

All England Appraisal Network Lead Appraiser's Conference

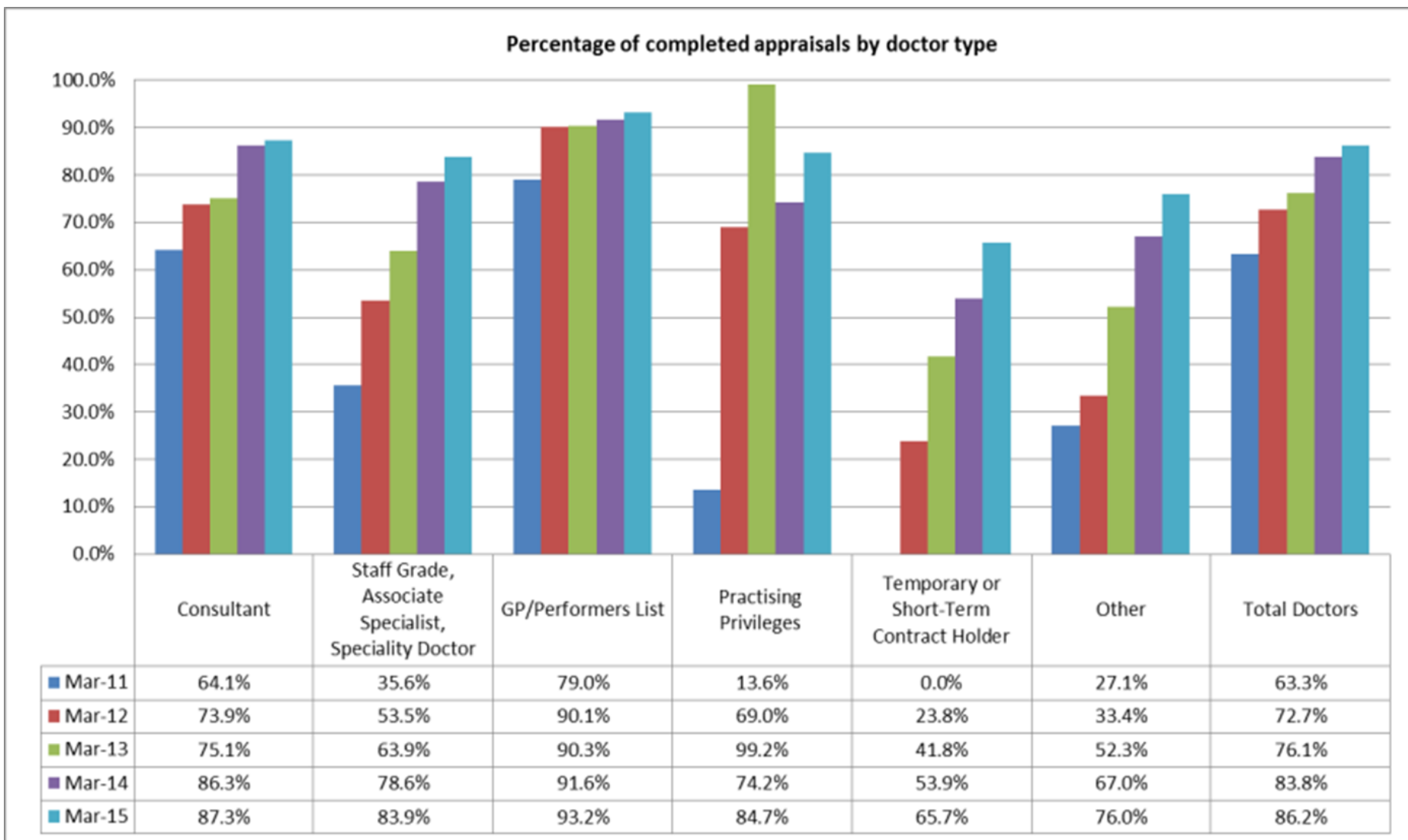
Workshop F

Prompting participation of short-term
contract doctors in a quality medical
appraisal programme

