

Appraisals Feedback

BRISTOL, NORTH SOMERSET, SOMERSET AND SOUTH GLOUCESTERSHIRE AREA TEAM, 2014

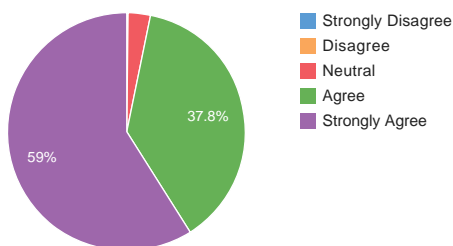
By Appraisee

Questionnaires Complete:	82
Time Spent (Hours):	449.3
Average Time Spent (Hours):	5.5

Appraisee Feedback

Organisation Systems

Statement	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
I was given adequate notice to allow preparation for my appraisal	0	0	1	19	62
I received the support and explanation I need to prepare for my appraisal	0	0	1	37	44
I am happy about the confidentiality of the appraisal process	0	0	2	22	58
Overall the organisation supported my appraisal	0	0	4	40	38
The software I used supported my needs to record and manage my portfolio and appraisal	0	1	4	37	40
	0%	0%	3%	38%	59%



Comments

"It was difficult with the timing of switching over to Clarity - we were unfamiliar with the website and the appraisal had unsubmitted itself in the switch over process and required additional information compared to the RCGP appraisal. Perhaps there should have been a cross over period?"

"the software does not always enable some of the files downloaded for evidence [from a mac] to be opened by others [eg my appraiser]. If there was some way to improve this I'd be grateful to know as it would make life easier for all Thanks"

"I had trouble finding a mutually convenient time with my appraiser to get this done and then there was not a huge amount of time to prepare. I do however complete my toolkit as I go along so this was ok. "

"John was extremely sympathetic and helpful in the arrangement of my appraisal considering my current difficult family situation. "

"Nil"

"Would have been helpful to be given slightly more notice prior to the appraisal date, but I appreciate this was from our admin side due to changes in the team etc"

"Very helpful appraiser. The software is still a bit "clunky" but does the job. "

"last years appraisal could have emphasised the importance of reflection. This was done this time and will be fully acted on for my next appraisal"

"I feel the Clarity toolkit could be rather more concise..."

"Perfectly happy with the system as it stands at present. "

"no real changes needed. I had adequate notice. "

"more protected time is needed to complete the forms"

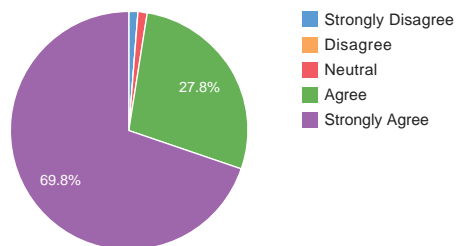
"Perhaps an actual record of time spent on the clarity website would be useful. Together with a check that the computer is actually active during this time and not just logged on and inactive. I spent several weekends gathering the evidence from other sites and adding it to clarity. It is not just the learning and reflection time spent as a lot of admin time is involved."

"Excellent, very helpful appraiser "

"It was difficult suddenly finding the RCGP toolkit was no longer in use and that I had to learn Clarity"

Appraiser Skills

Statement	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
The appraiser adequately reviewed my progress against my PDP and the supporting information for the appraisal	1	0	0	20	61
My appraiser's skill in conducting my appraisal was adequate	1	0	0	20	61
My appraiser challenged me to help me to review my practice	1	0	5	33	43
Overall my appraiser conducted a successful appraisal	1	0	0	22	59
I am happy to have the same appraiser again	1	0	0	19	62
	1%	0%	1%	28%	70%



Comments

"No areas for improvement, very happy with appraiser and found it a useful process as always."

"None - she had a really good overview of what I needed and I felt she was very accurate in her assessment."

"Her appraisal style was encouraging and she was happy to spend time exploring my learning needs with me and was supportive of my preferred style of learning."

"Very positive appraisal experience with excellent preparation and reflection re my CPD input. The process was affirming and executed expertly. Thank you"

"a skilled appraiser"

"Ann had done a lot of preparation work before the appraisal so the actual time spent was productive and not just going through documentation."

"Nil"

"I felt very comfortable, my Appraiser had read and knew my details and was very perceptive. She was both encouraging and challenging and I felt it was a helpful review. She took time to explain her actions and I feel better prepared for revalidation and understand more about the process of appraisal. I have not had such a thorough and helpful appraisal before, with such a perceptive, strong and honest approach. All in all I don't think I can ask her to improve much!"

"Very thorough and helpful"

"He was good and gave me practical advice."

"very thorough and supportive ; couldn't have been improved "

"Testing and thorough and well done in a very encouraging manner Worried initially as my reflections had not been recorded, but this was dealt with in a sympathetic manner"

"I find my appraiser very supportive, receptive and knowledgeable"

"excellent appraiser informative helpful and very encouraging the best so far"

"Thoroughly enjoyable experience"

"Keep appraising. "

"He is an extremely skilled appraiser and I was not aware of any area in which he needs to improve and he was a good listener"

"I don't have any comments for improvement. Mike is an honest, thorough and kind appraiser. He is challenging but considerate as well. He has been enormously supportive and reassuring throughout the whole appraisal procedure"

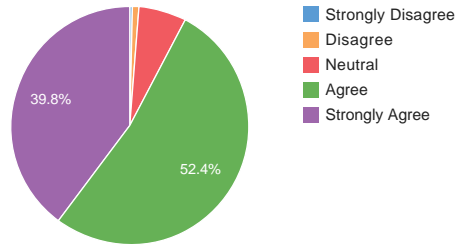
"continue with excellent listening skills and neutral approach"

"Susan was fantastic and both of my appraisals with her have been really very helpful and supportive"

"John has told me he has decided he will not be continuing as an appraiser next year."

The Appraisal

Statement	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
The appraisal challenged me to consider new areas for development	0	1	10	49	22
My PDP for the coming year reflects my main priorities	0	0	1	39	42
Overall the appraisal was useful in my professional development	1	1	5	41	34
	0%	1%	7%	52%	40%



Comments

"No suggestions for improvement, very positive experience"

"The time with the appraiser is moral boosting and helpful. The data that I have to collect in advance is of limited relevance to my work as a GP"

"Nil"

"Indeed"

"none"

"As stated above, some of the sections on the Clarity toolkit do seem rather repetitive! Perhaps a little TOO much reflection?! I am not looking forward to doing this every year!!"

"none at present"

"The time to stop and reflect is useful but I feel I regurgitate roughly the same thing year after year to tick all the boxes. Hardly worthwhile!"

"it feels like a chore to get it done and a struggle to find time to do it between more pressing priorities such as clinical work. if there was more time I would reflect properly on my work and the future"

"There is no place on the feedback form for positive comments. This ought to be included for the sake of balance"

"Possibly appraisal sessions at the local CPD events. To include the annual appraisal of a percentage of the GPs who attend."