

APPRAISAL FOR DOCTORS IN TRAINING IN THE HPSS

APPRAISAL FRAMEWORK

GLOSSARY

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SECTION 2 AMENDMENTS TO PERSONAL DETAILS

SECTION 3 DETAILS OF YOUR CURRENT MEDICAL ACTIVITIES AND TRAINING AGREEMENT (Form 2)

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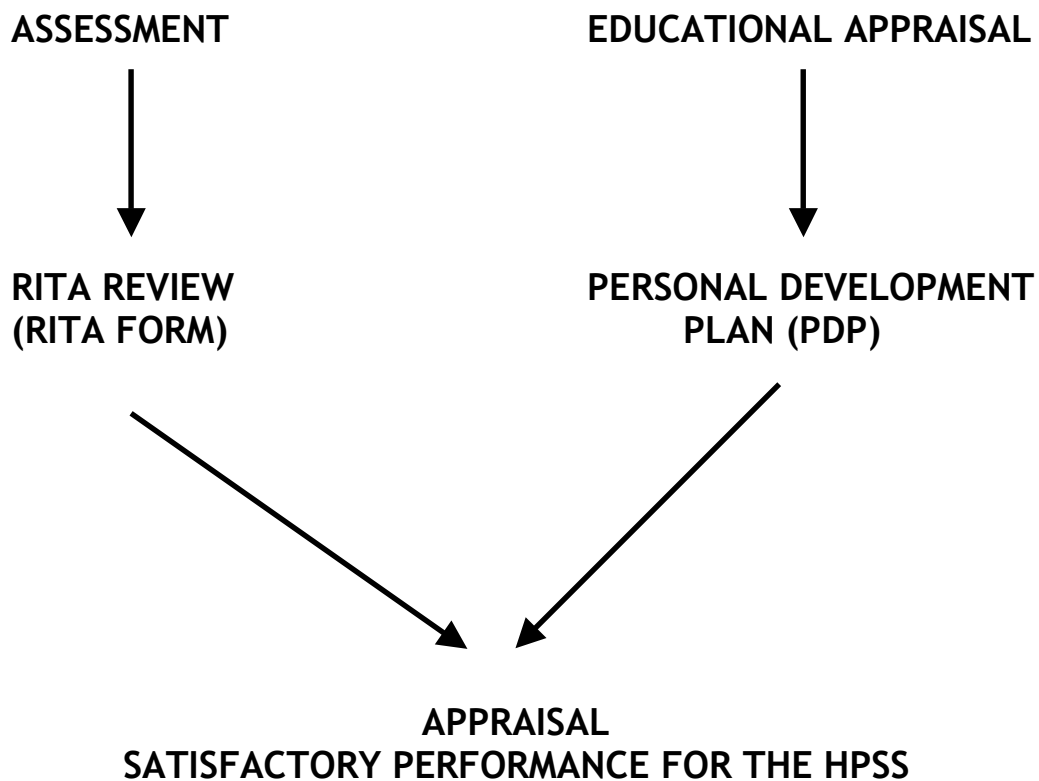
SECTION 8 SUMMARY OF APPRAISAL DISCUSSION (Form 4)

SECTION 9 PERSONAL DEVELOPMENT PLAN (Form 5)

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Appraisal for Doctors in Training

Scheme Relating
Assessment
RITA
Educational Appraisal
PDP
Appraisal



- Documentation to be held in Appraisal Folder
- Satisfactory Appraisals will fulfil requirements of revalidation

Glossary

Appraisal	A process to provide feedback on doctors' performance, chart their continuing professional development, and identify their developmental needs.
Educational Appraisal	A process, which involves a trainee and an Education Supervisor, which is personal and reviews progress and plans future training. It is vital that such meetings take place at the start of each placement.
Assessment	A formal process which examines performance. A variety of assessment methods will be used to cover all of the areas of Good Medical Practice and will include for example: examinations, structured observation, simulation, 360-degree peer feedback, patient surveys etc.
RITA	Record of In Service Training. RITA reviews which take place on annual basis or at the end of a six month placement, and will examine the evidence documenting progress and performance. Various assessment methods are used to gather this evidence. The outcome of the RITA review will be recorded on the relevant RITA form, (RITA C satisfactory, RITA D Requires targeted training, RITA E requires targeted additional training.)
Appraiser	A doctor who possess the skills and has undergone appropriate training to carry out appraisal.
Appraisee	The doctor undergoing appraisal.
Clinical and Social Care Governance	A system through which Health and Social Care Organisations are responsible for continuously improving the quality of their services and safeguarding high standards of care by creating an environment in which clinical excellence will flourish.
Criteria, Standards & Evidence Documents	Documents produced by the medical Royal Colleges. They are intended to give doctors guidance about the criteria that can be applied to the different specialties to determine whether doctors have the required attributes; the standards expected of the work they do and kind of evidence doctors should provide to show that they are meeting the standards.
Probity	Honesty, integrity, uprightness.