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Welcome! to a New Appraisal Year

What a relief it is to be coming out of lockdown and starting a new appraisal year this April. The pandemic has had a profound impact on us as people and doctors, and on appraisals. It has given us the new **Medical Appraisal 2020** process for appraisals, with its reduction in written pre-appraisal reflection by the doctor and increased focus on how doctors look after their health and wellbeing.

Between 50-75% of doctors have missed at least one appraisal year, and all of our commissioners are keen that we support their doctors by using Appraisal 2020 this year. The process is currently being evaluated - thank you for your feedback. We expect its successor to build on what has been good about it, and to be shared in time for 2022-23.



Seed Paper Thank You

Hopefully, you will soon receive your 'Thank You' card from us. These are seed papers that you can just plant in a pot, or directly in your garden and water in, so that the flowers grow. We hope that they will bring you pleasure and remind you that all your hard work and care for your doctors is much appreciated.





2021 Annual Appraiser Conferences

We are planning two separate Annual Conferences again this year. Last year's events were very successful, and we once again intend to hold them remotely, although we do hope to be able to offer an in-person event again in future.

The following dates have been decided, so please hold one of these:
Wednesday 8 September 2021
Thursday 23 September 2021

We are already planning lots of exciting content, and further details will be provided in due course. You can keep an eye on our website [HERE](#), as we will be adding to this page as and when we have more details.

In the meantime, if you have any suggestions for content that you would like to see, please do let us know - contact stephanie.hughes@hee.nhs.uk

To let us know which date you prefer to attend, please email us: Appraisal.WX@hee.nhs.uk

Remote vs Face-to-Face

Until lockdown is eased, the assumption remains that all appraisals will be facilitated remotely. Once rules change, it should be the **doctor's** choice to meet either in person (with appropriate infection prevention measures in place) or online. When you tell us the date of the appraisal, we would be grateful if you could also **let us know how you have agreed to hold it**. We are monitoring this in order to let our Commissioners know the proportion of each that doctors choose.

Ease of postponing / bringing forward an appointment

This year, if you are merely moving the appraisal month a short way to find a mutually-convenient time to meet, there is no requirement to fill in a Postponement Form. In fact, we are always keen to see appraisals brought forward if it allows information to be discussed before a Revalidation recommendation is due, or to settle on a more convenient month for the appraisee. We will still need to record **long-term sickness or parental leave** however, and the form for that is still on our website. Find it [HERE](#).

How to deal with missing Supporting Information

Please do not let your doctors worry this year if they are coming up for their Revalidation and missing any Supporting Information, especially the **patient and colleague feedback**. A Deferral Recommendation will continue their Licence to Practise to give them time to collect the information that they need, and has no negative implications for their work. Obviously, encourage those who have

the time and opportunity to do their surveys in time to reflect on them at their appraisal with you but, if this is not possible, due to COVID or any other reason, just discuss it with them during the meeting and make a plan for how they can gather the feedback they need in their new PDP. You will need to **'Disagree'** the appropriate Supporting Information statement and put an explanation in the comment to the RO.

Appraisers who use PAs

A few Appraisers have been using Personal Assistants to set up their appraisal meetings, and this can lead to confusion. Please do ensure that **your own e-mail address is copied in to all communication**, so the doctor knows who they are talking to. Please also ensure that the PA has appropriate **confidentiality clauses** in their Contract of Employment with you.

Welcome!

To our New Team Members

We are sorry to see our longest-standing administrators, Sarah Lang and David Shill, move on to new roles in Quality (HEE) and at FourteenFish, but we are delighted to introduce our two new team members, **Grace** and **Amber**.



Grace Adams

Grace has previously worked at Southampton General Hospital dealing with finance for the Informatics (IT) Department. She lives in Southampton and enjoys walking, family history, cross-stitch and crime dramas/documentaries.



Amber Carter-Desai

Already with HEE, Amber has moved from being an Education Programme Coordinator to joining our team. She lives in a lovely village just outside Andover, where she enjoys taking her family's pugs Nelson and Nando on walks.



Dr Sarah Burns

Sarah is a GP in Southampton, having previously worked as a vet! She is passionate about Medical Education and is the BM4 Year 1&2 Primary Care Lead at Southampton University. She is looking forward to making the most of her Fellowship Year with the Wessex Appraisal team. Outside work, she enjoys walking her dog, most things outdoors, and music.

Dr Nkolika (Nkoli) Anyabolu

Nkoli is a Wessex-trained GP and works in the Purbecks. She has an interest in Medical Education and Frailty. She is also a visual artist and loves spending time exploring and painting our beautiful Wessex countryside.



