

Dear Appraiser,

What a long, hot summer we have had – but despite the good weather we know that things are difficult for GPs everywhere because of the pressures on primary care. Keep up the good work of supporting our colleagues and helping them develop.

Best wishes, Wessex Appraisal Service



Simplified appraiser CPD / calibration requirements

To avoid any confusion, we have simplified what the current appraiser CPD requirements are. You must demonstrate that you have had a minimum of two separate opportunities to calibrate your professional judgement with other appraisers in each appraisal year. We are removing any counting of credits for this. You all know that it is the reflection and learning that matters, not the time spent.

New appraiser training, current appraiser skills assessment (CASA), the Annual Appraiser Conference, your support group meetings, and any external appraiser conferences all count as opportunities to benchmark your practice and learn from each other. We hope that you will find them so useful that you will want to attend more than two, however two is the minimum to continue to be engaged as a Wessex Appraiser. This means it is essential that you sign in for all events that you take part in so that our records are accurate.

Making CASA run more smoothly

We are planning to adjust the management of the periodic reassessment of skills through CASA. In the past, we have had some sessions where due to late drop outs we were unable to have the trios that we need to make it work most effectively for your learning. We propose to ask people who are due later in the year or in the following year if they would be willing to go on a last minute waiting list and backfill at short notice in these situations. Not everyone will be able to help us in this way but if any of you can, it would improve the CASA experience on the day. We do believe that this is a very important part of our quality assurance process and gives you increased confidence in your appraisal skills.



Annual Appraisers' Conference



Wednesday 26th September 2018 – Vitality Stadium, Bournemouth

This is a last call out to those of you who have not booked your place yet on the conference and would like to attend. There are still some places but please note that workshop 2 in the afternoon is fully booked. Email us: Appraisal.WX@hee.nhs.uk

#wasconf2018

Resignations and Recruitment

Dr Steve Scott will formally leave the Service at the end of November after more than 10 years supporting appraisers in his role as Locality Lead for Dorset. He will be replaced by Dr Alex Davies, formerly of the Bournemouth and Poole appraiser support group, and more recently part of the Mid-Hampshire support group. She brings creative ideas and experience from her wide variety of educational roles.

Dr Karen Bentley will formally leave the Service at the end of December after a slightly shorter time supporting appraisers for Southampton and the Isle of Wight. She will be replaced by Dr Majid Jalil, who is well known in the Southampton appraiser support group and known for his wider work with NHS England on diversity and cultural awareness issues, as well as his work for the Performance Advisory Group.

We are working on the best way to do effective handovers and to provide appropriate induction and support to the new Locality Leads. I am sure that you will all wish to join us in thanking Steve and Karen for all their hard work and support over the years and in welcoming Alex and Majid to the team!



Significant New National Guidance

There has been a flurry of new publications of relevance to you as appraisers. These are all good reads and important:

GMC guidance on reflective practice

<https://www.gmc-uk.org/education/standards-guidance-and-curricula/guidance/the-reflective-practitioner---guidance-for-doctors-and-medical-students>

AoMRC toolkit on reflective practice

http://www.aomrc.org.uk/wp-content/uploads/2018/08/Reflective_Practice_Toolkit_AoMRC_CoPMED_0818.pdf

NHS England Low volumes of NHS clinical work structured reflective template available on the BMA website

https://www.bma.org.uk/connecting-doctors/the_practice/b/weblog/posts/when-you-work-fewer-than-40-sessions-a-year-of-uk-general-practice-new-guidance-to-support-gps-appraisers-and-ros

RCGP LVCWSRT for all clinical work (not just NHS)

<http://www.rcgp.org.uk/training-exams/practice/revalidation/appraisal-and-revalidation-support/factsheets.aspx>

Appraisals for appraisers no longer on the performers list

We set out a proposal for appraisers no longer doing any clinical work to have face to face appraisals through the appraisal service. Your feedback was that this was not necessary as you feel able to access support from your Locality Leads, support groups and appraisal peers in a timely way that is more effective than a once a year appraisal. As a result, we have decided to offer face to face annual appraisals with the Locality Lead as an option to any appraiser in this position who wants one instead of implementing a routine appraisal process that you feel would not add sufficiently to the support you already get. As always, leads will initiate performance review meetings when there is a concern as an entirely separate process.

New Service Level Agreements

Thank you for the great response to our request for those interested in appraising for our new designated bodies:

Addaction – a small designated body employing doctors in a national charity supporting people recovering from alcoholism and addictions.

Wessex Fertility – a small designated body employing doctors running private fertility support services in the South West.

We were delighted that recruitment encouraged 28 appraisers to apply to extend their skills. As we only had 18 places, some very experienced appraisers were passed over in order to let some appraisers who have not yet appraised outside of the NHS or Wessex area to have the chance to develop their skills.

We hope to soon have some more opportunities like these so keep your eye out if you are interested.

Mandatory Training

A reminder about the FourteenFish compliance passport mentioned in the last newsletter. It's an extremely handy way to keep all your mandatory training supporting information together. Don't forget to share this with your practice manager to save them having to chase you to keep this up to date!

Research Publications

Research soon to be published:

University of Winchester Jersey: The Professional Development of Medical Appraisers; Education for Primary Care – This is useful because it shows how exposure to a novel context encourages appraisers to bring their skills to conscious awareness and fosters their professional development

University of Warwick: GP Retention In The Uk: A Worsening Crisis? Findings From A Cross-Sectional Survey; BMJ Open - This is important because it is publishing the negative finding that appraisal in Wessex did not emerge as a reason for poor morale even though the doctors in Wessex are just as demoralised as elsewhere and worse than 2 years ago.

University of Winchester Masters in Medical Education (Appraisal) – Dr Karen Gregory has become the first Wessex Appraiser to be awarded this innovative qualification for her work on improving the value of the PDP. Congratulations to her on this achievement and on presenting it at our conference and the RCGP conference as a poster!

University of Winchester Foundation Degree in Business and Management – Sarah Lang has just completed her degree and will now proceed to a degree in Business Management and Communications at Oxford Brookes University (part time) in September. Congratulations and good luck to her!

New Appraiser Training

At the National RO and Appraisal Leads meeting, the NHS England South New Appraiser Training package was presented to NHS England national and regional leads with a view to roll out across England.

We are pleased with our contribution to this and the quality of the applicants that have recently come through the new process to become our latest new appraisers.

I am sure that you will all make them very welcome as they find their feet in the support groups.

Team News

Appraisal Administrator and Marketing Lead, Tara Martin is pregnant so the Service is hoping to welcome a healthy new baby in March 2019. Congratulations to her and Simon! We wish them every happiness and a wonderful wedding in November.

Arrivals: After another New Appraiser training course we welcome to the service the following appraisers: Sarah Cadwallader, Hannah Francis, Helen Harper, Lawrence Maule, Katy May, James Read, Andie Siggers, Mari Walling, Charlie Walsh and Judy Walters.

Departures: Since the last newsletter, Hywel Morris has stopped appraising. We would like to thank him for his time appraising with us and wish him all the best for the future.

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