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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 an increased focus on how doctors look after their own 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.

Remote vs Face-to-Face Meeting

Until lockdown is eased, the assumption remains that all appraisals will be facilitated remotely. Once rules change, it will be **your** choice, as the Appraisee, to meet either online or in person (with appropriate infection prevention measures in place). If you notify the office of your appraisal date, please also confirm whether this will be remote or face to face as we are monitoring this in order to let our Commissioners know the proportion of each that you choose.



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:

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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-Dyett**.

Ease of postponing / bringing forward an appraisal meeting

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

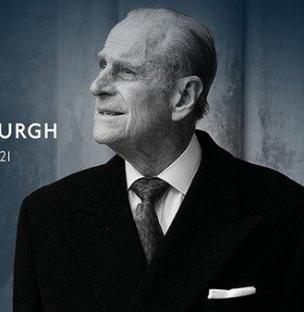
Please do not worry this year if you are coming up for your revalidation and missing any Supporting Information, especially **Patient and Colleague Feedback**. A deferral recommendation will continue your Licence to Practise to give you time to collect the information needed, and has no negative implications for your work. Obviously, where you have the time and opportunity, it's great to do the surveys in time to reflect on them at

your appraisal but, if this is not possible due to COVID or any other reason, just discuss it with your Appraiser during the meeting and make a plan in your new PDP as to how you can gather the feedback you need. Your Appraiser will simply need to **'Disagree'** the appropriate Supporting Information statement and put an explanation in the comment to the RO.

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



HIS ROYAL HIGHNESS,
DUKE OF EDINBURGH
10 JUNE 1921 - 9 APRIL 2021



**Useful Contacts for NHS
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Responsible Officer SE (Hants/IOW): **Shahed Ahmad** englandwessexpcp@nhs.net
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