Appraisal, Revalidation & Mentorship

Dr Katina Anagnostakis  AMD Training & Education
Dr Louise Brink  Associate Specialist
Percentage of Completed Appraisals in Hospital Trusts by Doctor Type (ORSA 2012)

<table>
<thead>
<tr>
<th></th>
<th>Consultant</th>
<th>Staff grade, associate specialist, speciality doctor</th>
<th>Practising privileges; Temporary or short-term contract holders; Others</th>
<th>Total (excluding trainees and general practitioners)</th>
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</thead>
<tbody>
<tr>
<td>Mar-11</td>
<td>65.0%</td>
<td>31.4%</td>
<td>11.3%</td>
<td>54.5%</td>
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<tr>
<td>Mar-12</td>
<td>73.1%</td>
<td>53.1%</td>
<td>23.8%</td>
<td>63.2%</td>
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</tbody>
</table>
CPD

- Certificates throughout the year

Quality Improvement

- Work based activities
- Case based Discussions
- Clinical Audit
- Practice Development
- Research and teaching

Significant Events

- Serious Untoward Incidents

Patient/Colleague feedback

- 360 degree feedback

Compliments/Complaints

- Demonstrate Ability to reflect on both
Supporting Information and Evidence

• CPD

• Quality Improvement Activities
  – Workplace Activities
  – Case Based Discussions: 2 per year
  – Clinical Audit
  – Practice Development
  – Research and Teaching

• Significant Events

• Feedback from Colleagues and Patients

• Complaints and Compliments
<table>
<thead>
<tr>
<th>Date of Statement:</th>
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</thead>
<tbody>
<tr>
<td>Line Manager:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Period covered by statement:</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>Has there been any <em>formal</em> performance management?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Has there been any <em>informal</em> performance management?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Has the doctor been the subject of any grievances?</td>
<td></td>
<td></td>
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<tr>
<td>Has there been any concerns about the doctor’s health that have affected patient safety?</td>
<td></td>
<td></td>
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<tr>
<td>Any other issues concerning this doctor that need to be considered in the doctor’s appraisal</td>
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</tr>
</tbody>
</table>
LINE MANAGER STATEMENT

• Has there been any formal performance management?

• Has there been any informal performance management?

• Has the doctor been the subject of any grievances?

• Have there been any concerns about the doctor’s health that have affected patient safety?

• Any other issues concerning this doctor that need to be considered in the doctor’s appraisal?
Mentorship and Coaching
“You should be willing to find and take part in structured support opportunities offered by your employer or contracting body (for example, mentoring). You should do this when you join an organisation and whenever your role changes significantly throughout your career”
“The process whereby an experienced, highly regarded, empathic person (the mentor), guides another individual (the mentee) in the development and re-examination of their own ideas, learning, and personal and professional development. The mentor who often, but not necessarily, works in the same organisation or field as the mentee, achieves this by listening and talking in confidence to the mentee.”
Developmental benefits to the individual:
• Confidence and job satisfaction
• Improved working relationships
• Enhanced problem solving
• Increased sense of collegiality
• Making career choices

Organisational benefits
Mentoring is beneficial at any career stage
Where?

• Employer
• Postgraduate Deanery
• Royal Colleges
• Specialist providers
Benefits of becoming a mentor
Any Questions?

A charity leading innovation in mental health