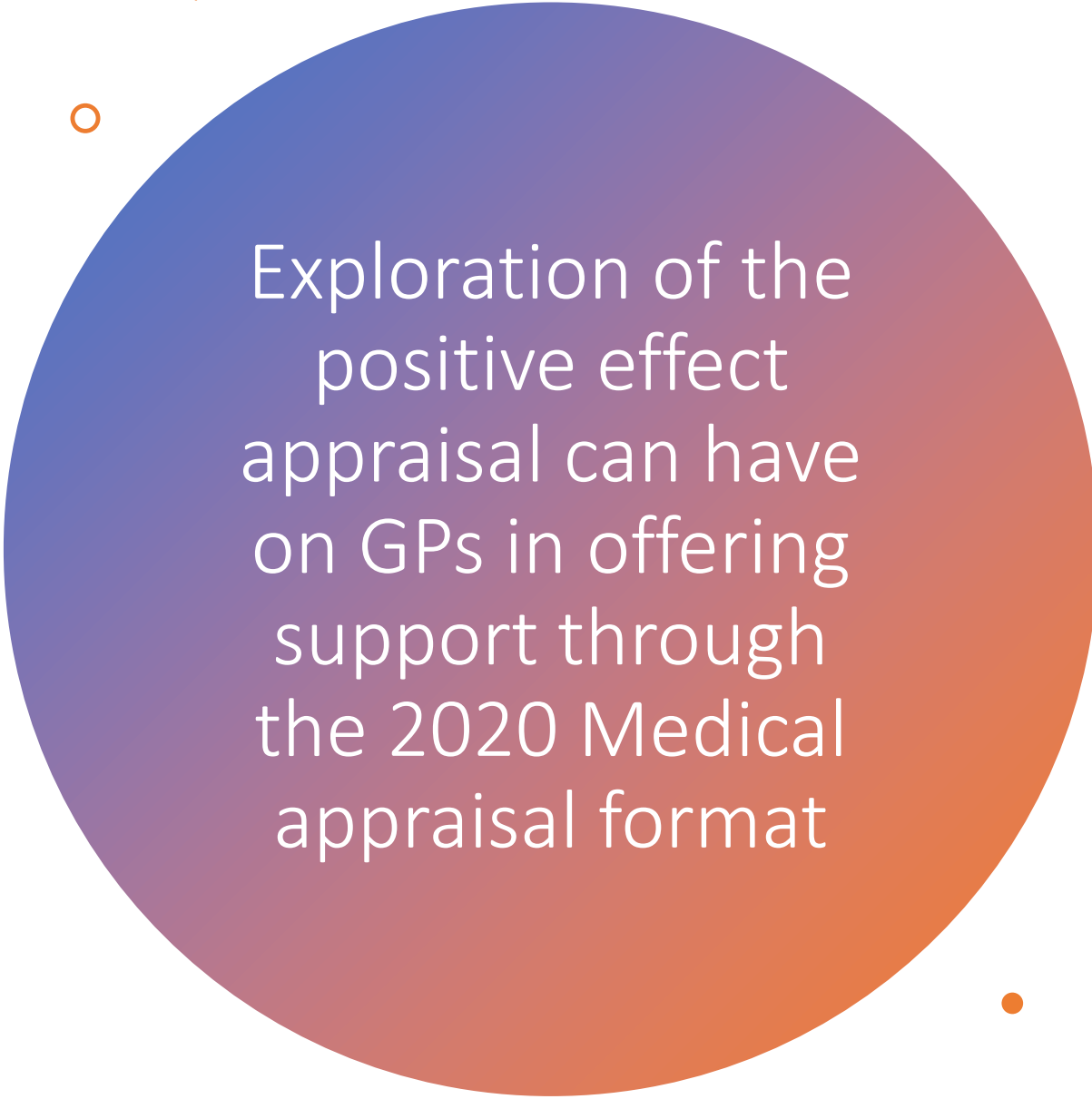



# 2020 Appraisal format





Dr Lowri Kew

Clinical Lead for GP and RO appraisals NHSEI  
Southwest



Exploration of the  
positive effect  
appraisal can have  
on GPs in offering  
support through  
the 2020 Medical  
appraisal format



- National survey
  - Total of 4565 GPs
  - Wessex 128 participants  
Southwest 689, Southeast 419
  - In Southwest response rate of 43%
  - Southwest 459 comments re benefit of appraisal – 43 entirely negative (9%)
- 

