

Glossary

Appraisal	A process to provide feedback on doctors' performance, chart their continuing professional development, and identify their developmental needs.
Appraisee	The doctor undergoing appraisal.
Appraiser	A doctor who possesses the skills and has undergone appropriate training to carry out appraisal.
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.
Clinical Governance	A system through which Health 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	These give guidance on 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 the kind of evidence doctors should provide to show that they are meeting the standards.
Educational Appraisal	A process, which involves a trainee and an Education Supervisor, which is personal and reviews progress and plans future training. Such meetings take place at the start of each placement.
Multi-Source Feedback (MSF)	A tool to obtain the views of patients or colleagues on a doctor's performance. This is usually a questionnaire circulated

to a group of patients or colleagues with whom the doctor works on a regular basis. The summary of the data can then be used as part of the information to inform appraisal.

Review of the Record of in-Training Assessments (RITA) (for current SpRs)

RITA reviews take place on an annual basis and examine the evidence documenting progress and performance. Various assessment methods are used to gather this evidence.

Annual Review of Competence Progression (ARCP) (for StRs)

Annual assessment process for Specialty training which will be based on the more explicit use of evidence to inform the annual assessment outcome of progress

Relicensure

Renewal of licence to practice, every five years based upon information about performance derived from the workplace.

Recertification

A specific component of revalidation. Doctors on the GMC's specialist register or GP register will need to demonstrate, through recertification, that they meet the standards that apply to their specialty or area of practice.