

## Summary from Appraisal Seminar

### Issues/Comments following Appraisal Presentation:

- Balancing the purposes of appraisal is a challenge – some perceive a change in direction to performance management, and it is important not to let the pendulum swing too far in this regard
- Confusion around appraisals – as a profession we need to separate out performance management
- Line Managers should do the annual appraisal that falls within the revalidation year
- The quality of appraisal is possibly the biggest reason for revalidation deferrals
- General approach to appraisals – defer revalidation in order to get it right
- GMC concerned about doing appraisals rather than a “good” appraisal
- Appraisers need to be taught how to write outputs for ROs

### Questions:

- What happens when a standard of appraisal received is not up to scratch?
- How do you feedback to the previous DB that the received appraisal is not satisfactory?
- Who is looking at the standard of appraisals (GMC etc)?
- How do we facilitate appraisal systems that are not up to scratch?

### Appraisal Issues – emerging themes

- 1) Supporting Information
  - Principles
  - Safeguarding
  - Information sharing
  - Prescribed significant events
- 2) Appraisers
  - Quality of appraisers
- 3) Mechanics
  - Getting key aspects agreed
- 4) Information Governance
  - Handling/sharing of emails that contain key information for appraisals/revalidation
- 5) Training for Doctors
  - Get the best out of appraisals by providing training for doctors