

Session 1: Friday 10 May 09.00 – 10.30

1. Difficult Appraisals

Contributors: Ben Murray, Consultant Orthopaedic Surgeon, Joint Appraisal Lead (Secondary Care), NHS Forth Valley and Iain Jamieson, GP Trainer, Eglinton Family Practice, Irvine, Local Appraisal Advisor (Primary Care), NHS Ayrshire and Arran

Description: A number of difficult appraisal situations will be explored in this session.

Objectives of the session, indicating the knowledge and skills you should expect to gain:

The aim of this session is to make appraisers aware of difficult appraisal situations and equip them with strategies to deal with unexpected difficulties.

2. GMC Update on Supporting Information Guidance and Consultation on Changes to Patient Feedback Requirements for Revalidation

Contributors: GMC Staff

Description: During the first part of the session we will provide an update on the implementation of the new Supporting Information guidance for revalidation, discuss common queries received from doctors and Responsible Officers and provide clarification on any other areas of the guidance that participants may require.

The second part of the session will cover the review of our patient feedback requirements for doctors as part of revalidation and our public consultation on the proposed changes. The review is in response to findings in Sir Keith Pearson's Taking revalidation forward report and also the independent evaluation of revalidation by the UMBRELLA collaboration, both of which highlighted the challenges of patient feedback for some groups of doctors as well as a more general need to review the approach.

Objectives of the session, indicating the knowledge and skills you should expect to gain:

In consulting, our aim is to explore how we can enable doctors to use feedback mechanisms that give them more meaningful information for their professional development. We want to consider whether alternative means of collecting patient feedback could be helpful - for example, allowing more local discretion and moving away from requiring all doctors to use a standard questionnaire mapped to Good Medical Practice. Through the consultation we hope to identify changes that will support patients, doctors, Responsible Officers and Suitable Persons in using systems that work better for them.

We will explain how feedback from our pre-consultation engagement sessions, including the views we heard from participants at the 2018 Appraisers Conference have informed our work, and how we have used a small advisory group of external stakeholders to help us develop potential options for change.

During the session we want attendees to give us their thoughts on key aspects of the proposals and to encourage responses to the full consultation.

3. The Role of Reflection in Quality Improvement Activities

Contributor: Dr Duncan McNab, Associate Advisor Safety and Quality, NHS Education for Scotland

Description: This interactive workshop analyses QI projects to explore the role of reflection in informing and enhancing improvement.

Objectives of the session, indicating the knowledge and skills you should expect to gain:

1. Explore reflection as a tool to inform improvement areas using MSF and patient feedback.
2. Review of QIA for appraisal using validated peer review instrument.
3. Plan next steps following appraisal.

Session 2: Friday 10 May 13.30 – 15.00

1. Humanising Health Care Through Values Based Reflective Practice

Contributors: David Gordon, Professional Lead for Staff Support, Staff Wellbeing Service, NHS Tayside & VBRP® Trainer, NHS Education for Scotland

Description: Values Based Reflective Practice (VBRP®) is a usable framework with a person-centred ethos, enabling professionals to safely reflect on past practice in order to inform future practice. It provides portable tools for everyday work and enhances working relationships, communication, and person-centred care.

Objectives of the session, indicating the knowledge and skills you should expect to gain:

Using multimedia, examples from practice, and practical exercises, you will gain an understanding of Values Based Reflective Practice (VBRP®) and its portable tools which can enhance person-centred practice, effective communication, good team working, wellbeing, and values-based decision making.

2. Supporting Doctors Who Undertake a Low Volume of Clinical Work

Contributors: Paula Wright, GP Tutor Appraiser, North East of England

Description: Many clinicians develop second roles which draw them away from regular clinical work. They need to remain safe, and competent and to be able to demonstrate this within standard appraisal processes. They are a precious resource and must be able to make informed professional choices which help them to sustain enthusiasm for their metier and maintain safe practice without risking punitive consequences. Clinicians may need to adapt their strategies for maintaining their competence to mitigate against the risks of low volume work.

A tool has been developed by NHSE, the RCGP, the BMA and GMC to support GPs in this situation. The tool can also be used by other colleagues. It focuses on supporting the professionalism and insight of the doctor rather than regulatory intervention. This is a structured reflective template intended to facilitate discussion within the appraisal and reflection by the appraisee about their ability to provide safe quality care for patients, where necessary with the aid of mitigating interventions. It is not a pass or fail assessment, but a Quality Improvement Activity (QIA) which helps to inform the PDP. The tool goes beyond volume of work to consider experience, overlap with other roles, peer support, CPD strategy, and personal approach to risk amongst other factors. This workshop offers an opportunity to learn how to use this tool in the appraisal setting using some vignettes.

Objectives of the session, indicating the knowledge and skills you should expect to gain:

Knowledge of the new framework for supporting doctors working low volumes

Skills in:

1. Eliciting appropriate professional context about mitigating factors.
2. Making judgements about mitigation of risk factors against the framework.
3. Developing PDP actions to mitigate against the risk factors.

3. Supporting Doctors in Difficulty

Contributors: Dr Susan Gibson-Smith, Medico-Legal Adviser, MDDUS

Description: In this interactive scenario based session I will explore the variety of difficulties a doctor may find themselves in at the time of their appraisal; provide an overview of the different disciplinary and regulatory procedures a doctor can be involved in and equip the Appraiser to provide a supportive appraisal to a doctor in difficulty.

Objectives of the session, indicating the knowledge and skills you should expect to gain:

1. Gain an understanding of the different kinds of difficulty a doctor can find themselves in.
2. Gain an understanding of the Hospital Disciplinary Procedures and the GMC Investigation Process a doctor may be experiencing.
3. Use this knowledge to develop skills in providing a supportive but also robust and challenging appraisal for doctors in difficulty.