



Hello!

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Be kind whenever possible.
It is always possible.
Dalai Lama

People will forget what you said,
people will forget what you did,
but people will never forget how
you made them feel.
Maya Angelou



And a belated happy new year from all of us here at the Wessex Appraisal Service. We hope your festive break was as good as it's possible to be, during these turbulent times, and trust you managed at least some rest and relaxation to recharge yourselves for the year ahead. All being well, 2022 will bring positivity and hopefully a return to something resembling normality. That being said, there is much change ahead for us as an appraisal Service.

The End of an Era Things you need to know:

Due to NHS England's decision to bring GP appraisal in-house, the Wessex Appraisal Service has been decommissioned for Dorset and Hampshire and the Isle of Wight with effect from 1st April 2022. While we are working to minimise the impact on doctors and appraisers, there are still a few things to note:

1. From 1st April 2022, you will be working directly for NHSE SE and/or SW for any NHS GP appraisals you carry out, but we hope to continue to provide a Service to our smaller commissioners outside Health Education England and NHSEI. **If you have not done so already, please make it a priority to let us know whether you are interested in continuing as an appraiser for Wessex Appraisal Service in a new model after 31st March 2022.**
2. Please ensure that all completed Appraisal documentation and subsequent invoices are with us by mid-March 2022 at the latest. **Please send in any remaining invoices early for us to process as soon as the documentation arrives.** As ever, please double-check that you are working in the correct year and check all other details prior to sending, in order to minimise delay. The Appraisal Service will no longer be working within HEE after 31st March 2022 and will therefore be unable to process or pay anything beyond this point.
3. **Please keep an eye on all correspondence from us between now and the end of March 2022.** You will begin to receive emails from NHSE, but communication pertaining to 2021/22 appraisals will continue to come from us.





Remote Appraisals

While the latest COVID variant is still in circulation, remote meetings should continue where possible.

For most appraisals, it is expected that remote will be the preferred format indefinitely for sustainability reasons.

For a few appraisals, you may be required to carry out face-to-face meetings – usually if this is requested by the appraisee, or the RO for some reason.

Please Follow Us

It's often easier for us to get messages out to our audience via social media. It means we don't have to fill up your inboxes and saves you having to trawl your emails. We have an amazing [website](#) full of useful information and resources, and we are now on [LinkedIn](#). As ever, we can also be found on [Twitter](#). If you regularly use any of these platforms, please do follow us!



The End of an Era

Things you need to know:

(cont from front page).

4. Those of you who have signed new Terms of Engagement with NHSEI South West and/or South East will have had various emails around your new NHSEI allocations for 2022-23. **Please log into the Revalidation Management System (RMS) and check these as soon as you can.** Notifications within RMS were turned on on Wednesday 19th January, and emails are winging their way out. It is always best for us to sort out any problems as soon as we can. We have worked hard to give continuity of appraiser-appraisee matching through this change as far as possible, but you will probably have some new allocations of doctors whose appraisers have decided to resign at this change point, and you may need to explain why they have not had the usual three years with the same appraiser.

A reminder: for anything related to an appraisal for 2021-22, please go to your current WAS administrator. We are all here for you up to 31st March 2022. Beyond this point, we will hopefully still be available to you, albeit in different roles yet to be determined. **If in doubt, ASK!** (Something you know from your appraiser training).

Please bear with us; we are working closely with NHSE to ensure that the transition is as seamless as it can possibly be.

Appraisals not suitable for quality assurance, or causing potential conflicts of interest

A reminder to please let us know!

As mentioned in our last issue, there are occasions when an appraisal presents a particular challenge, or is unsuitable for SUPPORTS QA for some reason. We ask you to notify your Senior Appraiser as soon as possible afterwards so they can review the circumstances and take appropriate action, which may include asking us to flag the appraisal as one not to be QA'd.

SUPPORT WITH WRITE-UP SUMMARY

If you feel you'd benefit from support when it comes to the write-up of a tricky appraisal, please approach your Senior Appraiser, who will be happy to assist. Difficult meetings are thankfully not the norm, but they do happen and it's very important to remember that there is a support network available to you should you require it.

CONFLICTS OF INTEREST (COI)

With more and more practices merging to form large medical groups, there are increasing opportunities for potential COI. Being from within the same group doesn't necessarily mean there is a COI, and if both parties are comfortable, the allocation can stand. If in doubt, get in touch with us and we'll take a look.

MAG4.2



Please encourage your appraisees to change from the MAG4.2 if they have not done so already.

