

Making it Work for You

Meaningful PDPR

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Your experience of KSF PDPR

In 3 words

It's about justifying my job through providing evidence

PDPR is not valued by my manager or their manager

I don't have a face to face meeting

It's just about ticking the box

There's no money for training anyway!

Lots of duplication/ repetition

KSF language is difficult to understand

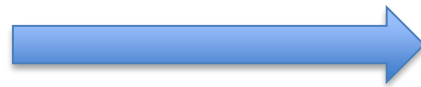
Lots of time and effort for no real purpose



Take a Different View



~~Tick~~
~~ing~~



Talking

- <https://vimeo.com/182668636>

A different View - PDPR

- **Your** opportunity to talk about
 - **You**
 - **Your job**
 - **Your progress**
 - **Your learning**
 - **Your future**



What does meaningful PDPR feel like?

- **Supportive**
- **Encouraging**
- **Clear direction**
- **Value and recognition**
- **Feedback**
- **Development of Knowledge & Skills**
- **Building confidence**
- **Improvement**



Your Challenge


How will you make your next PDPR
work for you?

Introducing Turas Appraisal

Welcome to Turas

All your Applications in one place.



 ashley@turas.com

Keep me signed in

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Home



TURAS Appraisal

Turas Appraisal is the application for recording the appraisal information of Health and Care staff across Scotland.

My Appraisals

Training & Research Officer

Line manager: Appraisal Manager

Reviewer: Clara Clunky

Sub department: Ren Area Ment Hlth Srv Gen Mgt

Health board: NHS Tayside

Current Appraisal

Previous Appraisals

Feedback / Help



> Guidance

Actions: [Update comments](#)

What has gone well this year?

Ashley Bonnar	No comments added
Reviewer Comments	No comments added

What might have gone better?

Ashley Bonnar	No comments added
Reviewer Comments	No comments added

What difference do I want to make next year?

Ashley Bonnar	No comments added
Reviewer Comments	No comments added

Feedback / Help

▼ Guidance

This page allows you to record a short summary from your personal development review discussion with your reviewer.

The main points of your discussion should include thinking about:

- What went well
- What might have been better
- What you want to do differently next time. This might include improvements you want to make.

Please note that you will not be able to complete the Confirm & Agree (sign off) page unless all three questions below are answered by you and/or your reviewer.

Find out more – Watch this short video for some hints and tips about how to make your Personal Development Review discussion work for you.

The video player displays a video titled "Effective Personal Development Planning & Review" with the subtitle "Making A Difference". The video is from NHS Education for Scotland and has a duration of 03:13. The player interface includes a play button, a progress bar, and control icons for volume, settings, and full screen.

- Discussion Summary
- PDP
- Objectives
- KSF Progress
- Confirm & Agree

 **Status:** Pending (items requires acceptance by Clara Clunky) [More information](#)

▼ Guidance

This page allows you to record your Personal Development Plan. This helps you plan the learning you will need to undertake in the year ahead. This is agreed with your reviewer during your Personal Development Planning discussion.

You need to first of all add your Learning Need(s) and then the relevant Learning Activities that will help you meet them.

Actions: [Add Learning Need](#) [Update Learning Activity Statuses](#)

Learning Need	Learning Activities	Accepted	Actions
+ improve my communication	1 (1 Activity Updated) Add Activity	Pending - Delete Requested	Actions ▼

PDP Documents

➤ Guidance

Actions: [Set current levels](#) [Display Post Outline Details](#)

Dimension		Foundation Level	Full Outline Level	Current Level	Comments	Actions
C1 - COMMUNICATION	Level Details ⓘ		3		-	Actions ▼
C2 - PERSONAL AND PEOPLE DEVELOPMENT	Level Details ⓘ		3		-	Actions ▼
C3 - HEALTH, SAFETY AND SECURITY	Level Details ⓘ		2		-	Actions ▼
C4 - SERVICE IMPROVEMENT	Level Details ⓘ		2		-	Actions ▼
C5 - QUALITY	Level Details ⓘ		3		-	Actions ▼
C6 - EQUALITY AND DIVERSITY	Level Details ⓘ		2		-	Actions ▼

▼ Guidance

This page is where you **Confirm** that your appraisal discussion has taken place and that you **Agree** to the content that has been added to this appraisal document.

You should only Confirm and Agree at the end of your appraisal period as you will not be able to make any further changes after this is done.

⚠ PDP - 1 learning need in personal development plan. Requires acceptance by Clara Clunky

⚠ Discussion Summary - Each Discussion Summary question needs to be answered by either the reviewer or the reviewee.
[Go to Discussion Summary](#)

Actions: [View & Print Appraisal](#)

Reviewer

Awaiting confirmation from Clara Clunky as your Reviewer.

Reviewee

It is not possible for you to confirm and agree your appraisal as there are processes outstanding. The details are shown above.

[Confirm and Agree](#)

Feedback / Help

- Check out our stand in the exhibition and see the live application
- Anne-Marie – Our Turas Appraisal Expert will answer any questions you might have

Thank you.

Enjoy the rest of the conference.

This resource may be made available, in full or summary form, in alternative formats and community languages.
Please contact us on **0131 656 3200** or email **altformats@nes.scot.nhs.uk** to discuss how
we can best meet your requirements.



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