

Dear Appraiser,

Happy Solstice! We hope you enjoyed the sunshine on the longest day of the year. The team are settling into their recently refitted office and so please do remember if you're ever coming up to Southern House, do pop up and say hello.

Best wishes, Wessex Appraisal Service



External QA Report

We were delighted with the very positive findings in the External QA report conducted by Quarteds. 91 appraisers and 315 doctors responded to their surveys so we feel that the feedback received is representative of how we are perceived.

Compared with our previous External QA reports in 2009 and 2013, it is clear that doctors are under more pressure than ever before. While many find their appraisal very valuable in those circumstances, those that feel it is an additional burden express their views very forcefully. Although they are few in number, it is important to recognise this background of disquiet and for us to continue to do all we can to support our colleagues by facilitating meaningful discussions that are more than just tick-box exercises. We were praised for having an educational rather than a regulatory ethos. Thank you for putting that across.

You can find a link to the full report on our website [here](#).

Locality Lead vacancy announced

Dr Steve Scott has resigned from his role as the Locality Lead for Dorset after having been involved in setting up the very first appraisal systems in his area and working for the past ten years for what has become the Wessex Appraisal Service. His wisdom, insight and experience will be sadly missed and I am sure that you will want to join us in thanking him for his hard work and inspiration. He leaves in his legacy, our very own service strap line: **Keeping it personal. Making it real.**

We plan to review the Job Description and Person Specification to ensure that we are working in line with NHS England requirements after which we will advertise to find his successor. All appraisers should consider whether they wish to apply as the role is largely done remotely. Please do let us know if you have an interest in this role by emailing [Gill](#).

Appraiser Skills Development

Previously called Advanced Appraiser Training, this is a one-day interactive workshop to improve your appraisal skills by targeting situations/ personalities you find difficult.

Past delegates have found that this course enhanced their skills in giving feedback and dealing with difficult attitudes and behaviours.

Dates for this year are 3rd October and 6th December. To book a place on one of these dates, email [Sarah](#).

Ottawa-ICME 2018 update

Four Wessex Appraisal Service Leads made the journey to Abu Dhabi for the Ottawa-International Conference on Medical Education, along with several colleagues and Medical Fellows from Wessex who had posters, presentations or workshops accepted. It was very reassuring to see that the themes that emerged at the conference were in areas where we can pride ourselves on being ahead of the curve – such as demonstration of continued competence and selection for competencies and potential rather than historic academic grades. Karen's presentation on how to increase the engagement of the learner with their own



PDP went down very well and our workshop on reclaiming ownership of your appraisal and ensuring that your revalidation reflects the quality of your professional practice for what you do in the real world attracted delegates from all around the world. It was fun but it was also hard work and has given us all much food for thought.

As a Service, we are always keen to support budding medical educators who want to share good practice, so let us know if you have a great idea for some research and we will do our best to help you find the right way to present it and possibly even find some funding if needed.

Interested in extending your appraiser role and getting a qualification?

As you may be aware, we have previously offered the opportunity to gain a Post Graduate Certificate and/or Diploma in Medical Education for Appraisal with the University of Winchester. We have the chance to offer this again this year with courses to start in the autumn if we get enough expressions of interest. We hope to be able to find the money for 50:50 funding, making this an opportunity to really consider! Even if you have previously noted your interest to Gill, please do let her know which qualification you are interested in. If you would like any further information, please ask [Gill](#).



Leadership Programme Course for Working GPs & Practice Managers

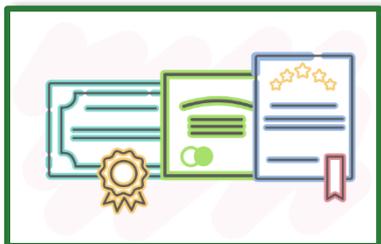
The Faculty of Medical Leadership and Management along with Keele Clinical Leadership Academy, jointly run a two-day leadership programme designed specifically for working GPs and Practice Managers. It covers the changing NHS, GP at scale and personal leadership skills. It is delivered by Dr Jane Povey and Dr Mark Newbold, both of whom have experience in medical and GP leadership. It is set in the beautiful Keele Hall in the centre of campus providing space to think along with the opportunity to discuss and learn with colleagues. The next course is in November and more information is available [here](#), or please email [Mark](#).

Feeding the Beast

The only way to stop the database generating reminder emails automatically, is to set your appraisal date early and **let us know**. The actual date needs entering, not just the fact that you are all over it! Please don't fill it in on FourteenFish or Clarity and expect us to be clairvoyant!

FourteenFish compliance passport

For those that don't know, this is a very handy way to keep all your mandatory training supporting information together and the link can be shared with your practice manager so that they can see that you are compliant at any time for CQC. It flags in **amber** when something is coming up for renewal and pulls automatically into your appraisal portfolio. We love the way it saves you having to record any mandatory training because it is all in one place and you can see at a glance where you are up to. For more information, click [here](#).



Appraising a doctor and discover they are not currently working in a GP role?

Please continue with the appraisal as the doctor will be on the Performers List even if they should have been removed. However, at or after the appraisal, please flag to the RO and the appraisal team that the doctor is no longer doing GP work or doing GP work in Wessex. It will then be for the NHS England team to follow up with the doctor around their scope of work.

NHS 70th Birthday Concert with Rising Voices Choir

As most of you will know, our NHS is turning 70 next month!

To celebrate, we are collaborating with [Rising Voices Wessex](#) (a community choir for those whose lives have been touched by cancer) who will be holding a concert on:

Saturday 21st July
7pm

at St Johns Church, Poole. The programme is packed with show tunes and songs that will be stuck in your head for days! Tickets are available at the door and are just **£5!!**

We hope to see as many of you there as possible to support this great choir and charity. Please contact [Tara](#) if you have any questions.



Annual Conference 2018

Everyone should have the date **26th September 2018** in their diary already. The venue has finally been confirmed as the newly named Vitality Stadium in Bournemouth and the invitations to register and select your workshops have now been sent out. Please book as early as possible as we expect demand to be high.

RCGP Guide to Supporting Information

Service Lead, Susi Caesar, has recently written a new guide on supporting information for the RCGP. You can download the document from the website: [RCGP Guide to supporting information for appraisal and revalidation \(updated 2018\)](#).

Who you gonna call...? Mythbusters!

The RCGP Mythbusters are intended for all doctors involved in appraisal and revalidation and help to dispel myths as well as clear up any confusion.

You can find the Mythbusters document [here](#).



Team News

Arrivals: We will be delivering our first New Appraiser Training in July and will let you know the new appraisers in the next newsletter.

Departures: We have no new leavers to report.

Contact Details

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Please find a link to Raising a concern – advice for GPs from NHS England South [here](#).