# Traditional format – themes

- Time consuming
- Tick box/ hoop jumping
- Repetitive
- Rigid
- Bureaucracy focussed
- Irrelevant
- Written reflection on CPD not useful
- Not effective
- Discussion re minutiae
- Onerous /Stressful
- Inquisition/ policed
- Treated like a child
- Made me consider leaving GP



# 2020 format themes

- Less time consuming
- Simpler
- Flexible/ less rigid
- Focussed on doctor/development/ wellbeing
- Relevant/ real issues
- More verbal reflection
- Effective
- Open / broader discussion
- Supportive/ less dogmatic
- Treated like an adult/ trusted professional
- Less daunting/ stressful
- Supportive

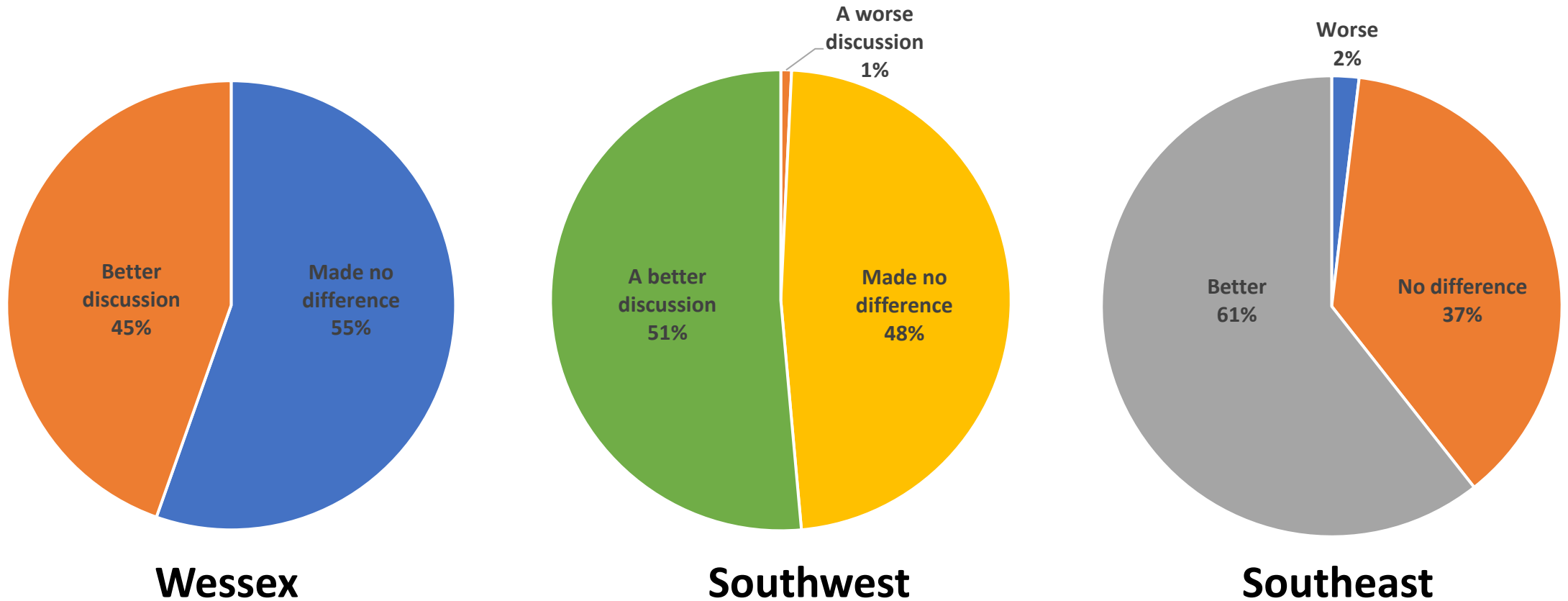
# Emotions

- “Less arduous box ticking. The new format feels more supportive and less like the Spanish inquisition”
- “The process was much less box ticking and more time spent actually addressing the issues we face as GPs. Its nice to not feel so much like a child in detention and more like an adult-to-adult helpful interaction. Much improved.”
- “This was my final Appraisal before retiring in September 2021. The job of a GP has become increasingly complex, and many core training activities are now required. This coupled with CPD requirements has in my mind started to distract from the very busy job we already do. The light touch appraisal this year has been a delight, long may it continue!”

