

Supporting Our Professionals

Medical Appraisal 2020 is starting from: **OCTOBER 2020**

There is an increased focus on supporting you, due to COVID-19, and on reducing the pre-appraisal documentation

Professor Stephen Powis has announced the flexible re-start of appraisals, using the new Medical Appraisal 2020 process, to offer increased support to all doctors across England from October 2020



What this means for you...

We have all been affected by COVID-19 in some way, and some doctors have been particularly vulnerable personally due to pre-existing health issues, increasing age, pregnancy, or ethnicity. Everyone deserves a chance to reflect on the impact that the pandemic has had on them as an individual, on their patients, and on their practice. Your appraisal represents an opportunity to do this, via a supportive, confidential, professional discussion with a trained colleague.

You should have your appraisal unless there is a GOOD reason why you cannot (local lockdown, illness, being off work). Not feeling able to engage will be seen as a sign you need extra support beyond that which can be provided by this appraisal.

What is Medical Appraisal 2020 and how is it different?

The medical appraisal process has been updated in the context of the pandemic, with a dramatic reduction in the expectation of pre-appraisal written reflection and increased emphasis on supporting you and your development. Testing (part of which took place in Wessex) showed that the mean time to prepare appropriate focused written reflections pre-appraisal with the new materials was 32 minutes (range 12-90). This reduction recognises that many appraisees have been, and continue to be, busy with COVID-19 related work, which has impacted on their ability to collect their usual supporting information.

It frees up your time by reducing the administrative burden. As always, however, appraisals remain strongly focused on appraisee wellbeing, support, and development, as part of your ability to provide the highest standards of care.

In some ways, **appraisals are the same as the best appraisals have always been**: focused on your wellbeing, support and development. Think development, not documentation.

All appraisers are having update training so they can facilitate the supportive appraisals you expect and deserve. They will have additional skills in signposting the tools and support you may need.

We have produced detailed answers to some FAQs and these are available on our [website](#).

Privacy is essential for a confidential discussion - even remotely

For the foreseeable future, venues must be safe for appropriate social distancing, as well as private and confidential (as always). For GPs, remote appraisals will be the default to avoid any risk of acting as vectors of infection between practices. If in doubt, please check with your Appraisal Lead or the RO first.

Information for doctors with 'Approved Missed' appraisals:

If you have already been allocated an 'Approved Missed' appraisal for 20/21 because your appraisal was due in the period April-September 2020, you will not be disadvantaged as you will have a Medical Appraisal 2020 process appraisal when you are due next year.

If you are feeling particularly overwhelmed or distressed, the Appraisal Service can still be a safe place to talk to someone in confidence. Please contact us on appraisal.wx@hee.nhs.uk marked **CONFIDENTIAL**, and we will get back to you.

