

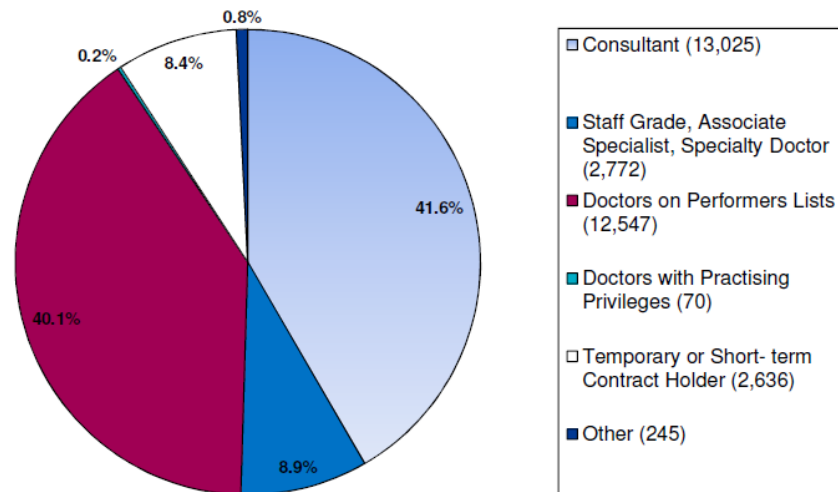
WORKSHOP ON SHORT TERM CONTRACT DOCTORS

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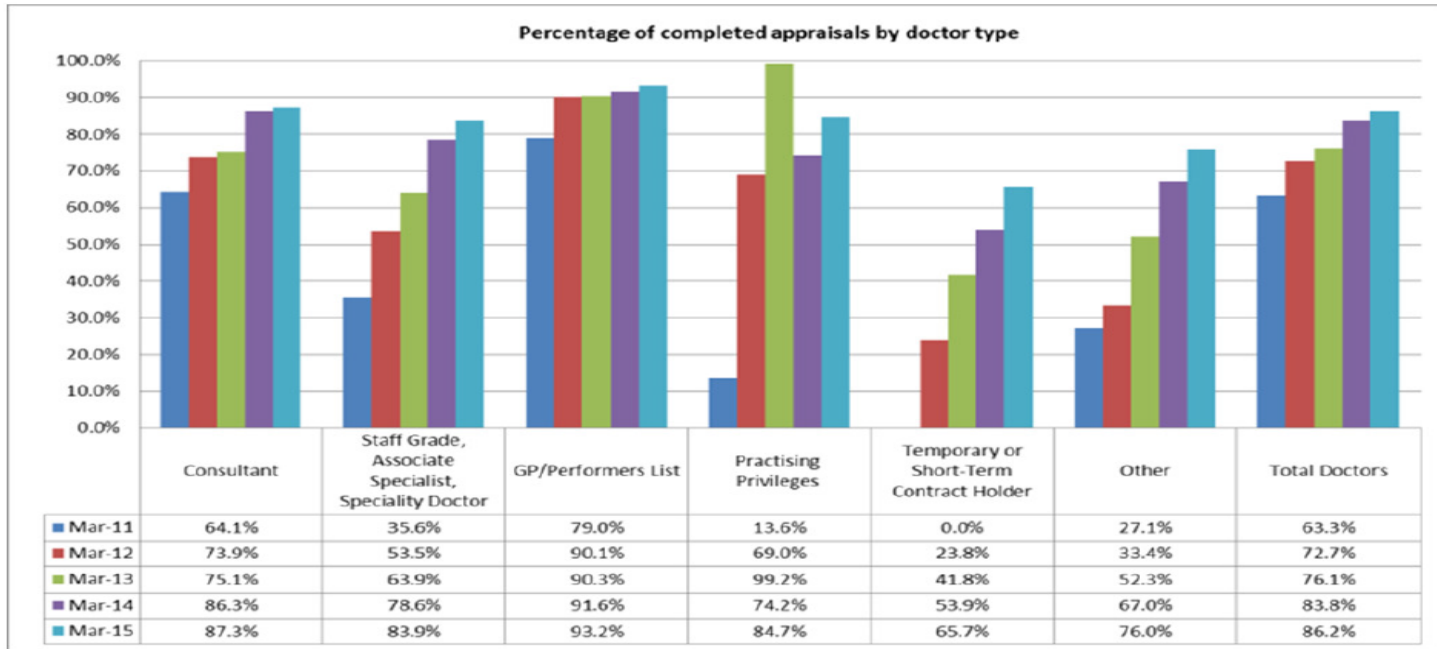
HOW MANY DOCTORS ARE WE TALKING ABOUT?

