Providing Consistently Excellent Appraisals…

What challenges do you face as an appraiser?

- Dealing with the many and varied challenge of the appraisees.
- Doing as good an appraisal as I can, each time.
- Making appraisals appropriate and helpful to individuals with different experience, situation and needs.
- Having appropriate thresholds for consistency.

Please tell us about any improvements or solutions you would suggest...

- Have a more consistent number of appraisals each year.
- Limit the number of appraisers so that we all do 10-20 each year.
- Discussion at the locality support groups about creativity
- I think it is for the appraisers to work out how to make every appraisal useful and interesting

Our response:

- We agree that it is important to do enough appraisals to maintain your skills. It makes sense to limit recruitment now that we have reached a ratio of 1:10 in most areas, although we will continue to target those areas where there are still too few appraisers to achieve these numbers. The Service is seeking a balance between the investment in each of you as individuals, and the skills you can develop, and spreading expertise about appraisal and revalidation across the whole GP community. Under exceptional circumstances it will remain reasonable to do less than the average number of appraisals for your support group, but new appraisers are now going to be asked to confirm that they have the capacity to do at least 10-12.
- The appraiser support group meetings and the Annual Conference are opportunities to enhance and calibrate your ability to provide consistently excellent appraisals
- The Locality Leads will take your suggestions on board
Service Feedback

What Challenges Do You Currently Face As An Appraiser?

- Organising appraisals
- Making constructive, useful, not just box
- Kept to date
- Time
- Anticipating issues
- Getting engagement
- Trader issues
- Writing off the summary and FDP
- Difficulties attending group meetings
- Promoting constructively feedback appraisals
- Getting paid
- Appraiser does not agree with clinical work
- No significant challenges at present

Responses per Theme