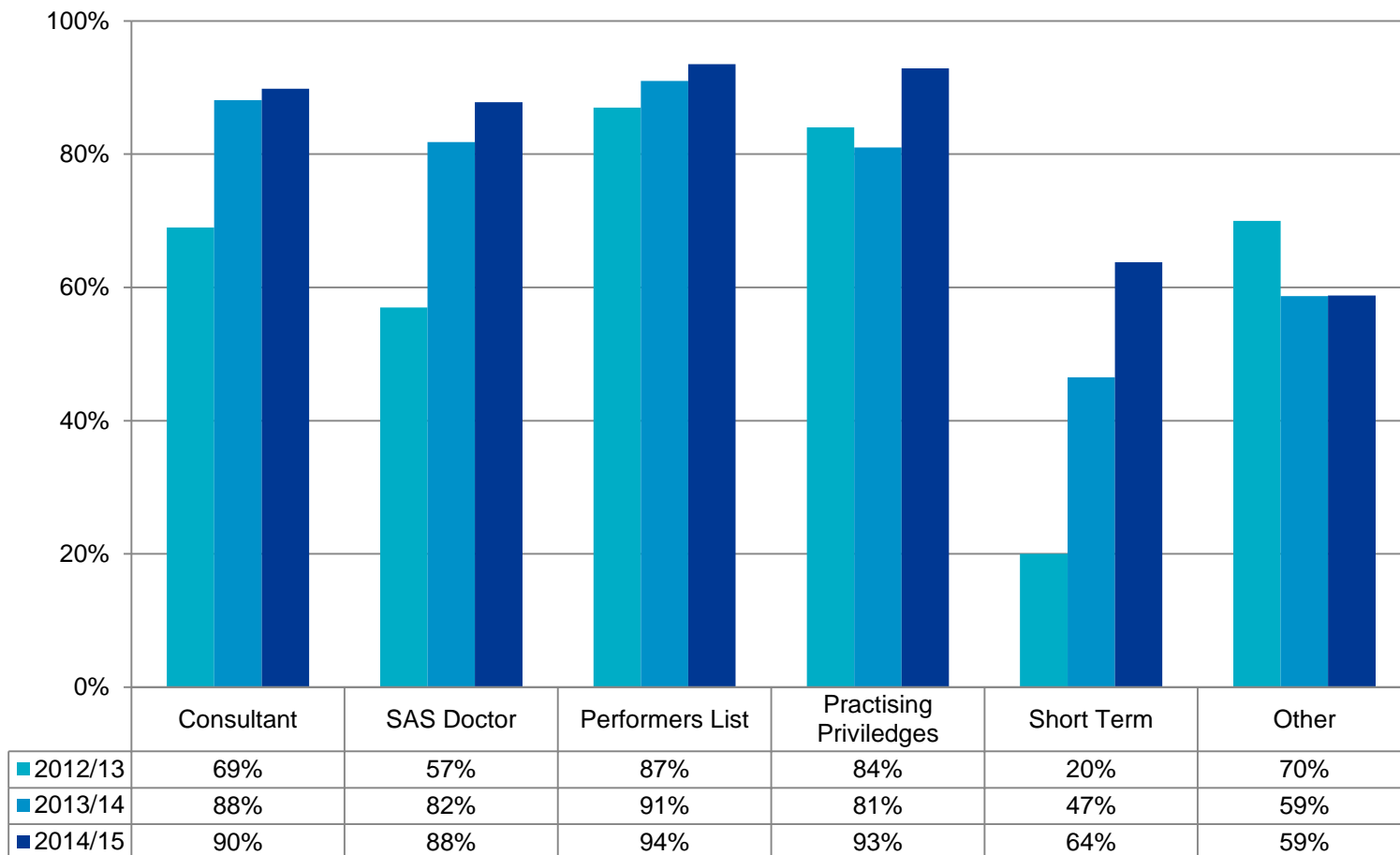
Paul Twomey



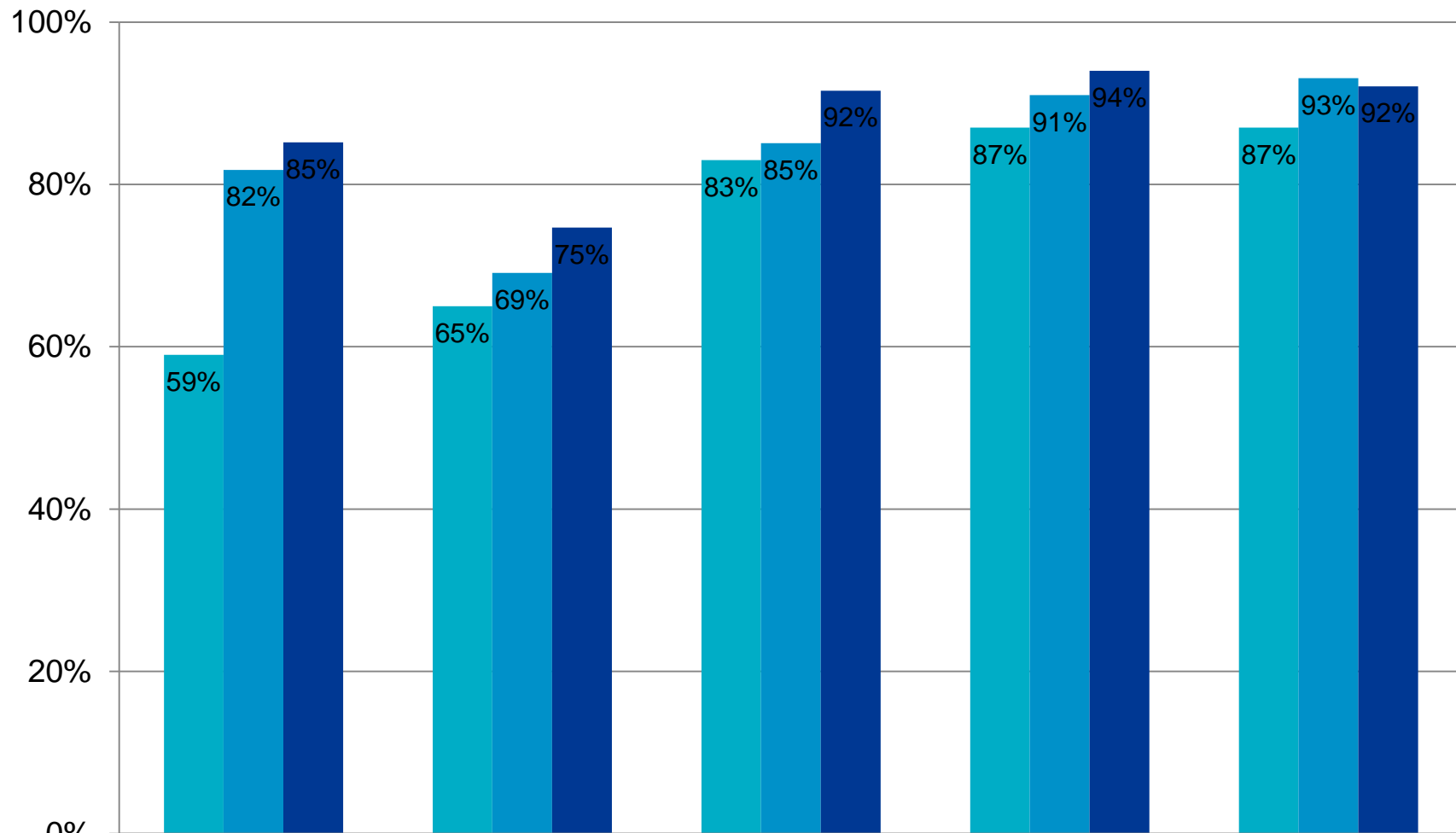
Appraisal uptake by grade, year on year



