

Quality and consistency of appraisal

Points to consider

Appraiser Recruitment

New Appraiser Training

Post First 4 appraisal review

Appraisal Output assessment

Appraiser Needs based CPD local sessions

CPD regional sessions

MAPS- guidance dissemination to doctors and appraisers for consistency

e.g Scope of work proportionality of supporting information

e.g Minimal clinical sessions

Appraiser self assessment

Appraisee feedback

Appraiser annual review

Appraiser exit interviews

Dealing with appraisers with performance issues

Appraisal leads network

Appraisal lead day to day support

Dr support and communication to help with engagement and supporting information

Lancashire mythbusters-,QIA- the appraisal 2 week rule – challenge and Support

Telephone and online support for doctors

Assessment of compliance with national appraisal policy

External verification of the appraisal process