Dr Julia Hemenstall

Julia is a GP in a rural practice, with interests in Diabetes, Education, Leadership, and Palliative Medicine. She is thrilled to have joined the team! She has three young children, exercises to relax and can't wait for parkrun to restart!



Dr Colleen Wylie

Colleen is a GP in Winchester. She spent many years working in hospital medicine in the UK and New Zealand prior to GP training. She has interests in Child Health, GP Wellbeing and Education. She is also mum to three pre-school children. Outside work, she enjoys running and cycling.



Welcome!

To our 2021/22 GP Fellows

For Appraisal Year 2021-2022, we are delighted to welcome four GP Fellows to the Team.

They will work together on a joint project, before embarking on individual projects of their own, and we can't wait to see what they produce! You'll find more about them all on our website [HERE](#).

We are here if you need us:

Dr Susi Caesar

Regional Director

01962 690367 / 07974 966141

susi.caesar@hee.nhs.uk

Dr Stephanie Hughes

Deputy Service Lead

07718 392977

stephanie.hughes@hee.nhs.uk

Gill Watson

Programme Manager & Training

01962 690411

gill.watson@hee.nhs.uk

Jools Mumford

PA/Administrator & Creative

01962 690414

jools.mumford@hee.nhs.uk

APPRAISAL ADMINISTRATORS:

Chris Davis

01962 690409

chris.davis@hee.nhs.uk

Penny Hockley

01962 690433

penny.hockley@hee.nhs.uk

Grace Adams

(Dorset)

grace.adams@hee.nhs.uk

Amber Carter-Desai

(Bournemouth and Poole)

amber.carter-desai@hee.nhs.uk

For all our doctors, as always, the Appraisal Service can be a safe place to talk to someone in confidence. If you are feeling at all in need of help, please get in touch at appraisal.wx@hee.nhs.uk marking it CONFIDENTIAL, and we will get back to you.

NHSE/I: Changes in Leadership

In the South West, Dr Caroline Gamlin has retired and her successor as Responsible Officer is **Dr Kheelna Bavalia**. In the South East, the RO remains Dr Shahed Ahmad, but there is a new Deputy Medical Director who will be looking after appraisals in the surrounding areas outside Hampshire and the Isle of Wight: **Dr Claire Cochrane-Dyet**.

Terms of Engagement

Every Appraiser should have up-to-date **Terms of Engagement** to reflect their current working arrangements and how they prefer to be paid.

If you have not yet completed your details, please contact **Penny** to discuss.



Dates to Note:

As our quarterly Whole Team Meetings pre-date (and provide content for) each Newsletter and round of Support Group meetings, we thought it might be useful for you to know what the planned dates will be this year. If you have any questions or feedback, your Senior Appraiser can put them on the agenda for discussion.

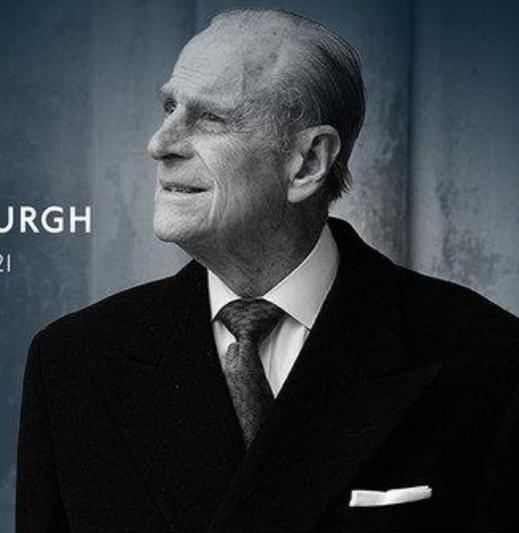
Our 2021/22 WTM dates are currently planned for **Wed 23rd June 2021, Thurs 2nd September 2021, Fri 3rd December 2021, and Tues 15th March 2022.**

We are saddened by the death of HRH Prince Philip, the Duke of Edinburgh, and extend our condolences to the Royal Family at this very difficult time.



HIS ROYAL HIGHNESS,
DUKE OF EDINBURGH

10 JUNE 1921 - 9 APRIL 2021



**Useful Contacts for NHS
England South Wessex:**

Responsible Officer SE (Hants/IOW): **Shahed Ahmad** englandwessexpcp@nhs.net
Responsible Officer SW (Dorset): **Kheelna Bavalia** kheelna.bavalia@nhs.net