

16th May 2022

Appraisal in the Post Pandemic period for the next 18 months for GPs and Specialist doctors in Highland; or until new proposals are recommended by updated National Guidance

1. **Wellbeing and support:** of doctors should be the main role of the appraiser.
2. **The job you do:** This should also include any additional work such as Out of Hours work, Occupational Health, Voluntary medical work and Private Practice.
3. **CPD:** Specialist doctors, who are not in a training post, need to follow the guidance from their respective Royal Colleges. GPs should be encouraged to undertake 50 CPD credits from a range of learning activities with emphasis on quality rather than quantity. The doctor should demonstrate reflection, meaningful learning, and impact from at least some of the learning activities. The credits should be drawn from flexible learning situations such as in house or departmental meetings, discussions between peers, courses, and reading, including medical books. In addition, broader CPD should be encouraged such as activities to nurture resilience such as Sports, Coaching, Supervision, and Team Building. The doctor should provide a PDP which should be a part of the next years CPD. The appraiser should confirm that the doctor has undertaken sufficient and appropriate CPD for their professional practice as required by the GMC.
4. **QIA:** QIA should be presented every year, preferably in writing as part of the pre-Appraisal submission. MSF and PSQ will count as QIA in the year in which they are submitted.
5. **One LEA, or SEA, or Critical Incident:** with evidence of reflection and ideally a change being made
6. **The Declarations (Health, Complaints and Probity)**
7. **MSF and PSQ:** or GMC alternative every revalidation Cycle (the MSF should have a minimum of 8 Raters and PSQ should aim to present 25 questionnaires although there may be some flexibility here with numbers as long as the responses obtained are reflected upon).

Jointly proposed by NHS Highland Lead Appraisers:

Dr David Stephens
Dr Robbie Forsyth
Dr Kate Slaven
Dr Barbara Chandler

Approved by Dr Boyd Peters, Board Medical Director