



**LEAD APPRAISAL NETWORK  
MENTAL HEALTH SECTOR  
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# INTRODUCTIONS AND ISSUES

## WHAT'S SPECIFIC TO PSYCHIATRY?

- Introductions
- Large group discussions about themes
- What works well?
- What are the main challenges?



# KEY APPRAISAL AND REVALIDATION ISSUES FOR MENTAL HEALTH TRUSTS?

- What are the key issues in your Trust?
- The aim is to exchange information and to share challenges and good practice
- Please spend 5 minutes on your tables identifying your 3 main issues – and why
- We will gather the themes on a flip chart



## SOME THEMES

- Appraisal and Revalidation management systems
- Appraisal Resources and Support
- Recruitment of appraisers
- New Appraiser Training
- Allocation of appraisals – payment?
- CPD for appraisers and appraisal leads
- Quality Assurance of Appraisal



# SUPPORTING INFORMATION FOR APPRAISERS TO TAKE TO OWN APPRAISAL

- What do you need to bring to your own appraisal?
  - QA data
  - Reflections
  - CPD
  - Colleague feedback
  - Anything else?



# SCOPE OF WORK – WHAT ARE THE KEY THEMES?

- Multiple providers
- Private practice – standards for supporting information
- University - Follett
- Non-statutory



# REFLECTION – (HOW) DO WE INSIST?

- Supporting Information on its own is not enough
- Doctors are expected to REFLECT on the Supporting Information
- Where is the benchmark?
- How do you compare to your peers?



# WHEN TO DELAY AN APPRAISAL?

- Reviewing Supporting Information
- Is there any reflection?
- If not – what next?
- Check against Scope of Work – is it all covered?
  - e.g. role as a medical appraiser, private practice etc.
- Getting into difficulty by starting without all of the Supporting Information





# UNDERPERFORMING APPRAISERS – WHAT DO WE DO?

- How are they identified?
- What information supports this view?
- How do we address this?



