

Welcome to the latest edition of Appraisal Matters for NHS England, South (South West)

Revalidation

2016 and 2017 are quiet years for revalidation as most doctors were revalidated in the previous 3 years. However 2018-19 will be the first year for second revalidations, and there are over 1700 GPs due for revalidation then. So we will really need your help to make this manageable.

The admin team are already going through appraisals to identify any gaps – the most frequent one being lack of an up to date MSF and PSQ. This must be done during the current revalidation cycle – **since** their last revalidation. The team are notifying doctors if necessary to prompt them. Most of you are already encouraging doctors to do their MSF and PSQ at least a year before their next revalidation date.

Please can you make clear in your summaries, and also in the comments on the appraisal output summary on RMS if you believe a doctor is 'revalidation ready' in their final pre-revalidation appraisal.

Workload Issues

If a doctor is working less than about 50 sessions per year in primary care in the NHS please flag this to the team. Also flag if they are planning to stop work in the UK in the near future for any reason (eg going on maternity leave or sabbatical)

An area of concern is the number of GPs whose workload is so heavy that they are sometimes feeling as if they may be working unsafely. Please discuss this and highlight it on their summary. (We all have occasional days when this feels to be the case, but we are aware that for some doctors it is happening on a regular basis).

Quality Assurance

You have probably spotted that Progress now appears on your 'Acting as appraiser' page on RMS. Your senior will be using this to QA your summaries, and you will be able to see this once a score appears at the end of the row. (Your senior will probably notify you once they have completed your QA)

New Appraiser Update

In our recent recruitment round we were delighted to have so many people express an interest in becoming appraisers. This year we only needed appraisers in specific areas, so some doctors from other parts of the region decided not to submit an application.

Even so, we received more than twice as many applicants as we needed. We needed to be ruthless in shortlisting, and also at interview, so many applicants will have been disappointed. Several of these should not be deterred from applying again in future. We have 18 successful applicants who will be attending the training in September.

Advanced Appraisal Skills Course

We ran an advanced appraiser skills course twice this year. This involved working with very skilled actors from a group called Practice, and practising skills for dealing with situations that we have found challenging in appraisals. It was extremely well received and feedback was very positive, so we are planning to re-run it next year.

Please contact the admin team if you would be interested in attending. If you do it, it does **not** mean that you will only be allocated challenging appraisals, and we are considering offering it to all new appraisers too, so they can develop more skills at an early stage.

Appraisal Forms and Toolkits

As you are probably aware the original MAG form is now out of date. It was not possible to specify the appraisal year beyond 2016-17. Most doctors who use the MAG form have started using the new form but please mention it in case they haven't realised. It will make life more difficult for the admin team to confirm an appraisal in the current year if they used an old form.

We are getting increasingly positive feedback about the Fourteen Fish toolkit, which was developed in Wessex. It is easy to use, and certainly is very easy for the appraiser to navigate. We will try and negotiate access to a dummy version for appraisers to use if they would like to.

Practice Census

This is worth registering with as it gives proper information about numbers of GPs working in your area – taking into account sessions worked and numbers of salaried doctors as well as partners, which gives far more information than raw numbers.

GP Health Services

Any GP or GP Trainee who is registered on the National Performers List in England can use this free confidential self-referral service:

Email: gp.health@nhs.net

Telephone: **0300 0303 300**

The service is available 8am – 8pm Monday – Friday and 8am – 2pm Saturday.

Further information is available on the local appraisal website:

<http://www.gpappraisals.uk/occupational-health.html>

And Finally:

Please let the admin team know if any of your details need to be updated on the Revalidation Management System (“RMS”). england.gpappraisalsw@nhs.net

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