



Contents this issue:

- Welcome to this Issue
- Vital Information on Appraiser CPD
- The Importance of Feedback
- DHSC Survey Request
- Annual Appraiser Conferences 2021
- Website – new Research Area
- New Senior Appraiser
- Enter Our Competition!
- Clarification on Medical Indemnity
- Check the Appraisal Year is Correct
- Updating Your Appraiser Profile
- Terms of Engagement - reminder
- One Million Step Challenge 2021
- Dates to Note

Welcome!

To our Summer '21 Issue

Schools have broken up for the summer but COVID cases are still high. Doctors are increasingly tired and in need of a break, especially as patients are more demanding and more likely to complain than a year ago. Remember: "You can't pour from an empty cup", so enjoy this newsletter, look after yourself, and use regular breaks and holidays to refresh and recharge.

There are some very important things to note in this issue. Firstly, please do read the CPD piece below and, for further information, we'd ask you to dedicate 20 minutes of your time to listen to our new podcast – find it [HERE](#) via WessexLMCs, or on our webpage [HERE](#).

In addition, we'd be grateful if you could help the DHSC by completing a 5 minute survey – find the link and more details on Page 2.

CPD



VITAL INFORMATION: We have recently had a significant event where an appraiser gave an appraisee incorrect information about CPD credits. In the Medical Appraisal 2020 process and going forwards, we emphasise the GMC requirement to demonstrate enough CPD to keep up to date at what you do over the whole of your scope of work. **The recommendation that 50 credits is an appropriate threshold has been entirely removed.**

Please try to stop your appraisees counting credits. Instead ask:

- What have you done to keep up to date across the whole of your scope of work?
- What are the most significant things you have learned?
- Have you identified any learning needs that you need, or want, to address, or key learning to be shared? If so, what action have you taken as a result?

2021 Annual Appraiser Conferences

We have 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.

Our Conference 2021 dates are:

Weds 8 Sept 2021 (afternoon)

Thurs 23 Sept 2021 (morning)

To reserve your place on either day, please click ABOVE on the date you wish to attend and complete the details via the link.

We are still finalising the content, but you can find the draft programme [HERE](#). We will be adding to our Conference webpage as and when we have more details.



There will also be an opportunity for a Support Group. Dates are:

Thurs 23 Sept 2021 pm (1.30-3.45)

Tues 28 Sept 2021 am (9.30-11.45)

And if you have any suggestions for content for future conferences, we'd be very interested to hear from you!

Please email Steph Hughes [HERE](#).

The Importance of Completing Surveys and Feedback Requests

We all know that feeling.... We receive a request to complete yet ANOTHER survey or questionnaire, and we groan inwardly (or perhaps even outwardly) but, like it or not, feedback is absolutely vital in driving change, for keeping what works, and improving what doesn't.

You should have been invited individually by the GMC to take part in their evaluation of Appraisal 2020. Please have your say, whether or not (or especially if!) you felt the whole thing to be wonderful! It will allow things that work to remain, and identify areas for improvement.

Wessex Appraisal Service also sends out invitations to give feedback on a variety

of aspects of appraisal, both after your own appraisal every year, and when there is an ongoing research project. We DO read it all, and we DO act upon it. That's how we know, for example, that CPD remains a confusing issue, and it's how we learned of the recent incident mentioned on Page 1, where an Appraiser gave out wrong information. Feedback identifies areas on which the Service can focus, and also emphasises the importance of keeping engaged and up-to-date with appraisal requirements.

Please do give your feedback if asked. It is the only way to see the change that you want.

And speaking of Surveys... ... the Department of Health and Social Care requests your help

Manda Copage, Head of Professional Standards and Primary Care National Performers Lists for NHS England and NHS Improvement, has asked that we share the below communication with all of our Appraisers. We emailed everyone towards the end of July but in case you missed it, here it is once again:

Dear Colleague

As many of you will know, the Department of Health and Social Care (DHSC) has commissioned NHSEI to review the England Medical Performers List Regulations in the context of the wider regulatory landscape in operation across England. This review has the potential to identify where regulatory requirements can be streamlined and simplified, while maintaining the high professional standards that ensure patient safety.

This questionnaire aims to gather information from stakeholders about their views of the existing regulatory landscape for General Practitioners in England, plus thoughts on how this landscape might be transformed. The feedback from the questionnaire will contribute to the content of a series of focus group discussions and inform an options appraisal that will be shared with the Department for Health and Social Care (DHSC) during the autumn 2021.

We are keen to secure views from as wider range of stakeholders as possible. I would therefore be grateful if, alongside completing the online survey yourself, you could forward this email to any other colleague who may be interested in providing their views on this important piece of work. Many thanks for your help. (Survey closes Mon 2nd August)

Please [CLICK HERE](#) to proceed to the online survey.

NEW FOR 2021!

Website Research Tab

We are increasingly successful in the research sphere - for example, 5 posters on aspects of appraisal have been accepted so far for the 2021 RCGP Conference on 14-15th October in Liverpool. We also have several ongoing research projects, through our GP Fellows and our research bursaries, and appraisers working towards postgraduate qualifications with the University of Winchester. To share our research more widely, we have created a research tab on the website [HERE](#) and we hope you will find it interesting.



