




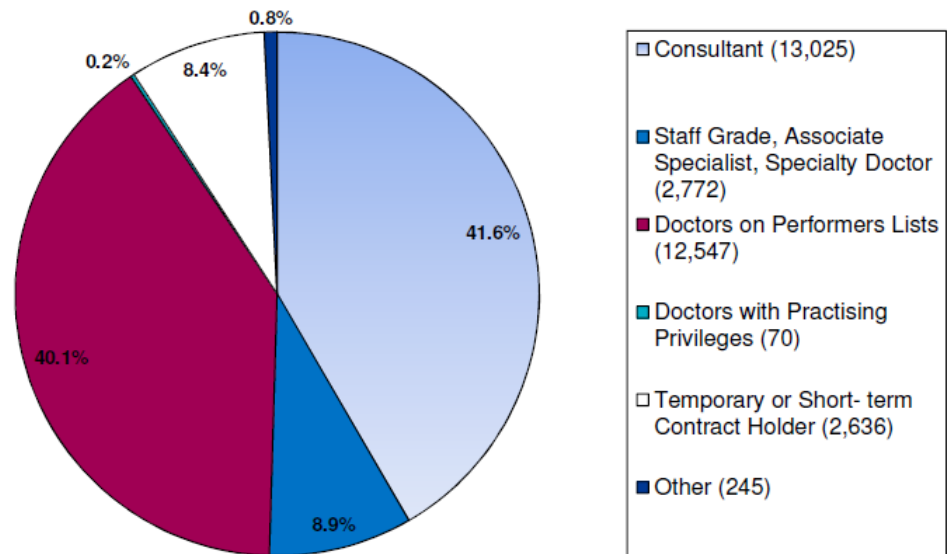
Appraisals and Revalidation for Locum Doctors

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Lead Appraiser – A Locum Group
&

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RO for Locum agencies
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It is not a SMALL sector !!

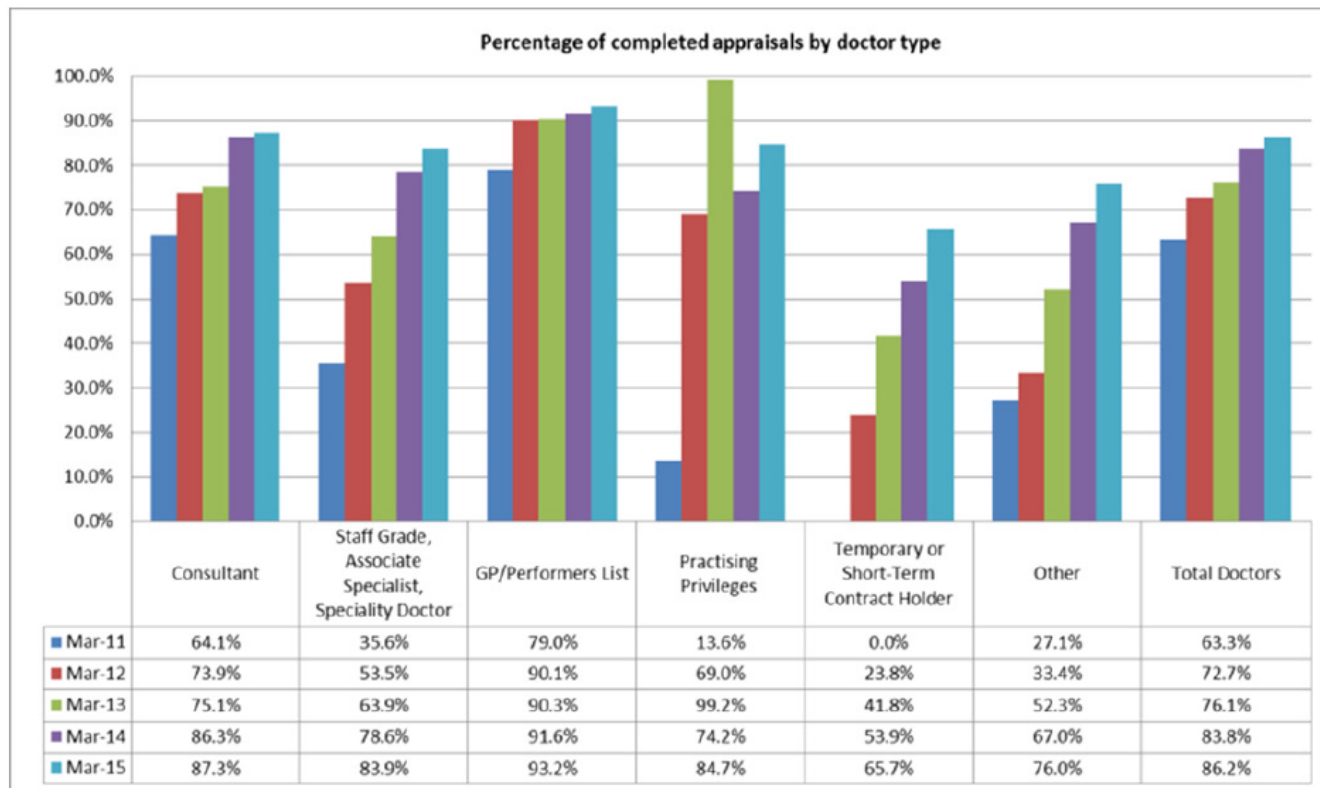
NHS England (North) Number of doctors by sector and type 