NHS England (North) Comparison of annual appraisal uptake by grade

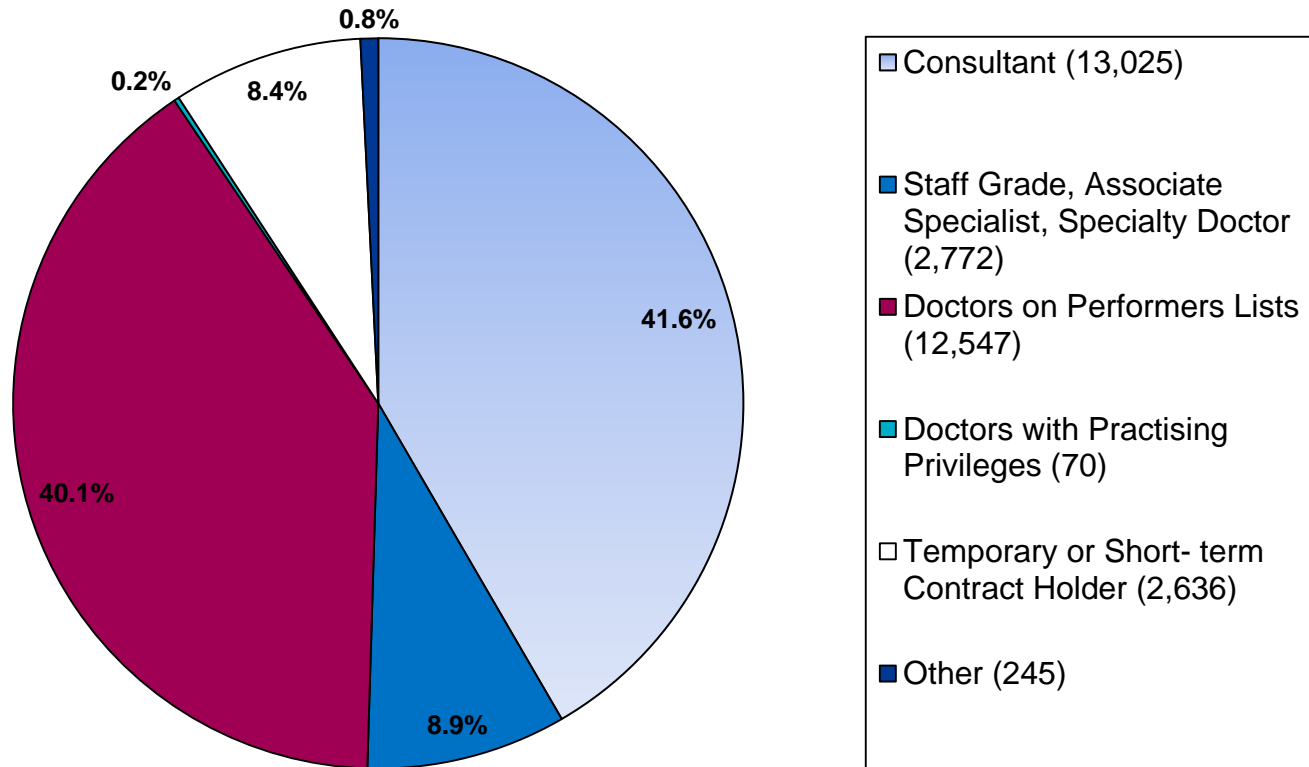


