

Thank you to all who attended our annual Appraisers' conference on 26th September this year. We were left feeling very excited after the event and from the feedback, it seems that you were too.

Workshops

Whilst all of our workshops and speakers received positive feedback, we can't deny that the most successful talk came from Andy Cope on "The Art of Being Brilliant" where 100% of the feedback was that this was either a "good update" or "new information". Many of you also bought his book on the day and for those that would like to, you can buy the book from amazon here: [The Art Of Being Brilliant](#)



Excellent day, one of the best appraiser's conferences

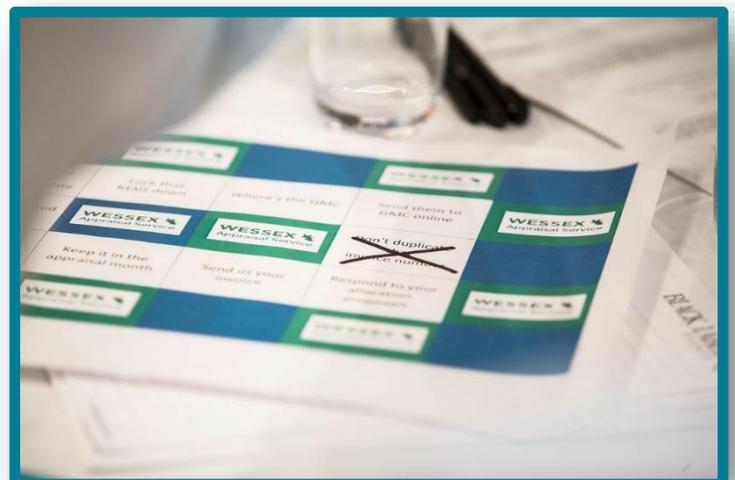
Reflection

Susi highlighted the importance for every doctor of demonstrating that they are a reflective practitioner, as required in *Good Medical Practice*. Reflection is a subjective analysis of learning from CPD, data, events, and feedback, with a focus on what changes might be made because of what has been learned. It is a potentially powerful defense when something has gone wrong and a way to get better and build on identified strengths. All appraisers must support their doctors in demonstrating their reflective practice – providing evidence of reflection outside the appraisal portfolio is not sufficient to protect the doctor against the charge of complacency.

Bingo

Appraiser Bingo was a popular post-lunch game. We think it helped to jog your memories as to what is needed from you all from the admin office and we hope it helped to answer some of those questions you've always had but never felt able to ask. Please do feel free to contact us with any queries, no matter how small.

It's All About Trust-loved this thought-provoking interactive workshop. Very relevant and made me think deeply about trust and trustworthiness.



NHS England reorganisation

As Susi let us know, in the background, since 1st July 2018, there has been a big reorganisation of NHS England South into two separate new Regions – South West (including Dorset) and South East (including Hampshire and the Isle of Wight). This requires the separating out of our Service Level Agreements and the formation of new relationships with the separate responsible officers in the new regions. For now, the existing ROs have agreed to share the workload, with the Area Offices each covering the same patches at least until the end of the appraisal year. The main implication for you is that next year we will be holding two annual appraisal conferences, one each in Hampshire and Dorset.

Save the Dates:

Thursday 19th September 2019 – Dorset
Tuesday 24th September 2019 – Hampshire

We hope that this will mean that most of you have less distance to travel to your local conference. In addition, you will have the choice of attending the other conference if for any reason you might miss your local one.

Simplified CPD requirements for appraisers

Due to the confusion over what is enough annual appraiser CPD to demonstrate that you have stayed up to date and calibrated your work as an appraiser, we have simplified our requirements. Instead of counting a number of credits (when we know that the GMC do not count credits), we will now only engage appraisers

who can demonstrate that they have reflected on their participation in at least two separate opportunities to calibrate their practice with other appraisers in the past year. Such events include appraiser conferences (locally, regionally or nationally), our appraiser support group meetings, meetings with the Locality Lead etc. Of course, we hope that you will find your appraiser support groups so valuable that you want to go to all of them.

Great day - worth coming to from Reading - would love it if we had training like this locally! Well done!! :-)

A Pay Rise

And finally, as you will be aware from the conference update and Gill's email earlier in the month, NHS England have agreed a 3% uplift in the appraisal fee. For appraisal meetings taking place on and after 1st October 2018, the standard payment rose from £500 to £515 per appraisal. New templates have now been sent out for you all to use.

This increase currently relates to NHS England work only but we are actively renegotiating our Service Level Agreements with our other commissioners to reflect the rise, although if agreed, increases in these areas will only apply from 1st April 2019.



The session about recognising and acting on early warning signs around inappropriate behaviour has changed my practice