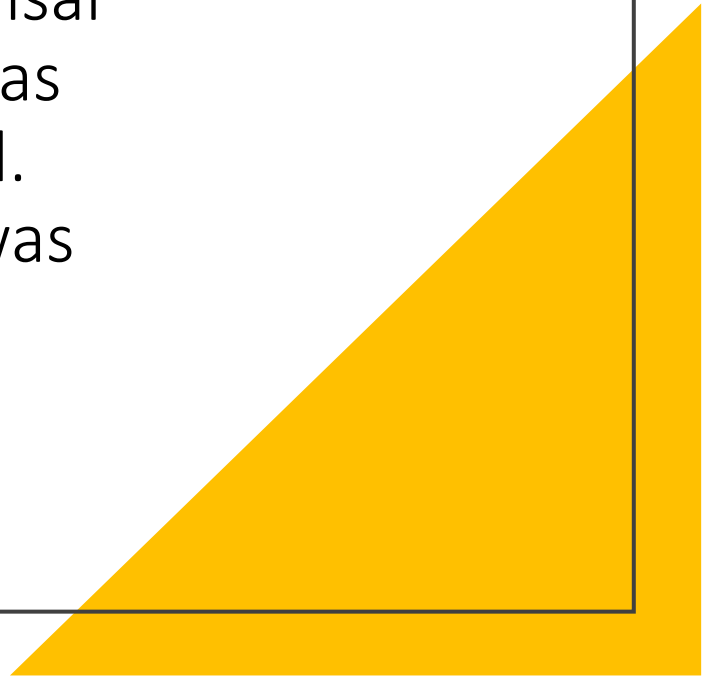
# Need to change

- “Previous format was objective driven. The process BECAME the appraisal- leaving little resource for useful reflection or discussion. New format is less ‘formal’ which facilitates more honest reflection (as it was in the beginning of GP appraisal interestingly) and represents a major improvement. PLEASE don’t revert to the ‘tick box and trophy collection’ of pre-2020. Ironically, the pandemic has provided the catalyst to get appraisal finally right”
- “This year’s appraisal was so much more satisfying and enjoyable than previous years. I have always enjoyed and found benefit from the actual appraisal discussion but that is tainted by the huge amount of preparation and endless reflections for reflection’s sake that has been required in previous years. I strongly hope that this ‘pilot’ that COVID has presented will continue to be the way forward in a post-COVID world. Please, please, please. We would all be happier and engage more fully in such a process that is more focussed and therefore more useful and relevant overall.”

# What effect did the 2020 medical appraisal format have on supporting a useful discussion?

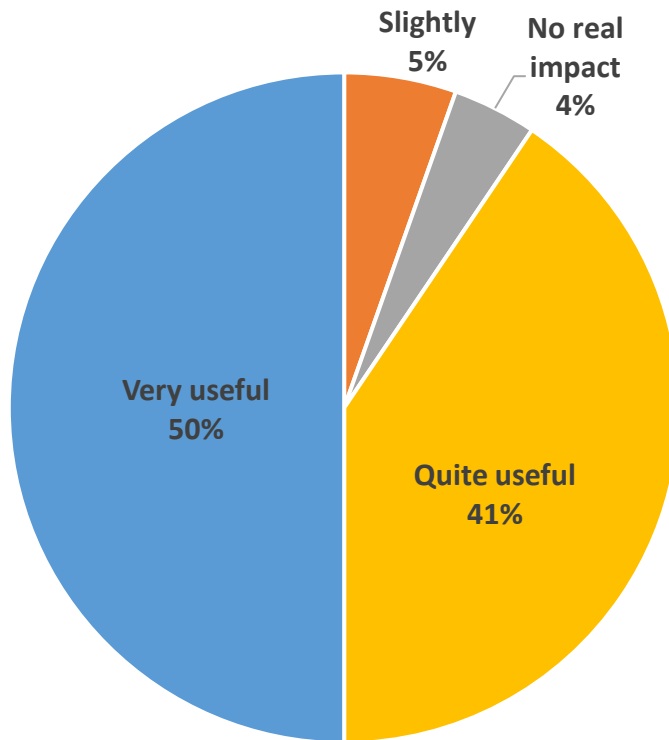


“Given that I feel the discussion was better, I think this illustrates how we were ‘freed up’ to discuss what was really important and not bogged down with all the immense detail of the previous appraisal I would definitely feel that the previous format was too ‘preparation heavy’ and needs to be changed. This approach was much more nurturing which was what we needed in a pandemic year”