NHS England (North) Comparison of annual appraisal uptake by health sector

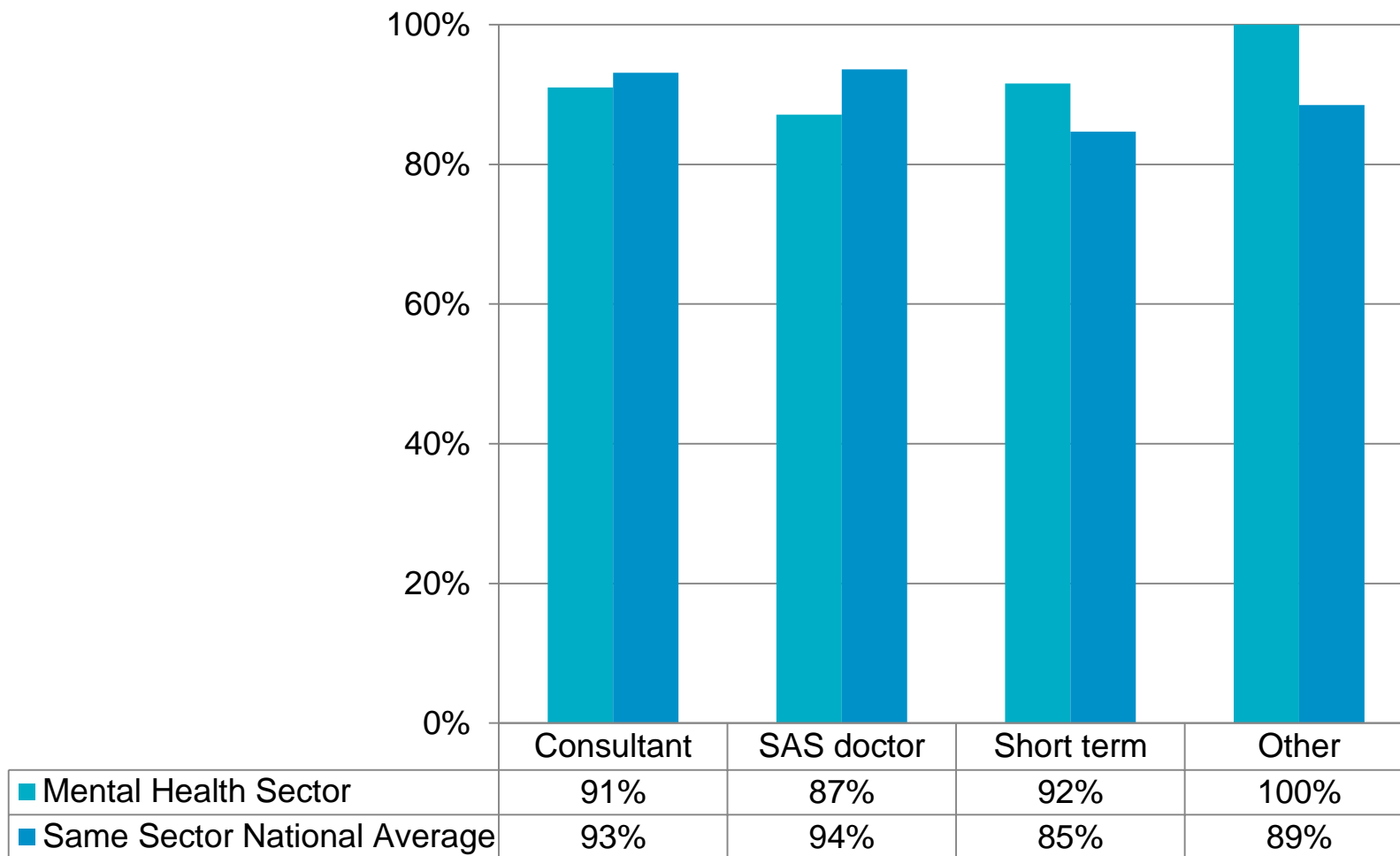


	Acute	Independent	Mental Health	NHS England	Other NHS
2012/13	59%	65%	83%	87%	87%
2013/14	82%	69%	85%	91%	93%
2014/15	85%	75%	92%	94%	92%

