



**NHS England Medical Appraisal
Policy**

**Annex L: Medical Appraisal
Position Statements Index**

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NHS England INFORMATION READER BOX		
Directorate		
Medical	Commissioning Operations	Patients and Information
Nursing	Trans. & Corp. Ops.	Commissioning Strategy
Finance		
Publications Gateway Reference:		03360
Document Purpose	Guidance	
Document Name	Medical Appraisal Policy (v2)	
Author	NHS England, Medical Directorate (Revalidation)	
Publication Date	May 2015	
Target Audience	Responsible Officers, Medical Appraisal Leads, Medical Appraisers	
Additional Circulation List	Medical Directors, Doctors with a prescribed connection to NHS England, DH, BMA, GMC, Royal College of GPs, NHS Employers, Academy of Medical Royal Colleges, Regional HR and Finance Leads, NHS England Regional Directors	
Description	Policy for appraisal of licensed medical practitioners who have a prescribed connection to NHS England (circa 42,000 doctors from circa 700 designated bodies). It describes the framework for appraisal, with tools to support implementation contained within the annexes.	
Cross Reference	The Medical Profession (Responsible Officers) Regulations, 2010/2013 and the GMC (Licence to Practice and Revalidation) Regulations 2012	
Superseded Docs (if applicable)	Medical Appraisal Policy (v1) published October 2013	
Action Required	Responsible officers to ensure that Doctors with a connection to NHS England are appraised in accordance with this policy	
Timing / Deadlines (if applicable)	To be implemented as soon as reasonably practicable	
Contact Details for further information	Dr Maurice Conlon england.revalidation-pmo@nhs.net http://www.england.nhs.uk/revalidation/appraisers/app-pol/	
Document Status		
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The NHS Commissioning Board (NHS CB) was established on 1 October 2012 as an executive non-departmental public body. Since 1 April 2013, the NHS Commissioning Board has used the name NHS England for operational purposes.

Appendix L: Medical Appraisal Position Statements

NHS England medical appraisal position statements are a means by which issues pertinent to consistency and quality are captured, discussed and developed, so as to develop an agreed approach across all relevant parties. Issues are passed to the All England Appraisal Network (National) group in the first instance. The network develops an initial position statement based on preliminary discussion. This statement is shared for wider discussion as appropriate, then re-drafted and re-circulated. Depending on the nature of the issue, formal approval may be obtained from various bodies or relevant individuals. The degree to which a position statement has been shared and/or approved is detailed in the governance table at the end of the document.

A position statement should be seen as a fluid document to facilitate discussion and debate. It aims to capture current thinking on an issue and describe the best agreed approach available at the time. Incremental levels of sign off and approval occur after appropriate consensus-building efforts have occurred. A position statement may therefore eventually be consolidated as policy, but while it remains a position statement it remains a vehicle for debate and discussion.

NHS England medical appraisal position statement relevance

NHS England has a dual function in relation to revalidation and appraisal: firstly as a designated body in its own right, and secondly as Senior Responsible Owner for the revalidation programme in England as a whole. A NHS England medical appraisal position statement may therefore be relevant to NHS England only or to all designated bodies in England. The relevance of an individual position statement is indicated in the title of the statement. Position statements which are NHS England-only may still be of interest to other designated bodies.

The list of position statements in existence at the point of publication of version 2.0 of the NHS England Medical Appraisal Policy is contained in the table below. The most recent version of any position statement may be obtained from england.revalidation-pmo@nhs.net.

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Reference number	Topic	Title	Relevance	Status at 31/12/14
L1	Logistics	MAPS: Appraisal vehicles for doctors connected to NHS England	NHS England	v0.11
L2	Logistics	MAPS: Career breaks	All designated bodies	v0.2
L3	Logistics	Guidelines for the deferral of a revalidation recommendation	NHS England	v1.0 Gateway 01592
L4	Logistics	MAPS: Handling late sign off of appraisal	All designated bodies	v0.2
L5	Logistics	MAPS: Postponement of appraisal	All designated bodies	v0.3
L6	Logistics	MAPS: Scheduling medical appraisals	All designated bodies (specific ref NHS England)	v0.3
L7	Logistics	MAPS: Appraisal of doctors who temporarily exit training	All designated bodies	v0.14
L8	Logistics	MAPS: Technology-assisted appraisal	All designated bodies	v0.11
L9	Logistics	MAPS: Interrupting appraisal	All designated bodies	v0.6

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L10	Logistics	MAPS: Timing first patient feedback after change in role	All designated bodies	v0.4
L11	Logistics	MAPS: Allocating SPA time within job plan for appraisers in secondary/mental/community health sectors	All designated bodies	v0.3
L12	Logistics	MAPS: Achieving high medical appraisal uptake	All designated bodies	v0.2
A1	Appraisers	MAPS: Routine appraiser assurance review	All designated bodies	v0.4
S1	Supporting information	MAPS: Inclusion of key information at appraisal	All designated bodies	v0.4
S2	Supporting information	MAPS: Information about practice and supervision in non-training posts for doctors connected to Local Education and Training Boards	All designated bodies	v0.9
S3	Supporting information	MAPS: Sharing information to support appraisal	All designated bodies	v0.6
S4	Supporting information	MAPS: Demonstration of safeguarding competence by GPs	NHS England	v0.5
S5	Supporting information	MAPS: Amplification of CPD credits in primary care	NHS England	v0.5
S6	Supporting information	MAPS: Principles for training of doctors with a prescribed connection to NHS England	NHS England	v0.3

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S7	Supporting information	MAPS: Patient feedback in non-standard situations	All designated bodies	v0.4
S8	Supporting information	MAPS: Quality improvement information for general practitioners	NHS England	v0.3
S9	Supporting information	MAPS: Scope of work and appropriate supporting information for a General Practitioner	NHS England	v0.2
S10	Supporting information	MAPS: Incorporating locally generated supporting information into medical appraisal	All designated bodies	v0.8
S11	Supporting information	MAPS: Supporting information for medical appraisal: the role of the designated body	All designated bodies	v0.4
S12	Supporting information	MAPS: Assessing supporting information for appraisal in the context of the volume of a doctor's work	All designated bodies	v0.5
S13	Supporting information	MAPS: Principles for assessing a doctor's supporting information	All designated bodies	v0.2
S14	Supporting information	MAPS: Principles of CPD for revalidation	All designated bodies	v0.3
S15	Supporting information	Spreadsheet of SI vs Scope of work	All designated bodies	v0.1
S16	Supporting information	MAPS: Principles when mandatory training incomplete	All designated bodies	v0.2