

Restarting Appraisal

4th September 2020

Dear GP Colleagues,

The CMO letter of 23rd July advised Responsible Officers that appraisal should be restarted from 1st October 2020. We have taken some time to consider how best to manage this, recognising that much has changed over the past 6 months.

Revalidation has been deferred for a year for those who were due during 17th March 20- 16th March 21. This means that over 21/22 we will have far greater numbers of Clinicians who require a Revalidation decision.

Appraisal will allow an opportunity for reflective discussion and consideration of the impact of the past few months, with a focus on Clinician well- being. Appraisals are likely to be shorter in duration and the aim would be that they would take place using MS Teams or Skype.

We are aware of concerns around the perceived burden of preparation for appraisal however the intention is that the process should be as “light touch” as possible. With regards CPD there is recognition that for the majority of GPs the significant learning during the pandemic far exceeds 50 CPD credits. Extensive documentation is not required and the importance will be reflection at the appraisal.

For those Clinicians who are due to revalidate, the GMC has made it clear that consideration of the core GMC requirements, particularly with regard to patient safety issues, continue to be necessary. Therefore there remains the requirement for annual SEA & reflection on complaints, and a Patient feedback and a Multi-source feedback during the 5 year cycle. Within the Board we have a policy to ensure those due for Revalidation are appraised within the year prior to this date. This allows an opportunity to ensure all requirements for Revalidation are met, and an appropriate Revalidation recommendation can be made.

A significant amount of work has taken place by our Appraisal team to review those who are due appraisal and revalidation.

The plan is to prioritise appraisals for a number of key groups;

1. Doctors due Revalidation in 21/22.
2. GPs who have joined the NHS Greater Glasgow & Clyde Performers List over the past year
3. Doctors who are retiring
4. Doctors who have outstanding GMC issues

The Appraisal team have started making contact with some GPs in order to book appraisal dates.

I hope that this provides some clarity about how we plan to manage this programme. If there are any concerns please do not hesitate to contact either of us, or your appraiser.

Kind regards

Dr Kerri Neylon
Deputy Medical Director for Primary Care

Dr Janice Oliver
Lead Appraisal Advisor