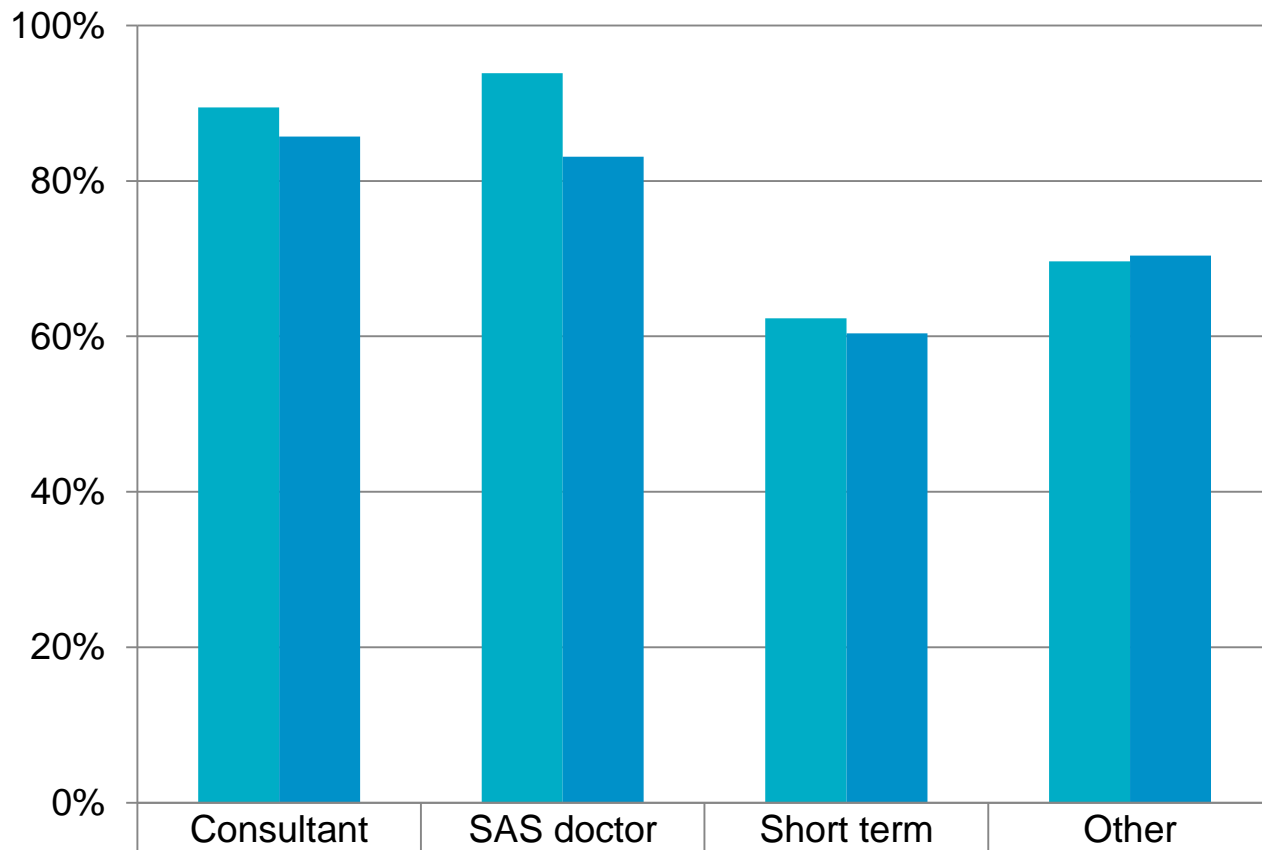
NHS England (North) Number of doctors by sector and type



