

FW: GP Appraisals - important update from Dr Caroline Gamlin (Responsible Officer) for all doctors

GPAPPRAISALSW (NHS ENGLAND & NHS IMPROVEMENT - X24)

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Dear Doctor,

We hope that this message finds you well.

Please find below an appraisal update from your Responsible Office, Dr Caroline Gamlin, following on from the recent RCGP statement.

As you may be aware the RCGP has made a statement on appraisal calling for a further suspension of appraisal for GPs given the pressures being faced both now and, in the months, ahead over what is likely to prove a testing winter. The College also calls for appraisal to be available to doctors who want it and is positive on the changes in the Appraisal 2020 model which allows minimal written input of supporting information prior to the appraisal discussion.

NHS England's position remains that set out in the letter from Professor Powis on 3 September 2020. This advised designated bodies in England to begin the reintroduction of appraisal between 1 October 2020 and 31 March 2021 in a staged way, making local assessment of the need for further suspension depending on circumstances.

With regard to our approach on GP appraisal we have agreed:

- Doctors should be invited to participate and given information about the revised Appraisal 2020 format when their appraisal is due. Early indicators are that this is being well received and beneficial to participating doctors.
- The office will excuse a doctor who requests it, classifying this as a 'postponed' or an 'approved missed' appraisal as the doctor requests.

These arrangements address the RCGP's call to offering appraisal to doctors who want it, with a ready opt out if they request this. Given the regional nature of the second wave we believe it is appropriate that any decisions on suspending appraisal programmes should be made locally by NHS England responsible officers, who are best placed to assess the pressure on the local health systems.

We are reviewing the impact of the Appraisal 2020 model as experience with the format grows and in particular paying attention to the feedback doctors are providing when they have completed their appraisal. The second wave of Covid is presenting different challenges from the first. By working together within our teams and with our GP workforce, we aim to ensure that appraisal supports doctors through the second wave of the pandemic.

If you wish to opt out of having an appraisal between now and the end of March 2021, please contact the appraisal team who will take the appropriate action - this will not be detrimental to your revalidation. If you wish to discuss the 2020 format to understand what you need to do, please contact your appraiser or the appraisal team.

Helpful information and the documents can be found on www.gpappraisals.uk/

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Yours faithfully



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