

Appraisal News

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Welcome

After 15 years in Health Education England and the Wessex Deanery, we are delighted to be able to continue to offer you outstanding appraisals and regular appraisal updates from our new independent company, Wessex Appraisal Service Ltd. A warm welcome and thank you to everyone who asked to sign up and stay in touch, and to all the doctors who are commissioning us.

A new Medical Appraisal Guide (MAG) 2022: fit for the future

Good news for appraisal beyond the pandemic! [The Medical Appraisal Guide 2022](#) (MAG 2022) was launched on Wednesday 8th June 2022. It replaces the 'Appraisal 2020' process created for the flexible restart of appraisals during COVID-19.

Delegates from the four nations, the GMC, BMA, and all the Medical Royal Colleges and Faculties on the Academy Professional Development Committee (APDC) came together to agree an updated appraisal process to use going forwards. It builds on the successes of Appraisal 2020, but no longer focuses on the pandemic. Instead, it asks about the impact of the period since the last appraisal. We have learned from what doctors told us they valued – a return to a more formative and developmental discussion, with less documentary requirements, and an opportunity to talk about health and wellbeing, if they wish.

The Chair of the APDC, Dr Susi Caesar said, *'Almost ten years after the launch of revalidation in 2012, this new guidance brings the process for medical appraisal up to date and ensures it is fit for the future. The burden of documenting reflection that takes doctors away from patient care has been reduced by recognising the value of verbal reflection during the appraisal discussion. The developmental purposes of appraisal have been reaffirmed. Importantly, every doctor who wants to will continue to have the opportunity to consider how they maintain the health and wellbeing to practise safely and effectively.'*

You can read all about it on the AoMRC Medical Appraisal for Revalidation webpage [HERE](#)

FourteenFish

Wessex Appraisal Service electronic toolkit of choice

We expect all electronic toolkit providers to update their platforms to reflect the new process as quickly as they can. Most of you are already using the FourteenFish electronic portfolio for your appraisals. We love its ease of use. The MAGMAF / MAG4.2 form is now obsolete because it does not follow the MAG 2022 process, and it crashes or will not open on most modern browsers. If you have not yet done so, please use the [Switch function](#) to upload your most recent appraisal and your basic details will be moved into FourteenFish for you. Doctors on Guernsey can continue to use Clarity until 31st Dec 2022, when the current contract comes to an end, or [Switch](#) at any time before then if they wish.

Important information - What you need to know.

Appraiser profiles

Your appraiser has provided a brief profile and photo to tell you a little about themselves and let you know what they look like before you see them on screen.

Notifications and changing your appraiser

You should have received your initial notification e-mail with the details of your appraiser for 2022-23. If you have not, or you were expecting a different appraiser, then please let Emma know on emma.pierce@wessexappraisal.org.

Similarly, if you have a good reason to prefer a fourth appraisal with the same appraiser or would prefer not to have the same appraiser again, please let Emma know.

Postponing your appraisal month a little...or a lot

If your appraisal is due in the first quarter, we know that the recent appraisal notifications may not have given you sufficient notice to set up your appraisal in your due month. Please do your best to get it done as soon as possible and remember that next year your appraisal month will revert to normal so you should design your PDP accordingly.

There is no documentation needed for a short postponement to find a mutually convenient time, but if you will be on sick leave or parental leave and likely to need a significant shift in your appraisal month, then please do tell us about it as soon as you can.

Improving the spread of appraisals through the year

Some of our commissioners have noticed that there is a significant bunching of appraisals at particular times of the year. Please bear with us if we ask you to move your appraisal forward to ease the pressure on clinical services.

Get outside and get creative



No, this one's not Covid. It's GP wellbeing since appraisal restarted.

Cartoon by Dr Will Liddell, Wessex Appraiser

We would like to celebrate the creativity and flair of our appraisees by including your seasonal photos and offerings in our newsletters and on the website. Please send us pictures, cartoons, inspirational quotations. There will be a small prize for every contribution that we use.



Garden bouquet by Dr Catrinel Wright, Chippenham Appraiser

Contact us



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Confidential support for doctors

In addition to all the other support offers out there, you may find that there is a time when you wish you could have an informal confidential conversation with an appraiser between your appraisals, in order to access their unique form of peer support mixed with coaching and mentoring skills. They may signpost other support, or simply talking it through may be all you need.

Please simply email help@wessexappraisal.org, let us know how best to contact you and mark the subject CONFIDENTIAL. We will get back to you as soon as we can.

An Oak tree is a daily reminder that great things often have small beginnings.
Matshona Dhliwayo