New Senior Appraiser: Dr Derrin Wilkins

With Shehla Jamil having to make a decision to step down for a time, we are delighted to confirm that **Dr Derrin Wilkins** will be Senior Appraiser during this period.

Derrin has been an Appraiser for a very long time, and we are pleased to have her increase her input with the team. She will be covering the groups Basingstoke and Blackwater and she has been introduced to the groups, albeit only remotely. We're sure the support groups will welcome her, and we all wish her well!

Derrin has written a few words of introduction:



“ Hello Appraisers of North Hampshire and Blackwater Valley!

I am delighted to be covering Shehla's sabbatical and I look forward to meeting you all in the locality group meetings. I thought a brief introduction might be helpful so that if/when you need to contact me, I am not a completely unknown quantity!

Medicine side of things first, I've been qualified over 30 years and, having moved from psychiatry to general practice, was a partner in Eastleigh for 17 years until about 5 years ago. Since then, I have worked as a sessional GP and, for the last couple of years, I have also been a clinical reviewer at the Referral

Support Service for HloW CCG (previously West Hampshire CCG) for one day a week.

With regard to appraisal, I have been an appraiser for 13 years with experience in appraising GPs, secondary care colleagues and independents. I was in the first cohort of appraisers to complete the PG Cert in Medical Education (Appraisal) and, somewhat to my surprise, I thoroughly enjoyed it. I also undertake RMS/Revalidation and SUPPORTS QA work.

When I am not working, I enjoy hiking, dancing, painting, taking photographs, gardening, reading crime fiction, and trying to solve cryptic crosswords!

I love appraising and have always been passionate about putting the doctor front and centre and making appraisals supportive and formative, whilst also fulfilling my professional duty to 'tick the boxes' appropriately. Whilst we all could have done without the chaos wrought by COVID, I am pleased that the opportunity for appraisals to re-focus has been taken.

I am excited to be able to work with you all and to support you over the next few months. Please do get in touch if you have anything you need or want to discuss. I prefer to be contacted via email at derrinwilkins@nhs.net but if it is urgent, you can reach me on my mobile: 07887 537989 (call or text).

Warm wishes, Derrin ””



Enter our Competition! 'Appraisal Inspires...'

Calling all our creative writers, poets, musicians, cartoonists, painters, etc!
We at Wessex Appraisal Service have always known that our appraisers are a marvellously multi-talented bunch, and we would like to tap into your brilliance by inviting you to enter our competition - '**Appraisal Inspires...**'.

We are looking for a piece of work entitled "**Appraising in a Pandemic**". The work can take any form you like and be as serious or as amusing as you wish. So get those creative juices flowing and send your entries, by Wednesday 25th August at the latest, to Appraisal.WX@hee.nhs.uk.

We have a twenty minute slot at this year's conference, during which we would like to showcase the winning entry, as well as two runners-up. Your piece should take no longer than five minutes to be read aloud, viewed, presented, or performed. You do not need to present your own entry if you'd prefer not to – just let us know and we will find someone else to do that for you. We can't wait to hear from you!

Clarification on Medical Indemnity

NHS England Appraisers who are also GPs sometimes ask about their indemnity and negligence arrangements, particularly with regard to the introduction of the Clinical Negligence Scheme for General Practice (CNSGP) in April 2019. **To clarify: Appraisal does not count as a clinical session and Appraisers do not therefore need to have indemnity insurance to cover these sessions.** You are covered for all NHS appraisals as a 'relevant person' for the purposes of the NHS Litigation Authority Third Party Liability Scheme (TPLS) in terms of liability for your actions whilst acting in the role of Appraiser. If your medical defence organisation is trying to charge you more to cover appraisals, don't pay and contact us.

You'll find further information on the NHS website [HERE](#).



Please check that the correct Appraisal Year is selected prior to sign off!



With doctors having missed an appraisal last year, they may not always have closed down their appraisal for 2020-21 if using an electronic platform. Therefore, before completing the appraisal this year, **please ensure that you are working in the 2021-22 appraisal year.** By changing the appraisal date, this may happen automatically. If not, please ask the doctor to contact their toolkit provider to ensure this is changed before sign off.

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.

Useful Contacts for NHS England South Wessex:

Updating Your Appraiser Profile

Have you changed your hairstyle during lockdown? Are you one of our new Appraisers for whom we do not yet have a photograph at all because you were trained virtually? We want all of our Appraiser Profiles to be fully up-to-date by the time we have our external QA later in the summer, so please take the time to review yours and update your details, and send a new photo, or let us know if you are entirely happy with it.



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 **Gill** to discuss.

One Million Step Challenge 2021



Gill, our Programme Manager, has again signed up for the **One Million Step Challenge** for Diabetes UK. This takes place from 1st July to 30th September and Gill hopes to complete the challenge – despite the weather – on time and with steps to spare. Gill has lived with Diabetes for a number of years and has found accepting this to not always be easy, especially during the last 18 months or so. She has decided to push herself to make a change. She asks that in any way you can support her, please do! Walking with her – in person or virtually, making a donation, sending the odd “keep it up” message would help her through the days.

“I know having done this before, that I will feel better for it, both physically and mentally, knowing that I am supporting a charity that has helped me” Gill said.

If you'd like to help Gill support her charity, click **HERE**.

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 **Thurs 2nd September 2021**, **Fri 3rd December 2021**, and **Tues 15th March 2022**.

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