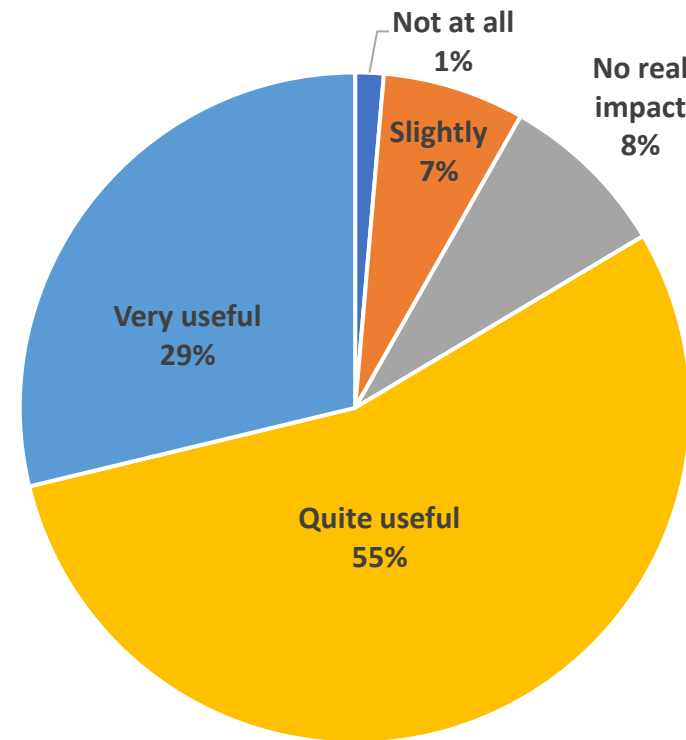




# How useful are appraisals in terms of considering your personal and professional development?



**This appraisal**

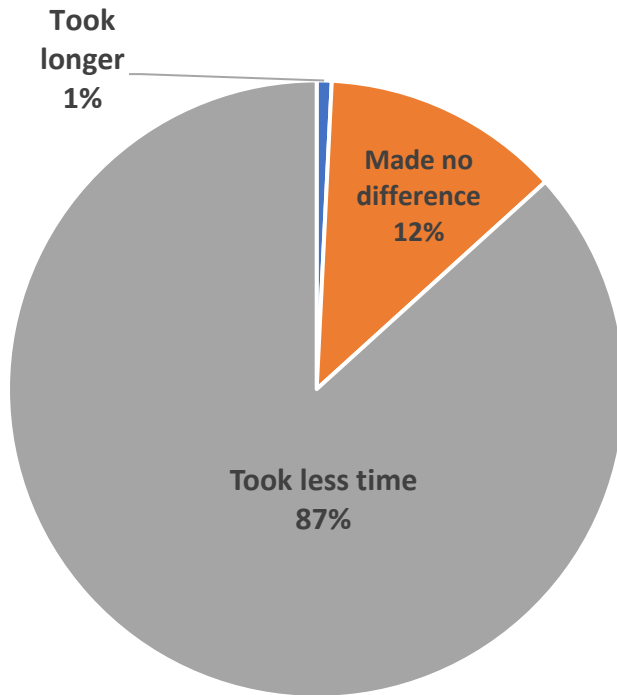


**Previous**

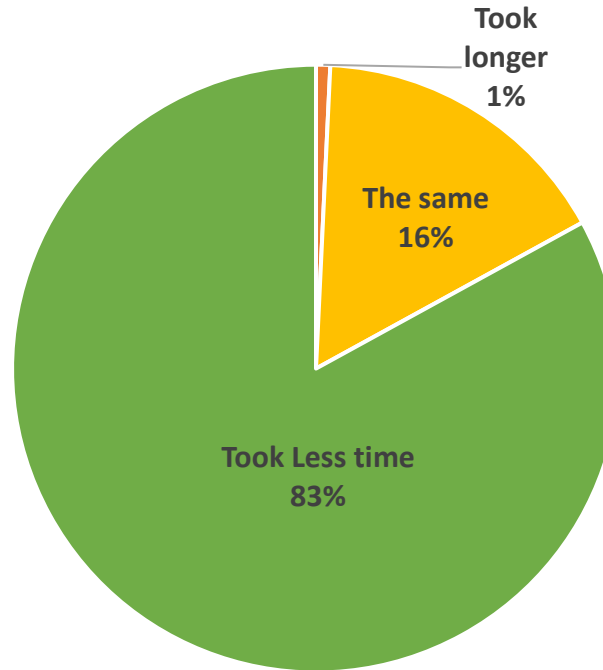
# Negative Feedback Re-appraisal

- “I don’t believe the time, cost and effort involved in the process is worthwhile. To be useful appraisals should be more formative with removal of pointless things to tick off. The qualitative