

# ALL ENGLAND LEAD APPRAISAL NETWORK LEAD APPRAISERS CONFERENCE

Acute Sector Seminar

# Appraisal in the acute sector

- ▣ In theory, the organisational structures of acute hospital trusts lend themselves well to supporting appraisal

But....

- ▣ Acute trusts employ a diverse range of medical staff
- ▣ Engagement is variable
- ▣ Service pressures are increasing

# Suggested topics for discussion

- ▣ How to make appraisees see appraisal as something for them, rather than something for their organisation/the GMC
- ▣ How to recruit and support a body of appraisers who will facilitate this
- ▣ How to assess the quality of the appraisal process

# Other issues that I have experienced that may be common to the acute sector

- ▣ Maintaining engagement at times of high operational pressure
- ▣ Aligning PDPs to service/corporate objectives
- ▣ Engaging transient staff groups
- ▣ Resourcing the appraisal process
- ▣ Managing poor appraisee engagement

Other issues for discussion?