

APPLICATION FORM	
HOST FORM	
<i>NOTE – Please complete a form for each project</i>	
Host organisation details	
Name of Host organisation	NIMDTA
Name of facilitator	Dr Fiona Allen
Contact details –email and phone	Fiona.allen@hscni.net 0289040000
Number of trainees which can be facilitated	One
Base address* *This is where the trainee will attend for meetings with the facilitator and others.	NIMDTA Beechill house, 42 Beechill Road BT8 7RL
Duration of placement (one session per week) – number of sessions in total	One session per week

PROJECT DETAILS* <i>(The project must be relevant to Primary Care and have a potential impact on the work of the host GP practice)</i>
What are you trying to accomplish? (400 words)
<p>1. What are you trying to accomplish?</p> <p>Background The proposed project is relevant to primary care insofar as it will enable trainees to gain valuable experience in appraisal. Appraisal is a day to day reality for all GPs and having insight into what motivates the process will help trainees appreciate what constitutes robust evidence and enable them to see the link between appraisal and maintain clinical standards. This is also an excellent opportunity to introduce appraisal training into the lifespan of the GP and enable them to become “appraisal ready” when they complete their trainee programme.</p>

GP appraisal has been a part of general practice in Northern Ireland since 2002. In 2006, NIMDTA agreed an SLA with HSCB to take over the management of appraisal. All GPs on the performers list in Northern Ireland undergo a yearly appraisal. During the appraisal discussion, the supporting information for appraisal and revalidation which the appraisee has submitted is seen by the appraiser and documented on the form 4. The appraiser and appraisee agree a personal development plan which is also documented as an aide memoire for the appraisee throughout the year.

Aim & Learning Outcomes

- Develop understanding of the role appraisal and the relationship to quality improvement activity taking place in general practice
- Review the effectiveness of the Personal Development Plan currently used in appraisal
- Review quality improvement projects being undertaken in general practice
- Review GP learning needs through evaluation of the appraisal PDP
- Develop a system to share lessons learnt through appraisal with all GPs

Impact on host practice

In day to day service, GPs will be going through the appraisal process as a matter of course. This placement then will give trainees the opportunity to see what the process looks like from the perspective of the appraisee and the appraiser.

Being placed with NIMDTA will also enable the trainee to act as a conduit between the practice and NIMDTA, generate useful insights and enhance communication.

How will you know that a change is an improvement? (400 words)

The aim is to improve communication with appraisers and appraisees regarding the excellent quality improvement activity already carried out by GPs in Northern Ireland and to share this knowledge with others.

A survey before and after the project will ensure that we can measure change and provide evidence of improvement having defined the outcome measures in advance.

The trainee will be expected to engage in reflective practice and record their development over their time spent with NIMDTA. Analysis of this post hoc will reveal key issues and enable refinements to be made.

As this is the first time this scheme is running an inductive approach is being adopted but some of the measures that may be used are as follows:

- There will be a review of QIA taking place in general practice which is discussed at appraisal. This information will be obtained from anonymised form 4s which are submitted for QA
- Contact with appraisers for submission of contact details of appraisees who are carrying out innovative projects. These findings will be shared with others through the HSCNI Knowledge Exchange
- Information from the PDP will be reviewed and collated to establish themes and a review of development needs for general practice, including a summary of how these needs are being met.

What changes can you make that will result in an improvement? (400 words)

Develop QIA resources for appraisees
Better understanding of the PDP and its effectiveness as a development tool. A review of the effectiveness of the PDOP can be carried out by reviewing content of forms and interviews with appraisees and appraisers.
Liaise with Integrated Care, sharing good practice and facilitating the implementation of good practice in localities through ICPs/ enhanced services.
Trainee advocate for appraisal who can support peers in this process.
Develop training in appraisal and revalidation for all GP trainees

***IHI model for improvement**

The trainee will be released from their training practice for an afternoon each week. 3-4 hours each week. How long will the placement last?

6 months

Other relevant information (400 words)