



# Appraisal Training for New Appraisers Webinar

**9** external CPD points

Clinical Directors/Clinical Leads/Appraisers

## Introduction

The content of this course recognises the impact of the pandemic with the emphasis on health and well-being. Reduction of documentary requirements for the pre-appraisal documentation is discussed, whilst maintaining the importance of the existing purposes of appraisal in supporting the personal and professional development of doctors. The e-learning element of this course covers the knowledge around appraisal for revalidation including the key messages from the GMC, NHS England and NHS Improvement, the BMA and the AoMRC. To build on this knowledge, new appraisers work through and discuss the competencies required for an effective appraisal both face-to-face and virtually and support required during and post COVID. The trained facilitator will ensure that the appraiser feels confident in their ability to complete a robust appraisal from preparation through to signing off the output statements of the process.

## Course Structure

- 2 hours of e-learning
- 4 Hour live webinar (including current changes based on COVID-19)

## Webinar objectives

- To provide you with the knowledge and skills to be a medical appraiser
- To discuss the latest guidance from NHSE/I, GMC, BMA and AoMRC
- To understand the purpose of appraisal in the process of revalidation
- To know the recommendations that Responsible Officers can make
- To be able to introduce an appraisal discussion appropriately, emphasizing a supportive approach
- To know how to judge supporting information as sufficiently reflective, considering latest guidance
- To handle unexpected serious concerns arising during an appraisal
- To know how to prepare thoroughly for the appraisal discussion
- To review the challenges of conducting a virtual appraisal
- To practise the skills required to support doctors through challenging times, whilst not taking on inappropriate roles
- To discuss PDP's that have not been completed during the pandemic but be able to write clear SMART PDP's and summaries for 2021
- To understand the 'sign off' requirements for appraisers
- To consolidate learning in a short skills practice session