issues are best but don’t have the ability to be counted easily- something it appears to be overly important to do. I also think that appraisals should have the option of being less frequent”
- “I am not convinced appraisal plays any role in my personal development so this year luckily it was less painful than usual which is good.”

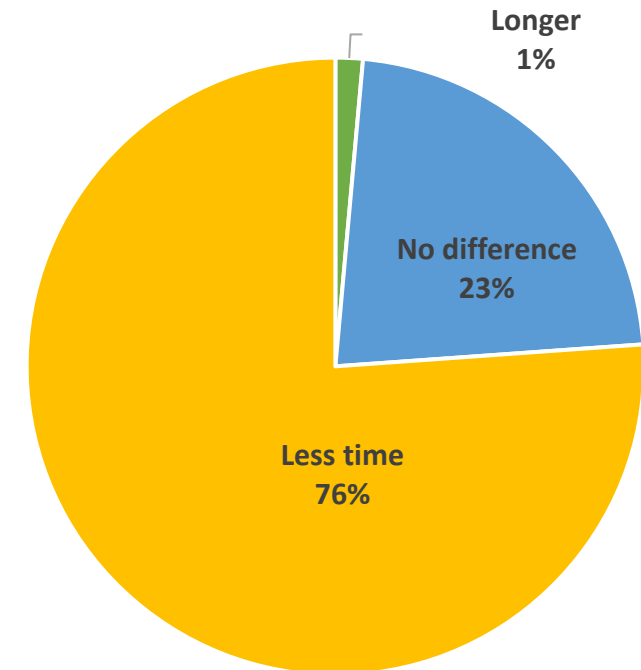
What was the effect of the 2020 medical appraisal format on the total time it took you to prepare for the appraisal?



