Creative Writing
Presentations and Prize Giving

Dr Mark Rickenbach

Appraisal is a funny word

The misinterpretation, can be quite absurd
A performance hurdle, you have to jump?
Or a pile of paperwork, you want to thump?

But that is all wrong, it really is, for you.
Appraisal is helpful, should fit you like a comfy shoe*
A supportive session, to help you along
Especially if work, and life, just all seems wrong

"Let's start with the thing that worries you most"
"And plan a way to get, onto, that next goal post"*
"What are the options, that you see now?"
"You know you can get through it all, somehow"

Thanks to Covid, and the mighty Susi Caesar
We have someone in high up office, who can lever
A simpler, formative, appraisal form
Where discussion of covid impact is the norm

"Hooray" we all cry, to steer a national drive
To focus on real needs, and help all doctors survive
For general practice has changed so much
And the government, seems, so out of touch

A dynamic swop, to eighty percent phone calls*
Where e mail access, can put up walls
For the "digitally disadvantaged" and destitute
Who can't navigate the GP access route

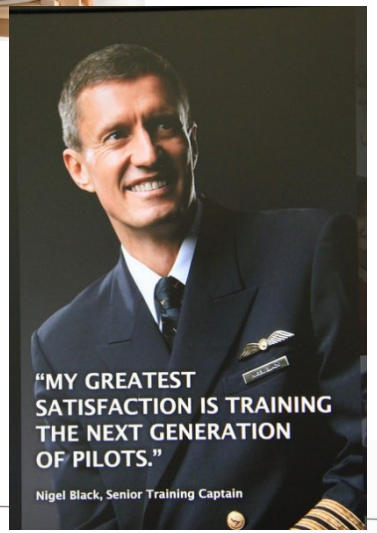
Additional roles are bound to help
But "where is the space" ,the GPs yelp
And there is risk of duplication
As we rush to rapid access, as a nation

Workload has increased, with phone, then face, then team
Hospital requests for GP admin, multiply, and seem so mean
We need more time, and longer, twenty minutes slots
For the work just seems lots, and lots, and lots *

Appraisal during Covid, has gone on line
For some, the time saving, is just fine
But body language hides, and surgery visits are now out*
Plus "You're on mute", we all gesticulate and shout

"Stay or leave", is the GP question that abounds
This is where appraisal impact, myself, astounds
When GPs are listened to, and helped to meet their needs
It's just amazing the GP achievement, and all their deeds

Counsellors have monthly supervision, pilots too*
But GPs, it's a measly once a year for you
The rest is left to spouses, or friends, to do
Or for GPs to face, alone, the stresses, that make them stew



Think now everyone, appraisal happens just once a year
And, like Christmas, can really, be full of relief, and cheer
But, not everyone understands the benefit*
Look, you politicians, why don't you get it?