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

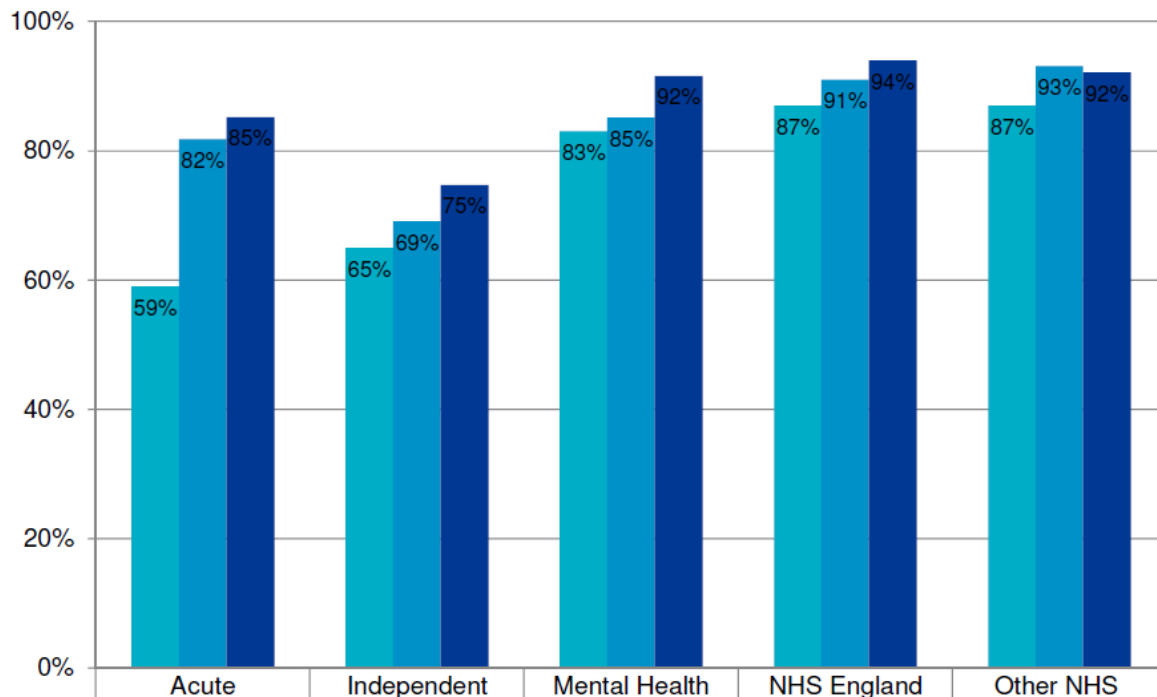


IS THERE AN APPRAISAL PROBLEM?

Appraisal uptake by grade, year on year



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



| | | | | | |
|-----------|-----|-----|-----|-----|-----|
| ■ 2012/13 | 59% | 65% | 83% | 87% | 87% |
| ■ 2013/14 | 82% | 69% | 85% | 91% | 93% |
| ■ 2014/15 | 85% | 75% | 92% | 94% | 92% |

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CONTEXT

- Presumption is that:
 - 1.all doctors should have a yearly appraisal
 2. all doctors should have a prescribed connection with a designated body

Goal is to increase participation in quality medical appraisal from 2014/15 figures ~ 2/3 took part

AIMS OF WORKSHOP

- Barriers for the short term contract doctor
 - Barriers for the organisation
 - Benefits to the organisation
 - Solutions
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AIMS OF WORKSHOP

- Barriers for the short term contract doctor
 - Unfamiliarity w UK system, lack of engagement with education, professional development, “lost tribe”, inability to access proper support – personnel, IT, study leave, funding
 - Unfamiliarity with varying systems used
 - Lack of role models or mentors or educational/clinical supervisors
 - Lack of clear expectation as to achievements in each post
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AIMS OF WORKSHOP

- Barriers for the organisation
 - Lack of SAS/NCCG Appraisers
 - Lack of IT support
 - Induction processes
 - Varying Appraisal Platforms
 - Data collection
 - Engagement with clinicians
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AIMS OF WORKSHOP

Benefits to the organisation

Supports professional development of NCCG doctors

Increased sense of being a good employer - ? improved recruitment and retention ?
increasing importance

Improved matching of workforce to service requirements

AIMS OF WORKSHOP

- Solutions