

Appraisal & Revalidation

Newsletter Issue No.3

June '22



NHS England
NHS Improvement SW

New appraisal format

The 2022 appraisal format has now been signed off nationally and can be used from now - it is very similar to the 2020 format and maintains the focus on wellbeing, development, reflecting on how our learning has impacted our practice, and how we have reviewed and adjusted our practice as a result (Quality Improvement Activity). We have attached the template being given to toolkit providers however this template should not be used for your appraisal as a toolkit must be used. Clarity and Fourteen fish have already updated and you can choose to switch to the new format (no information already entered will be lost) which we encourage you to do.

For those using MAG please see MAG section below.

We will maintain some flexibility over the next few months if you have already completed the 2020 format for an upcoming appraisal this will be acceptable for this appraisal year (until end of March 2023) but would encourage any doctor whose appraisal isn't imminent to use the new format that will remain in place going forward.

We hope most of you will see this as a positive move reducing the burden on the doctor to provide a lot of supporting information prior to their appraisal but ensuring requirements for your revalidation are met (with no more counting of CPD credits!) and keeping the parts of appraisal most GPs valued and benefitted from.

The survey results on the 2020 format fed into the development of the new format and will be published by NHSE soon.

MAG form

The MAG form will not be updated to the new appraisal format and there is no longer IT support for it. We are seeing increasing issues with appraisers and doctors unable to open or use the MAG form. It is now felt that the MAG is unfit for the purposes of appraisal and revalidation and we encourage all our GPs to swap to a suitable electronic toolkit (Fourteen Fish and Clarity being the two most commonly used).

If you have inputted most of your supporting information for this appraisal year we will accept the MAG form until appraisals on 31/03/2023. Going forward from this the MAG will not be accepted. If you choose to utilise the MAG this year please ensure you are including the supporting information the 2022 format requires. If you have any concerns please raise them with your appraiser who can discuss further with you.

There are various discounts available for Fourteen Fish and Clarity and if you want to switch Fourteen Fish will transfer details from your MAG to their toolkit (<https://www.fourteenfish.com/switch>)

Patient and Colleague feedback

The GMC require results of patient and colleague feedback to be discussed in an appraisal. We encourage all doctors to consider doing their formal feedback early (year 1-3) in a revalidation cycle.

During the Covid pandemic we brought in some flexibility, and allowed discussion with the appraiser outside an appraisal if the results were not available before the pre-revalidation appraisal in order to make things as easy as possible during the pandemic. This is not ideal (and not in keeping with the GMC guidance) and going forward this will only be allowed in exceptional circumstances.

If your results are not available for your last appraisal prior to your revalidation date please contact the appraisal team prior to the appraisal to discuss a postponement of your appraisal within the appraisal year (which runs from April 1st – 31st March) in order to enable you to collect the results to discuss within an appraisal.

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Revalidation

The GMC have now altered their revalidation notice period to 12 months, for all notifications after 12 April 2022. You should all receive an email from the GMC to the email address you gave the GMC serving you notice. The intention is to be more flexible and to ensure that you have **all** of the required evidence completed in time for your last appraisal before revalidation. There has been a significant increase in MSF and PSQ not being completed in time for the last appraisal before revalidation, hopefully earlier notice to remind you of your revalidation date will help you plan and complete all evidence required in time for your last appraisal.

Once your last appraisal is completed and your evidence has been reviewed by the Responsible Officer, a recommendation to revalidate can be submitted to the GMC at any time during this 12 month period. Once approved by the GMC your new revalidation date will be 5 years forward from your current revalidation date, there will be no detriment in revalidating early.

Regional news and updates

As more useful information for GPs comes from training hubs and ICSs we will provide any relevant county specific information for you divided by county – this is currently being developed.

Cornwall

Funded two day course on coaching conversations. See: <https://www.kernowhealthcic.org.uk/cornwall-training-hub/courses/course/coaching-conversations-starting-23rd-june-2022/>

Devon

Offer of a fully funded place on a 2 day "Joined up Health" course in July 22-

See <https://www.devontraininghub.co.uk/courses-events/external-courses/joined-health-7th-and-14th-july-2022/>

this course aims to :

- Develop skills to help deal with complex patients
- Build participants confidence in recommending non-pharmacological approaches in patient management.
- Understand more about the scientific evidence base behind lifestyle medicine, and well being

Dorset

Quality Improvement – Join Our Dorset

Quality Improvement Our training programme utilises specialist innovation training, e.g., defining innovation, problem definition and scoping and projects. We also utilise existing recognised training e.g. NHSi Quality Service Design and Reconfiguration (QISR). This approach provides the best opportunity for the hub to increase the innovation literacy within the workforce and further support ...

<https://joinourdorset.nhs.uk/quality-improvement/>

Avon

For those who have recently returned or are about to return to GP after a break:

https://www.bnssgtraininghub.com/gp_return_to_work/

