

***ALL ENGLAND APPRAISAL
NETWORK LEAD APPRAISER'S
CONFERENCE***

1st MARCH 2016 LONDON

WORKSHOP C

ENGAGEMENT OF APPRAISERS

FACILITATORS



- **Dr Sivanathan Manjubhashini**

MD/RO. Whitepost Healthcare Group, Redhill.
Independent Mental health.(South)

- **Dr Koravangattu Valsraj**

Consultant Psychiatrist & Associate MD

South London & Maudsley NHS Foundation
Trust. (London)

- Supported by: **Ms Jenny Kirk** NHS England.

We have.....

45 minutes!!!!!!



AIM OF WORKSHOP



- How to run an effective network programme
- Best practice in quality assurance and feedback

- *What do you want to gain from today?*
- *Delegates to individually or in small groups (sitting either side) to jot down points.*
- *Feedback from few groups to capture the main points and from others if there are additional relevant points*

FEEDBACK



- Nominate one person to feedback.
- Bullet points
- Jenny will assist in capturing the points
- Discussion points from Leeds session on 23/2 was collated – generated a range of discussion themes

GENERAL INTRODUCTIC



Introduction

- Importance of Appraisal Network programmes:

Structure:

- National Appraisal Network (NAN), Lead Appraisers Network (LAN-Regional), DB Appraiser Network (DBAN)

Purpose:

- Build on relationship with peers and network. Forum to share.
- QA & assurance of consistency through QA programmes.
- QI of appraiser function via calibration of thresholds for intervention, decisions & recommendations.
- Consistency of info sharing & communication.
- Sharing solutions & best practice
- Peer review (Cross sector)
- Access to Regional & National resources

NETWORK MTGS



- Recommended (local) at least 2 or 3 mtgs/yr. Mandatory.
- QA. Feedback Re : appraiser programme audit supplied and discussed in network mtgs.
- How do you do them?
- How often should they take place?
- What attendance rates should be expected?
- What is covered as agenda?
- Do appraisers know the importance and value of network meetings
- What should we do with appraisers that deliver good appraisals but do not attend updates?

VALUE OF MTGS

- Peer support
- Discussion of cases.
- Discuss challenges or difficult appraisees
- Views on quality of supporting info.
- Understanding different specialty requirements and ways of working
- Shared knowledge
- Identify 'buddy', coach/mentor

QA OF APPRAISERS FEEDBACK

- Appraiser 360 feedback
- Self assessment
- Supervised appraisals
- Appraiser 1:1s – what is or should be discussed & with whom?
- Feedback on QA scores through audits– what feeds into these scores?
- Any other tools or methods?

REFLECTIONS

- Valuable points for sharing with your group
 - Challenges & difficulties
 - Issues of significance
 - Good practice examples
 - Positive outcomes

REFERENCES & USEFUL DOCS.

- NHS Eng. Medical Appraisal Logistics Handbook. NHS Eng. Nov. 2015
- Appraisal Networks Blueprints NHS Eng. Jan 2016. ****
- NHS Eng. Medical appraisal Policy. May 2015
- Annex G: Clinical appraisal lead and senior appraiser job descriptions and person specifications . NHS Eng. May 2015

THANK YOU