



Appraiser Times – Winter update

December 2016

Issue Number 15

Dear Appraiser

Christmas is just around the corner and we'd like Season, and here's to a Happy New Year. Do read Steph's Christmas Song 2016 (below)

Susi, Steph and the Admin team



Feedback from Conference

Further to the Wessex Appraisal Service Annual Appraisal Conference on the 21st September, 2016, we are delighted to have received feedback from 58% of delegates.

Some highlight comments on the day as a whole include:

"Susi's presentation was, as usual, excellent –Appropriate and proportionate CPD – have advised an Appraisee re this already"

"...Keynote speak inspirational"

"First ever appraisal conference and a really positive experience! Very well organised."

We are so pleased to hear that the content has proved so positive.

Each workshop was felt to have had valuable content (*"outstandingly good, highly relevant to all aspects of GP work and appraisal"*; *"the actors ... were fantastic, I thought the session was excellent – very relevant and great audience participation"*) although we note that some felt some sessions were less applicable and so will look to improve those elements for our next conference. We are already working on the content for our next event, so any further comments please do let us know.

One major question was: "What have you learned that will make a difference to what you do?" and the replies were extremely encouraging with more confidence in approaching challenge and how to stretch an already good appraisee. The follow on question was: "What will you do about making that difference?" and the responses were all about putting it into action. The changes indicated by the feedback are fantastic to see and one of the reasons why we encourage our appraisers to attend this event.

As we have said, the feedback from this year will be carried forward to the planning for our next conference and we hope to see everyone again on **Tuesday 26th September 2017**.

NHS England South (Wessex):

We understand from the Area Office that **Dr Liz Mearns** is returning from her secondment from 1st January 2017 and so she will again be the Responsible Officer.

Also, **Manda Copage**, who many of you will know, is leaving the team from the end of this month. Manda will be taking up a national role for NHS England and we wish her well with her new endeavours. We're pleased to have such an advocate for appraisal and performance moving to a national role where we're sure she will continue to influence change.

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Team News – “hatch, match, dispatch”!

A very warm welcome...

Administrators: Kim Robinson, Chris Davis
Appraisers: Sarah Coombs, Adam Fraser, Julia Hopkins, Brian Marsh, Janet Naylor, Virginia Quiney, Alison Vaughan

Congratulations to...

Harriet Dunphy who is pregnant, and will be leaving us for maternity leave around mid-March.

Sorry that you are leaving...

Since the summer newsletter a few appraisers have moved on, including Duane O'Reilly, Toni Benning, Richard Coppin and Susan Bill.

Changes to your administrators

With Kim and Chris having joined the team some of you will have been affected by changes in the administration. The new details are all contained in the “contact details” below, but to highlight:

Kim: looking after appraisers working in Blackwater, North Hampshire, Southampton and the Isle of Wight (leads Shehla Jamil and Karen Bentley)
Chris: looking after appraisers from Mid Hants, Portsmouth, Fareham & Gosport and East Hampshire (leads Sue Bowen and Will Liddell)

Sharing examples of good practice

Please keep on encouraging the doctors you appraise to identify examples of good practice that they are happy to share. The less we duplicate effort in primary care, the more manageable the changing demographics and increasing workload will be!

Fellowship Nominations Wanted

The Wessex Faculty of the RCGP have recently pointed out that there are a lot of great doctors in Wessex, but we are under-represented in the national figures for Fellowship. We are not good at blowing our own trumpet! In this time of pressure on primary care, we rarely feel appreciated for what we have done – whether it is appraising, training, or putting in hours of high quality patient care.

Appraisers are ideally placed to identify doctors whose practice exemplifies the motto “cum scientia caritas”. Please do try to identify doctors who are members of the College and propose them for nomination for FRCGP.

Have a look at this link to the College website and think about all the great doctors you know:

<http://www.rcgp.org.uk/fellowship>

Share it with appraisees that you think would be worthy of the accolade FRCGP. You don't even have to be the nominator – although it would help if you were prepared to nominate too.

RCGP “Resilient GP” Event

I would thoroughly recommend attending one of these events if they are in your area. I was able to attend the recent one held in Basingstoke and was very impressed with the 3 enthusiastic and determined GPs from “Resilient GP”, Dr Michelle Sinclair, Dr Prit Buttar and Dr Bastiaan Kole

They and others have formed a group which started basically having a moan about GP workload & pressures. But now it has evolved into a powerful group of GPs, who have met & lobbied David Cameron & have formed forums on Facebook & Google. They are producing practical tips for all of us to be able to reduce our workloads & be happy GPs who can get on the caring job that we all mostly enjoy!