**Wessex**

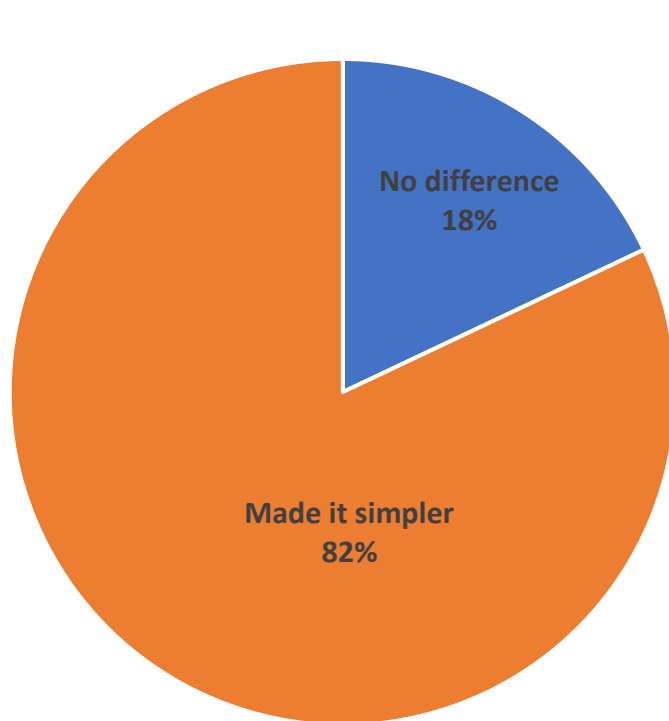


**Southwest**

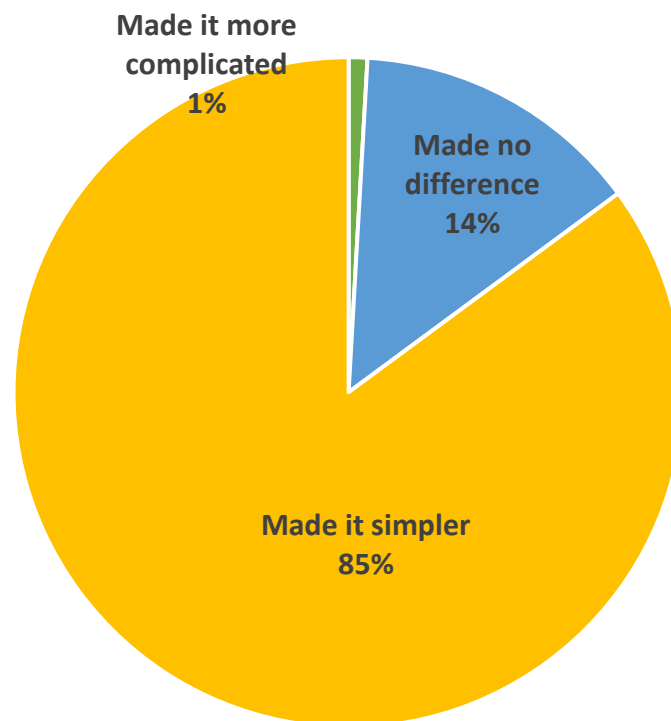


**Southeast**

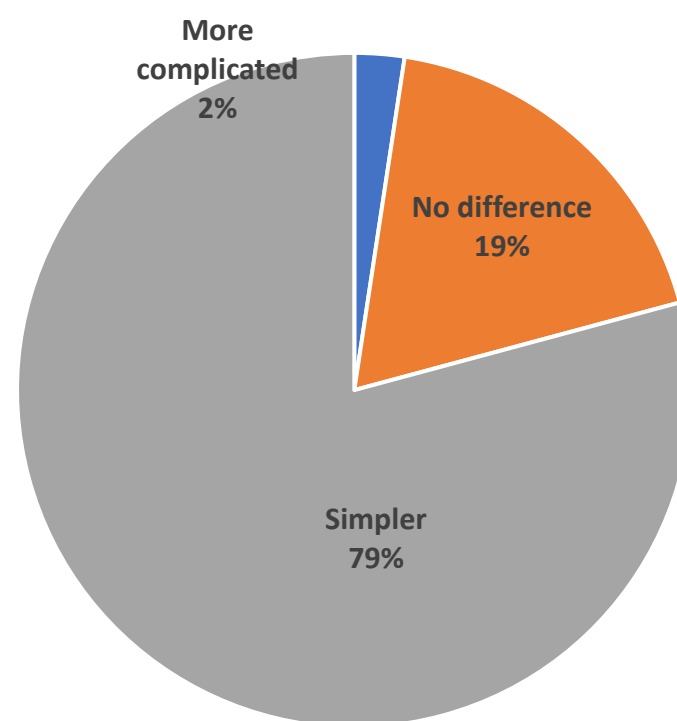
# How easy did you find the 2020 Medical appraisal format to prepare?