NHS England (North) Appraisal uptake rate by grade for Mental Health sector

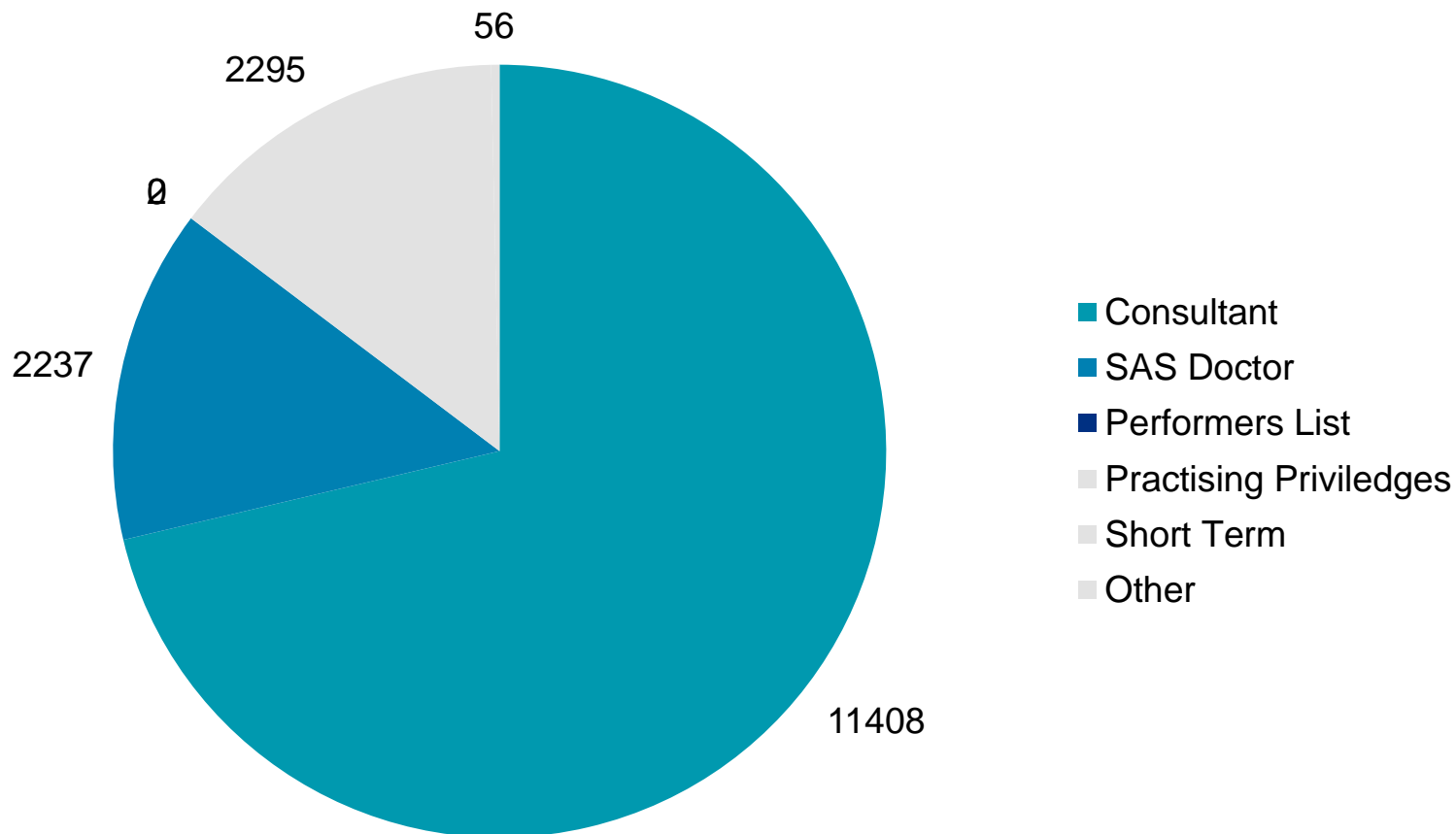


NHS England (North) Appraisal uptake rate by grade for Acute sector

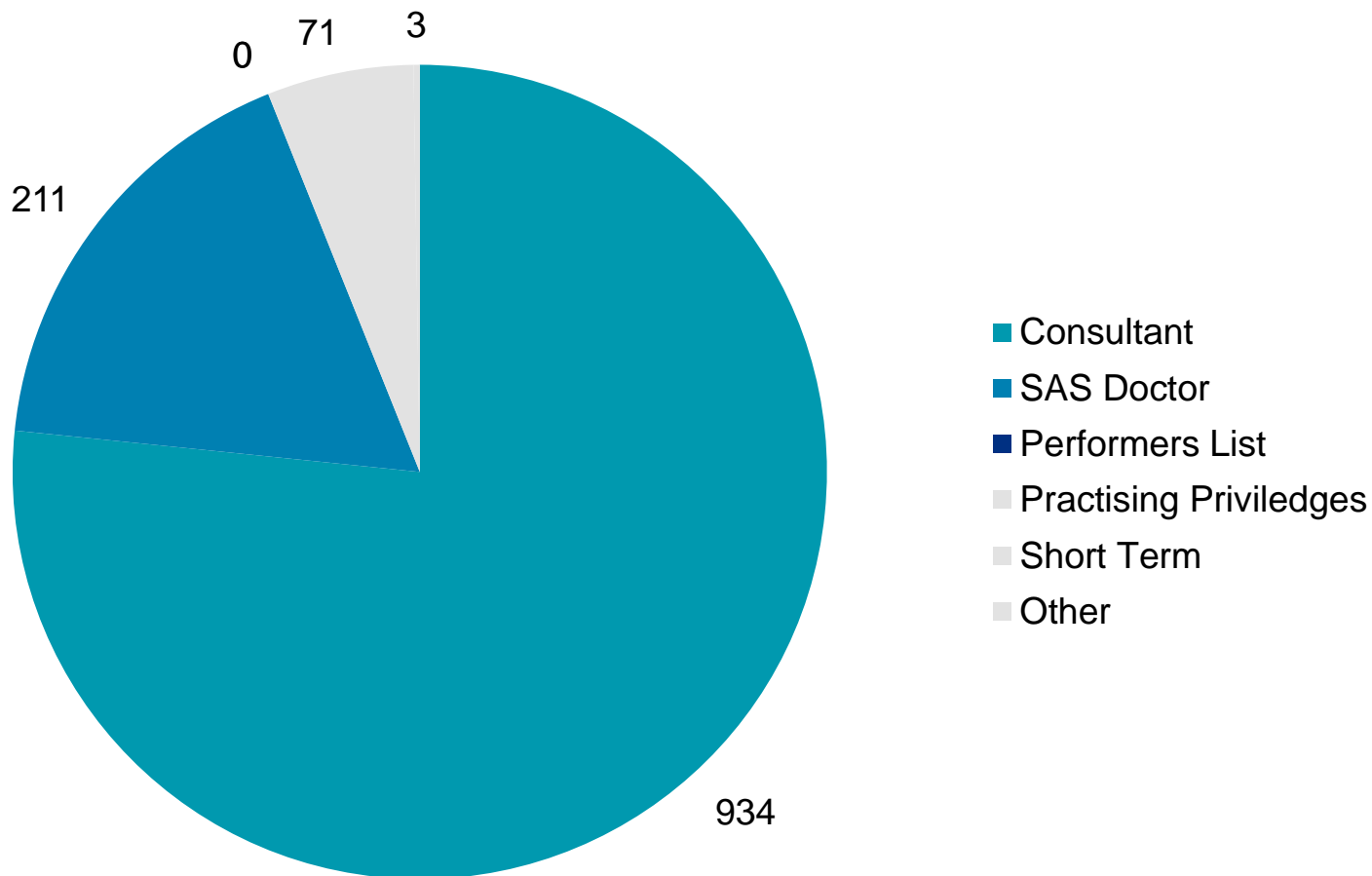


■ Acute Sector	89%	94%	62%	70%
■ Same Sector National Average	86%	83%	60%	70%

NHS England (North) Number of doctors in Acute sector



NHS England (North) Number of doctors in Mental Health sector



Achieving high MA update

- **Leadership**
Board, RO → Delivery framework
- **Clarity**
Of responsibilities and opportunities for doctors
and medical appraisers
- **Logistics**
Engagement
Allocation
Facilitation
- **Useful**
Governance
Q/A
Integration – the so what



Annual RO Function Cycle