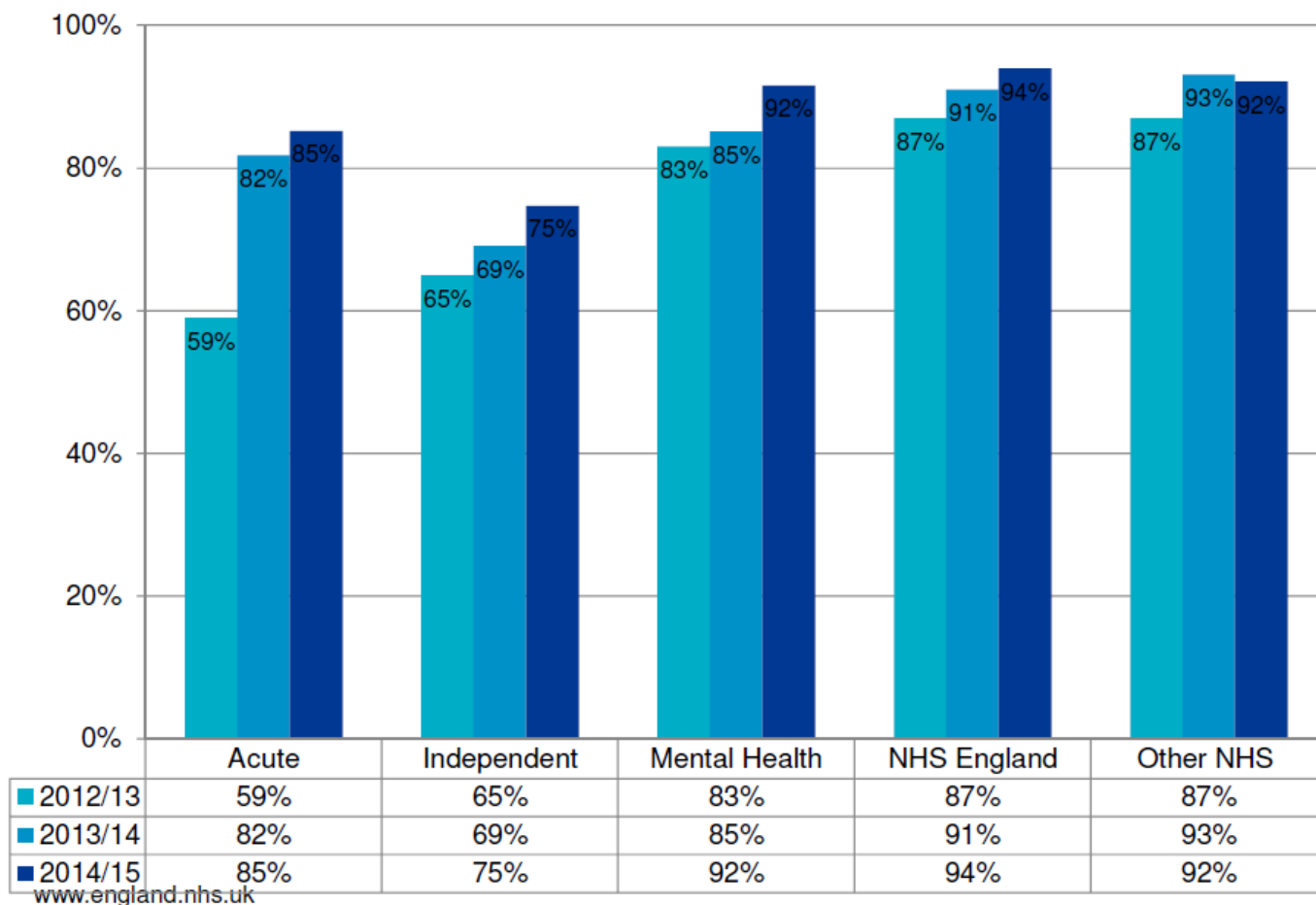
So Why are we Discussing it ??



Appraisal uptake by grade, year on year



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



What we hope to achieve Today

- Identify issues affecting Locum Doctors in achieving a robust appraisal and getting revalidated
- Dispel some myths and lack of clarity about locum doctors appraisals
- **Identify ideas, suggestions, proposals to render the process easier and better**

Programme for Today

- Presentation
- Problems and Issues facing Locum Doctors
- Proposed solutions to above problems
ideas, suggestions, proposals

Types of Locum Appointments

- Long term in fixed job
- Long term in an institution but with changing roles
- Short term such as few weeks
- Very short term i.e few days
- Outside of working time i.e mainly nights or evenings
- Doctors mainly working abroad with short UK locum

Issues and problems

Documentation!!!!

Evidence !!!!!

Reflections!!!!





Standards Expected of a Locum



Standards Expected of a Locum

SAME as any other Doctor

Problems

- Unfamiliarity with process
- Reflection and Evidence
- IT skills
- Less emphasis on “soft skills”
- Lack of supervision and mentoring
- No Team

Job Plan

- Usually non existent
- Can be replaced by a thorough scope of work
 - Accurate???

CPD

- CPD lack of access to internal CPD
- No CPD budget
- Lose days finance

“As a freelance locum GP I receive no remuneration for the hours of study and preparation. I would have to pay for any courses myself and am already struggling to justify the financial costs of continuing to work.”

- Lack interest
- No Direction



QIP

Possible or Impossible?

audit

CBDs

Case reviews

short surveys

PDP

- Issues on completing some PDP as dependent on “Other” factors
- Issues of Proposing a PDP as future jobs uncertain or unsure
- Comply with mandatory training
- SMARTer PDP

Own Experience

- Unfamiliarity
- Poor expectations
- CPD mainly online
- Poor idea of what different types of audits or QIP
- Expect that it will be APPRAISER Driven



Workshop

Problems and Good Practice

- For Locums doctors
- For Appraisers of Locums
- For Responsible Officers of locums
- For Locum Agencies
- For Employers of Locums
- for GMC



Good Practice



Proposal and Suggestions



THANK YOU
LETS TALK