**Wessex**



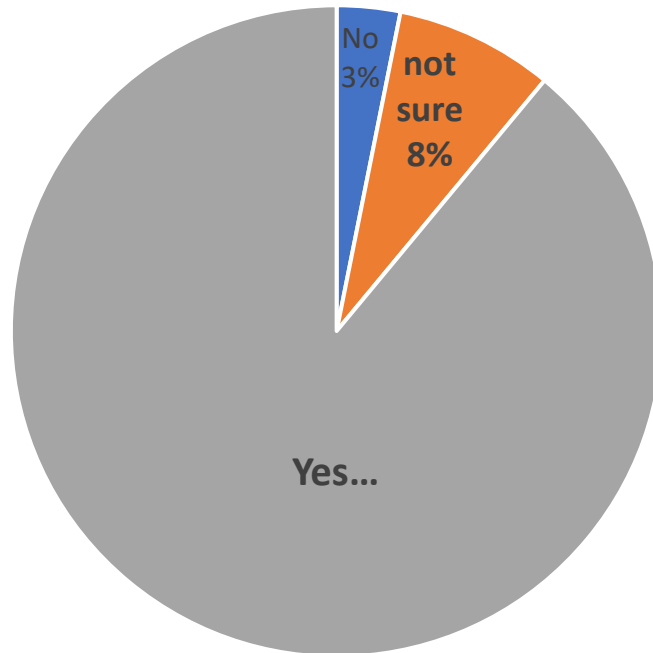
**Southwest**



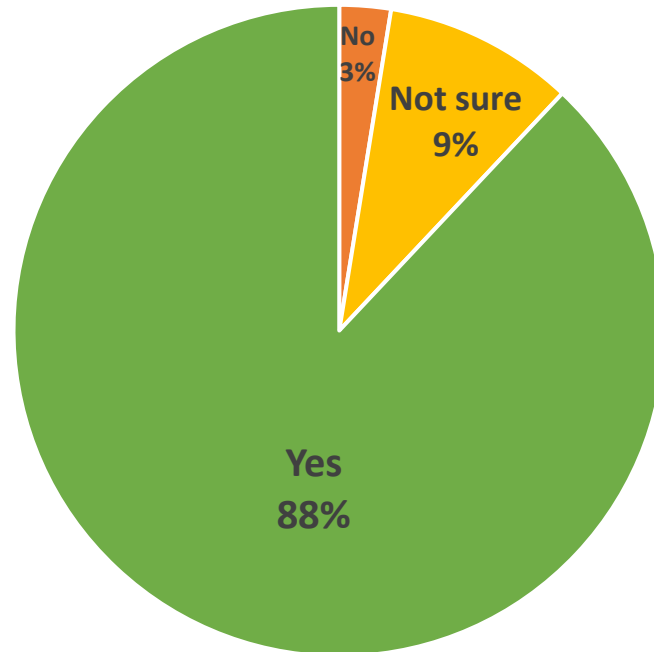
**Southeast**

“Less repetitive. Less tedious to complete at the end of a year where you have already collected evidence as you have gone along. I didn't find the old format really helped me to reflect... You do that through the year.”

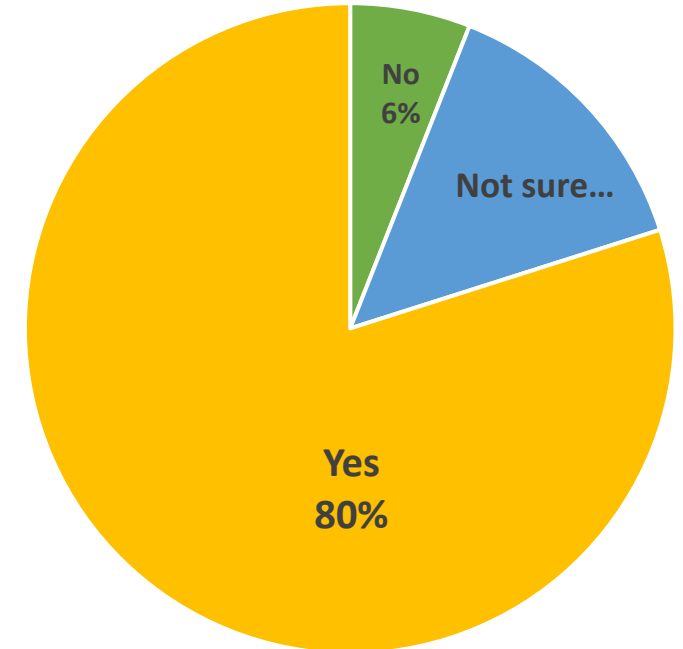
Do you feel appraisal provides a safe space to discuss whatever you want or needed to?



