

# All England Appraisal Network Lead Appraisers Conference

**Sector Seminar: NHS England**

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23.2.16

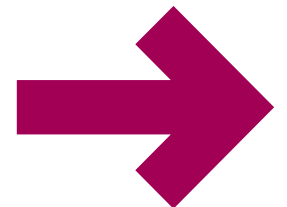


# The Appraisal team's thoughts

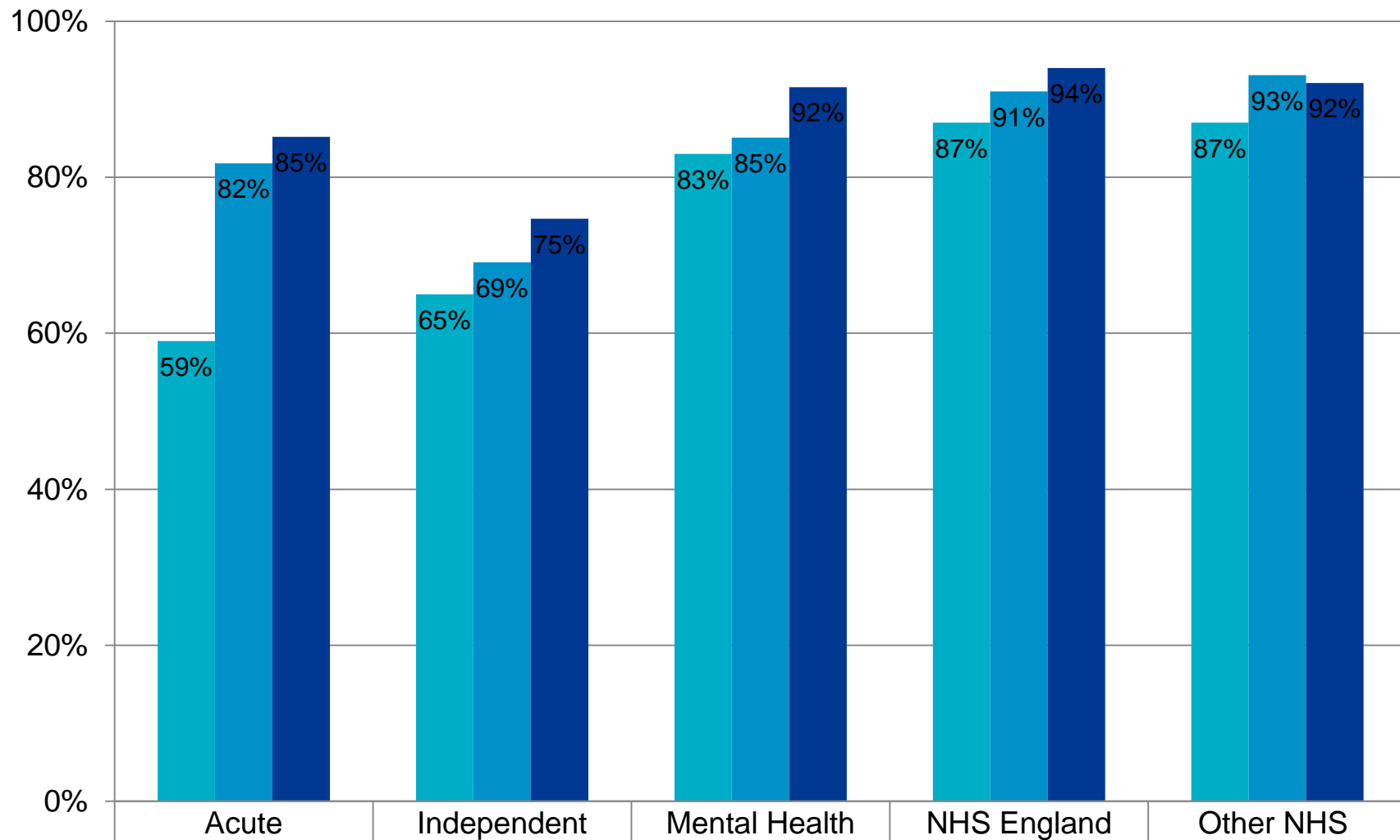
Successes	Challenges	Aspirations
<ul style="list-style-type: none"> <li>No appraisals in March</li> <li>Appraisers using RMS to upload documents</li> <li>Improvement in appraisers meeting 28 day deadline for submission</li> </ul>	<ul style="list-style-type: none"> <li>SOW requirements - remove any ambiguity</li> <li>Clearer definition of SEAs and what is required</li> <li>What constitutes an acceptable Audit</li> </ul>	<ul style="list-style-type: none"> <li>Clarity linked to RMS so documents automatically uploaded once completed</li> <li>MAG Form to be completed on RMS to negate the need for sending from Dr to Appraiser and back</li> </ul>

# Successes

- Engagement: good compliance, gradually increasing commitment



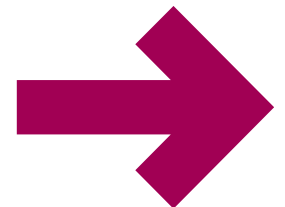
# NHS England (North) Comparison of annual appraisal uptake by health sector



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

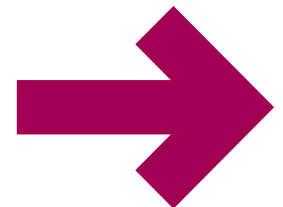
# Successes

- Engagement: good compliance, gradually increasing commitment
- Appraiser development
- Appraisal quality: pre-, peri- and post-
- Robust systems
- Quality assurance



# Challenges

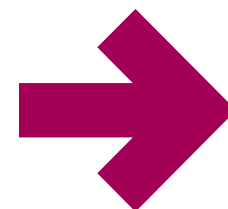
- Improving commitment
- Even better inputs and outputs
- Capacity: the team; appraisers
- The maverick appraiser
- Greater clarity and **consistency** in certain areas- e.g. scope of work requirements, SEA and audit quality



# Aspirations

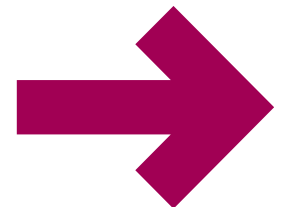


*I've just found some of your dreams and ambitions.  
Can I throw them out now?*



# Aspirations

- Mastering the Challenges above!
- Better tools for GPs for collating appraisal information (preferably integrated into GP clinical systems)
- A more positive attitude from GPs towards appraisal





# Group work

What are your and your team's main successes challenges and aspirations?