There were a few key points for me:

1. We want to be true generalists, not secondary care dogsbodies
2. Why bother? To regain autonomy and restore professional pride
3. “No” is a complete sentence, particularly when it comes to inappropriate GP demands eg secondary care requests, GANFYD (Get A Note From Your Doctor) requests
4. Letters – which ones you have to do (statutory) & those you can decline
5. What do you need to do to support reducing workload, educating patients and staff, involving CCGs and secondary care
6. There are very useful standard rebuff letters on BMA & LMC websites to send to eg schools, councils

Participation with the forums is after registering with the group at www.ResilientGP.org

Dr Jayne King, GP
Carisbrooke Health Centre, Isle of Wight
Submitted July 2016

New Appraisal System

For the appraisal year 2017-18 we will be using a new appraisal system from within the **FourteenFish** family. Health Education England IT governance has prevented us from continuing to work with the developer of Lightning and so we have had to look at how best to take the service forward. FourteenFish provide more than one web based solution to Health Education England, working across Wessex, and achieved full industry standard security accreditation in September, so with the background they have in understanding appraisal we are working with them to develop a new more streamlined solution. We ask for your patience whilst we get to grips with using the new system and will advise you of any subsequent amendments to the routine. Your allocations will be sent from the new system and so will look a little different to those which you have received previously, but nothing else will change at the moment.

Available Platforms

With new appraisal platforms coming on board, we thought common and used within Wessex. The graph on the right that which is predicted for 2016-17.

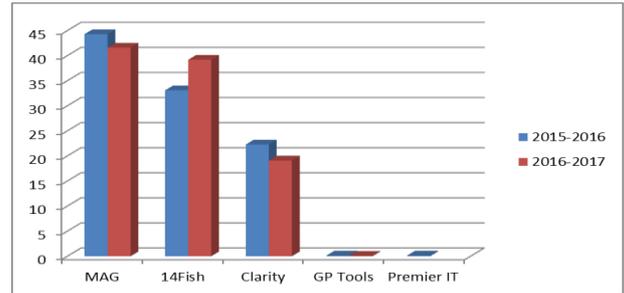
Links:

MAG: http://www.wessexdeanery.nhs.uk/pdf/MAG_4.2Form.pdf

Fourteen Fish: <https://www.fourteenfish.com/>

Appraisal Toolkit for GPs: <https://appraisals.clarity.co.uk/doctors/toolkit/Account>

GP Tools: <https://www.gptools.org/>



Website:

Working across Wessex Health Education England

Home | Recruitment | Foundation | Primary Care | Dental | Speciality | Guidance & Resources

Home Page > Appraisal Service > Appraisal Service

Appraisal Service

- Appraisal for Appraisers
- Appraisal for Appraisees
- Revalidation
- Meet the Team
- Appraisal Forms and Info
- Training
- Medical Appraisers Conference

Wessex Appraisal Service

Wessex Appraisal Service is proud of its national and international reputation for providing a first-class and comprehensive appraisal service. Wessex appraisers currently provide medical appraisals for revalidation to primary and secondary care clinicians in England, the Channel Islands and Gibraltar.

Quick Links

- Appraiser Annual Self-assessment and Reflection form (Word)
- Medical Appraisal Conference 2016 (Word)
- FAQs
- Appraiser FAQs
- Appraisee FAQs
- Useful forms and information

We are continually updating and amending our website and really would appreciate you visiting the site and giving us feedback, as well as encouraging your doctors to check the website for those FAQs they all have.

Link:

http://www.wessexdeanery.nhs.uk/appraisal_service.aspx

WESSEX APPRAISAL SERVICE CHRISTMAS SONG 2016

To the tune of "It's the Most Wonderful Time of the Year" by Andy Williams
Butchered by Dr. Stephanie Hughes – apologies everyone 😊

*It's the most wonderful day of the year.
Warm email greeting with details of meeting,
My appraisal is here!
It's the most wonderful day of the year.*

*It's the most valuable day of the year.
I've been perfecting the art of reflecting,
So give me a cheer!
It's the most valuable day of the year.*

*There'll be talk of my progress,
(My appraiser will know this,
She's read my portfolio)
We will analyse stories
Of my pitfalls and glories
And I'll leave with a warm fuzzy glow.*

**DEDICATED TO ALL OUR WONDERFUL
APPRAISERS
MERRY CHRISTMAS EVERYONE xxx**

*It's the most supportive day of the year.
Who better to affirm the all great things I've done,
Than a respected peer?
It's the most supportive day of the year.*

*My best chance to take stock
Without racing the clock,
It's a great way to grow!
Thinking about patients
In a way that makes sense
Shows me which way to go!*

*It's the most challenging day of the year.
Stepping out of my comfort zone,
Claiming new skills to call my own,
That "loving boot" steer!
It's the most challenging day, most supportive
day,
Yes the most wonderful day of the year!*

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