**Wessex**



**Southwest**

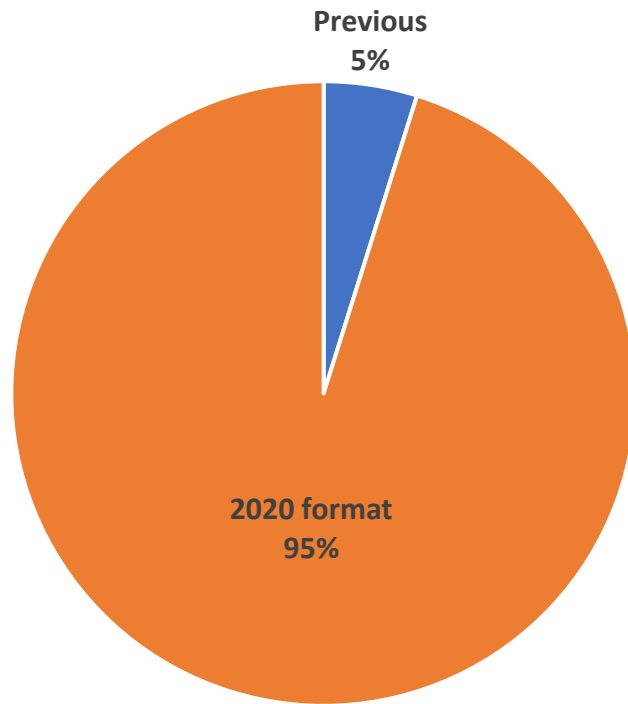


**Southeast**

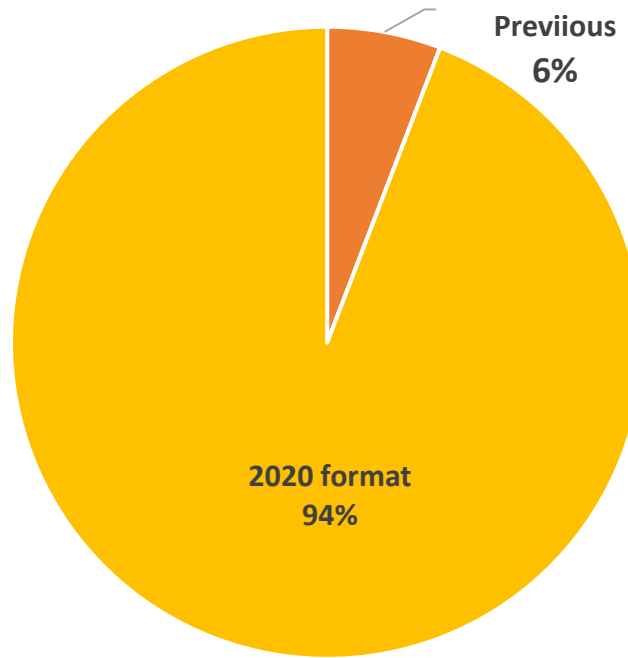
“Appraisal is not a safe space to discuss personal and confidential matters. and this is to do with some of the doctors who are appraisers. There are a cohort of appraisers who are "computer says no" people who don't relate well to others but love the power of the process. There are some appraisers who are exceptional, and you could feel that you could tell them confidential stuff, but let's not kid ourselves that the process is confidential, because it is not”

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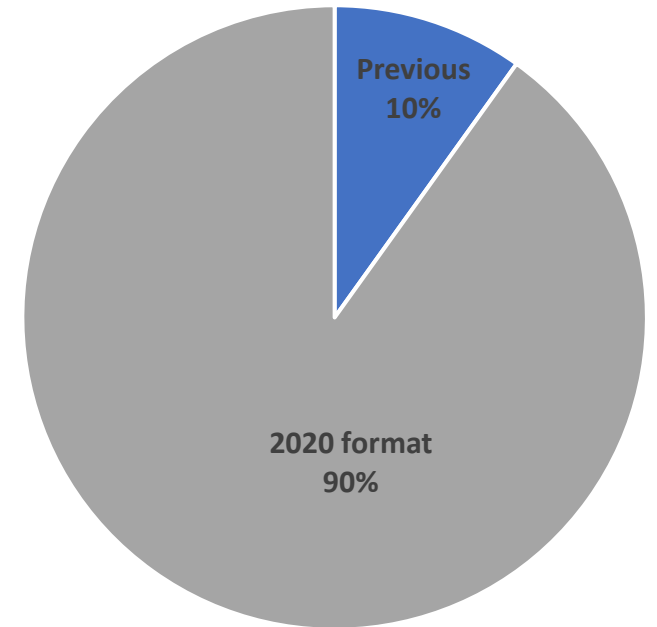
If you had to choose the previous appraisal format or the 2020 format, which would you prefer?



**Wessex**



**Southwest**



**Southeast**



“The discussion was much more relevant to what was actually happening to me and more based around my worries and expectations rather than a formulaic discussion about courses and learning I had done in the previous 12 months. It led to a much broader discussion. The preparation was relevant and less time consuming. I enjoyed this appraisal and feel I benefitted so much more than my previous ones. It would be a travesty to go back to the previous format.”