NHS England has made the decision not to maintain the MAG4.2 form any further. The Academy of Medical Royal Colleges (AoMRC) have introduced Appraisal 2020 and new post-pandemic processes which make some of the content (especially the reflection in the domains of Good Medical Practice) outdated. Appraisers and appraisees are increasingly struggling with it as it

becomes less and less fit for purpose – it won't open on most modern browsers, and it regularly crashes and loses data, which is extremely frustrating!

Doctors should find alternative electronic platforms to be intuitive and comfortable. As an appraiser, you are equipped to help them if you receive any queries from an appraisee wishing to switch – and we are here to help you.

There are many options to choose between and it is entirely up to the individual. Alternatives include FourteenFish, Clarity, L2P and GP tools. FourteenFish offers a 'switch' function to pull in the information from the most up-to-date MAG (even if they have already started populating it and whether it is locked down or not) and is very easy to use.

Medical Appraisal Guide

The Medical Appraisal Guide 2020 is being updated by the AoMRC with wording for 2022/23, and beyond, to accurately reflect the changing medical landscape. It will build on the success of the rebalanced appraisal 2020 processes, and be more appropriate as we move to non-emergency times, with more relevance in post-pandemic UK. It is not a major overhaul and additional appraiser training is unlikely to be required.

Miad QA

The independent consultants **Miad**, commissioned by us to complete an external QA report, have almost completed their work and we look forward to receiving their report very soon!

New Medical Director for the RCGP

Dr Helena McKeown - one of our very own appraisers for the South West - has been appointed by the Royal College of General Practitioners (RCGP) as their new Medical Director for Professional Development and Quality, and we wish her all the very best as she takes up this role.

CPD – A Reminder

The GMC want to know that doctors have done enough CPD to remain up-to-date at what they do. This is a further reminder that there is no longer a requirement to count any number of CPD hours/credits. Instead, there is an expectation to discuss key learning points and how they have impacted on, or improved, day-to-day practice.



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AND THE FELLOWS!

Nkoli, Sarah, Julia and Colleen



For all our doctors, as always, the Appraisal Service can be a safe place to talk to someone in confidence. If you are feeling at all in need of help, please get in touch at appraisal.wx@hee.nhs.uk marking it CONFIDENTIAL, and we will get back to you.

Senior Appraiser Cover for Dr Karen Gregory



We are delighted to let you know that **Dr Derrin Wilkins** will be providing Senior Appraiser cover for Dr Karen Gregory's **New Forest** and **Eastleigh & Test Valley** patches until 31st March 2022. Derrin is a very experienced Appraiser, and already covers North Hants and Blackwater Valley on behalf of Dr Shehla Jamil. Derrin was introduced in Issue 31, our Summer newsletter, and you can read more about her [HERE](#). We all wish Karen all the very best.

What Have Our Fellows Been Up To?

The four GP Fellows have been very busy with their group project, 'What Do The Hidden Half Think?' and with individual research. Their chosen topics include understanding more about whether appraisers are as diverse as the doctors they serve, how many appraisers are consciously aware of using coaching and mentoring consultation skills in appraisal, what the responses to the 'how are you?' question tell us about wellbeing among GPs in Wessex, and how a well-constructed PDP goal can support quality improvements and better patient care. They presented at the RCGP Annual Conference, the Faculty of Medical Leadership and Management Leaders in Healthcare Conference, and are busy submitting abstracts for RCGP WONCA and the AMEE Ottawa conferences in the summer. In addition, they have all applied for and been granted six month extensions to continue their exciting work. Congratulations from all of us!

Permission to use your historic appraisal data for research

The secure database of your historic appraisals and related information currently held by Wessex Appraisal Service in FFARMS (FourteenFish Appraisal and Revalidation Management System) will continue to be maintained securely for your benefit in terms of your revalidation record. As you know, we actively support and encourage research around all aspects of appraisal. You have previously consented for your data to be used in a strictly anonymised form for this purpose. In order for this meaningful work to continue, researchers wish to retain access to this database as a rich source of information to help assess, evolve, and improve the appraisal experience. If you would like your data to be removed, please let us know via appraisal.wx@hee.nhs.uk.

Appraiser Professional Support Unit

We understand that anyone can feel overwhelmed at any time. If you would like support, advice, or guidance and/or need someone to just listen in confidence, don't struggle alone - please contact our APSU via email at Appraisal.WX@hee.nhs.uk and we will get back to you as soon as we can. You'll also find lots of resources on our [website](#).

Useful Contacts for NHS
England South Wessex:

Responsible Officer SE (Hants/IOW): Shahed Ahmad englandwessexpcp@nhs.net
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