

Appraisal Experience at Surrey & Sussex Healthcare NHS Trust

Adam Stacey-Clear

Responsible Officer for GMC Revalidation &
Consultant Surgeon

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Enhanced Appraisal is the Cornerstone of Revalidation

- The GMC requires that doctors must demonstrate their **fitness to practise** in all the areas in which they work
- Appraisal covers **all aspects** of practice inside and out, with the employing organisation
- **Records** of Annual Appraisal must be maintained
- Responsible Officers use Appraisals and other sources of information to make **recommendations to the GMC**

Why Revalidation? Which Airline would you chose?

**OUR PILOTS WERE
ALL TRAINED
(years ago)**



Why Revalidation? Which Airline would you chose?

**OUR PILOTS ALL
UNDERTAKE REGULAR
TRAINING AND
ASSESSMENT**



Medical Appraisals

Previous Situation

- No medical appraisal policy
- Not enough appraisers
- No audit trail for appraisals
- CEA drive only
- Paper form 4 in insecure sites
- Appraisals not vigorous
- No appraisal leadership
- Appraisal drift
- SAS doctors almost a lost tribe

Appraisal and Revalidation A Perception?



“CONSULTANTS”



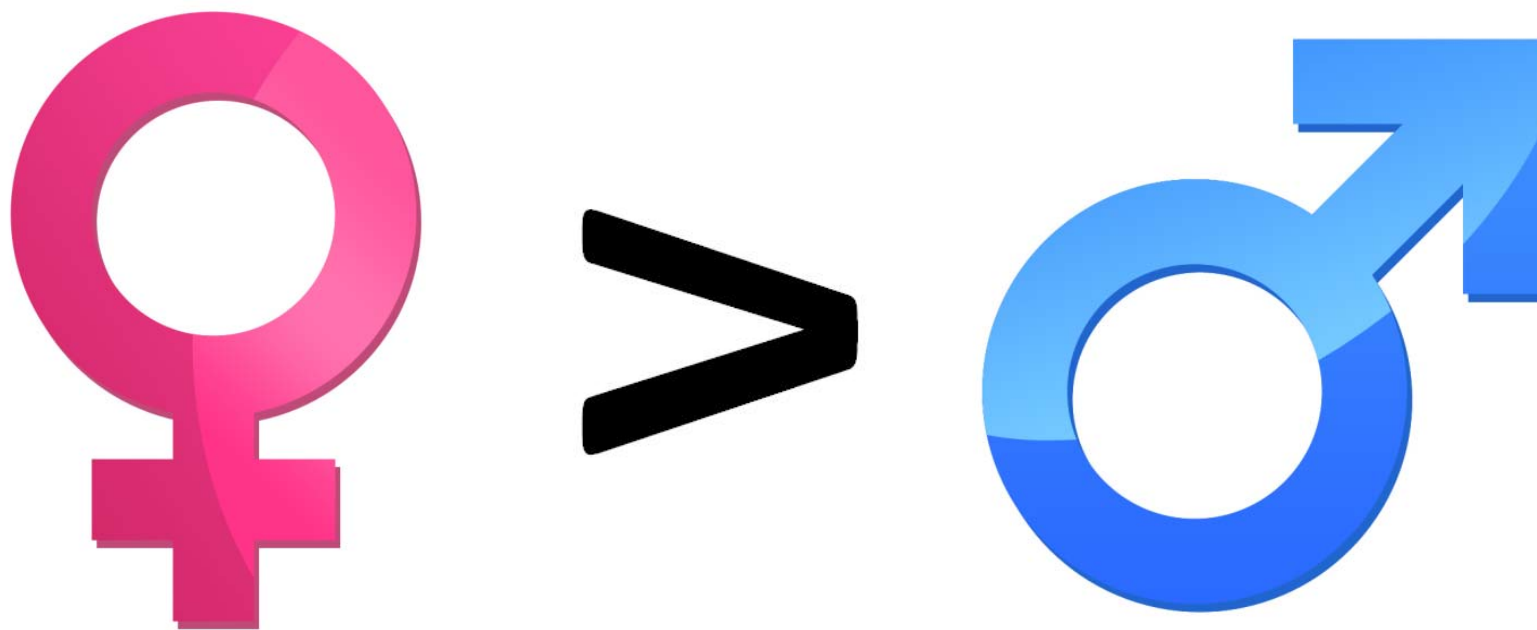
“SAS DOCTORS”

Situation Overhaul Restructuring

- February 2012 Trust online appraisal system introduced
- MAG form upgrade June 2012
- Faculty of appraisers established
- Formal new appraiser training
- Medical appraisal policy

Restructuring continued

- Database spreadsheet established
- 360 degree colleague feedback available on Trust website with surveymonkey format
- Personal approach to doctors
- Special drive to engage SAS doctors
- Emphasis on supporting information, continuous professional development and personal development plan
- PDP tracker



Restructuring continued

- Appraisal drift minimized
- Quality of PDPs improved
- All appraisals read by me and stored in a secure site
- Appraisal certificate given.
- Appraiser and appraisee notified if appraisal not sufficient

Results

- ORSA green
- External audit (SI, PDP, appraisal date, prospective PDP) RAG green
- Doctor engagement and compliance improved
- Consultant appraisal rate 98% 31st March 2013
- SAS appraisal rate 96% 31st March 2013
- Patient feedback
- Strengthened and quality assured appraisals
- Greater confidence from doctors-opportunity to be proud of achievements, not threatened by the process
- Opportunity to be organized
- Patient safety and quality healthcare.