

# Appraisal, what's new?

First National Conference of the  
Family Doctor Association

# Some Old Favourites First !

- All the guidelines in the SPA appraisal log
- 360 degree still being finalised; questions specific to each appraisal domain
- 2 each 5 yr cycle
- First with reflection on changes needed (e.g. Dr Blogs is a stropky unapproachable b\*#\*\*\*#). How can I change?
- Second to validate that changes have been made (Dr Blogs is the most even-tempered approachable doctor in the practice)
- Who will collect the results ?
- Appraisers will need to be schooled in the art of feedback

# Possibly a new idea: SRT (and other TLAs)

- SRT (structured reflective templates)
- A way of organising thought processes relating to CPD (continuous professional development)
- Developed at the Leicester Conference 2007
- SRT pertinent to each appraisal domain
- We'll do some in the workshop

# Are Exams your cup of tea?

- Pilots being done on e-assessment at the RCGP
- MCQ (essential general practice)
- CSA (clinical skills assessment)

# The Credit Crunch - another New Idea (being piloted)

- CPD credits
- A way of awarding yourself learning points
- 50 points per year (250 per 5 yr appraisal cycle)
- Points assessed on basis of impact (i.e. what change will this make to the way I do my job) and
- Challenge (how difficult was it for me to do this learning)
- Final value of the credits will be agreed at appraisal but the value is initially to be self assessed
- Not a new form of PGEA points
- More in the workshop

# And Finally .....

- Don't shoot the messenger



- Learning is fun

