to avoid embellishment of their appraisal vehicles with unnecessary processes. Examples of these include mapping of items of supporting information to domains and attributes of Good Medical Practice (this was shown in piloting to be unnecessary)".

Removing this unnecessary process will streamline the appraisal form, improving the experience of appraisees".

Responsible Officer

Please note that your Responsible Officer is Dr Caroline Gamlin.

Medical Appraisal Team Contact Details

Appraisal Lead

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Tamsin Wall - 0113 824 9026 Steph Wood - 0113 807 0964

Website Link:

Useful appraisal and revalidation information can be found on <http://www.gpappraisals.uk/>

For any performance concerns, please contact:

Deputy Medical Director

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Head of Professional Performance

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Programme Manager for Performance

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Appraiser recruitment – Expressions of Interest

NHS England are seeking Expressions of Interest to become a Medical Appraiser within NHS England Southwest (South Gloucester, Bristol, Somerset, Devon and Cornwall and the isles of Scilly), working within a local geographical location.

We are recruiting for the following areas, and are looking for new appraisers who are willing to travel and are flexible with their available time to appraise:

- Bristol - 4 appraisers required
- Ilfracombe/Barnstaple/Minehead/Bideford/Weston Super Mare - 2 appraisers required
- Torbay/Plymouth - 3 appraisers required
- Falmouth/Fowey - 2 appraisers required

The role of Medical Appraiser is to appraise General Practitioners in accordance with NHS England Medical Appraisal Policy (<http://www.england.nhs.uk/revalidation/appraisers/app-pol/>), specifically:

- To carry out appraisals in accordance with GMC guidance and the Revalidation Support Team Medical Appraisal Guide
- To ensure that the appraisal covers the whole scope of doctors' practice
- To review progress against the previous years' PDP and agree with the doctor the current year's PDP
- To ensure that each appraisal summary provides adequate information for the Responsible Officer to make appropriate recommendations regarding revalidation

Commitment would be for between 10 and 20 appraisals per year and to attend 3 training sessions annually. Appraisers will be paid £515 for each appraisal (plus superannuation if relevant), and mileage covered at 56p per mile (please note the first 50 miles are not eligible for this mileage claim)

The interviews will be held on the dates below:

Tuesday June 11th - South West House, Taunton - afternoon only

Tuesday June 18th - Cadbury House, Congresbury, Bristol - afternoon only

Wednesday July 3rd – Peninsula House, Saltash – morning only

Wednesday July 10th - South West House, Taunton

Tuesday July 16th - South West House, Taunton

Wednesday July 17th - South West House, Taunton

This role would commence following completion of a two-day training course which will be held in the Bristol area on 24th and 25th September.

If you would like further details, please contact:

Lowri Kew (Deputy Lead Appraiser) at: l.kew@nhs.net or

Lynne Bradshaw (Appraisal and Revalidation Manager) at: lynne.bradshaw2@nhs.net or 0113 824 8951

Alternatively, if you are interested in applying, please complete and return the application form (attached to this email) to: england.gpappraisalsw@nhs.net

Kindly note that the closing date for all applications is Monday 20th May.