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Context:
What can help support appraisees and appraisers produce a valuable PDP? This has been the focus of my Fellowship project with Wessex Appraisal Service and has led to some interesting findings, which have influenced the new Appraisal 2022 guidelines around writing good PDPs.

Question:
Does appraisal platform influence the written quality of PDPs?

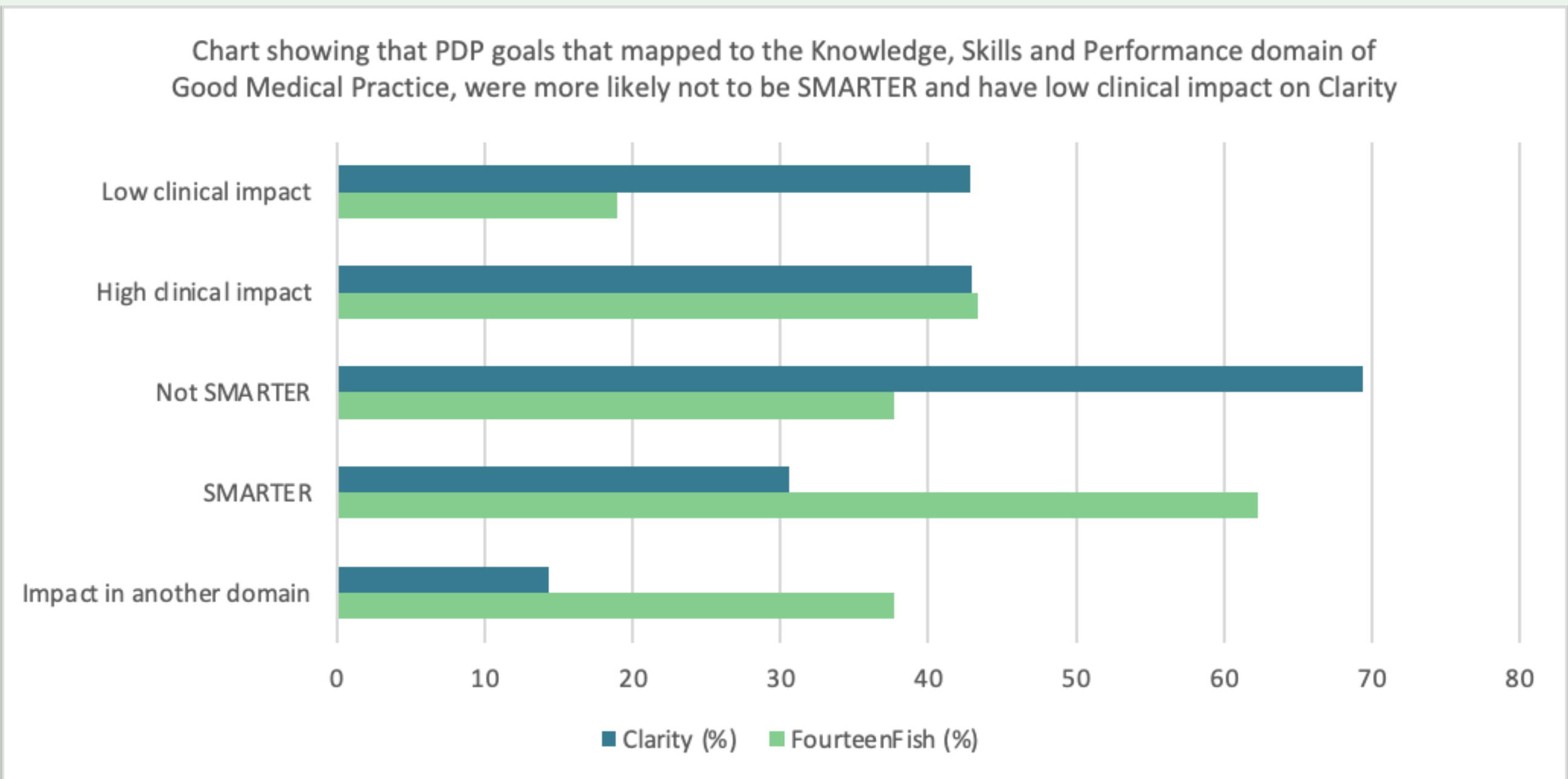
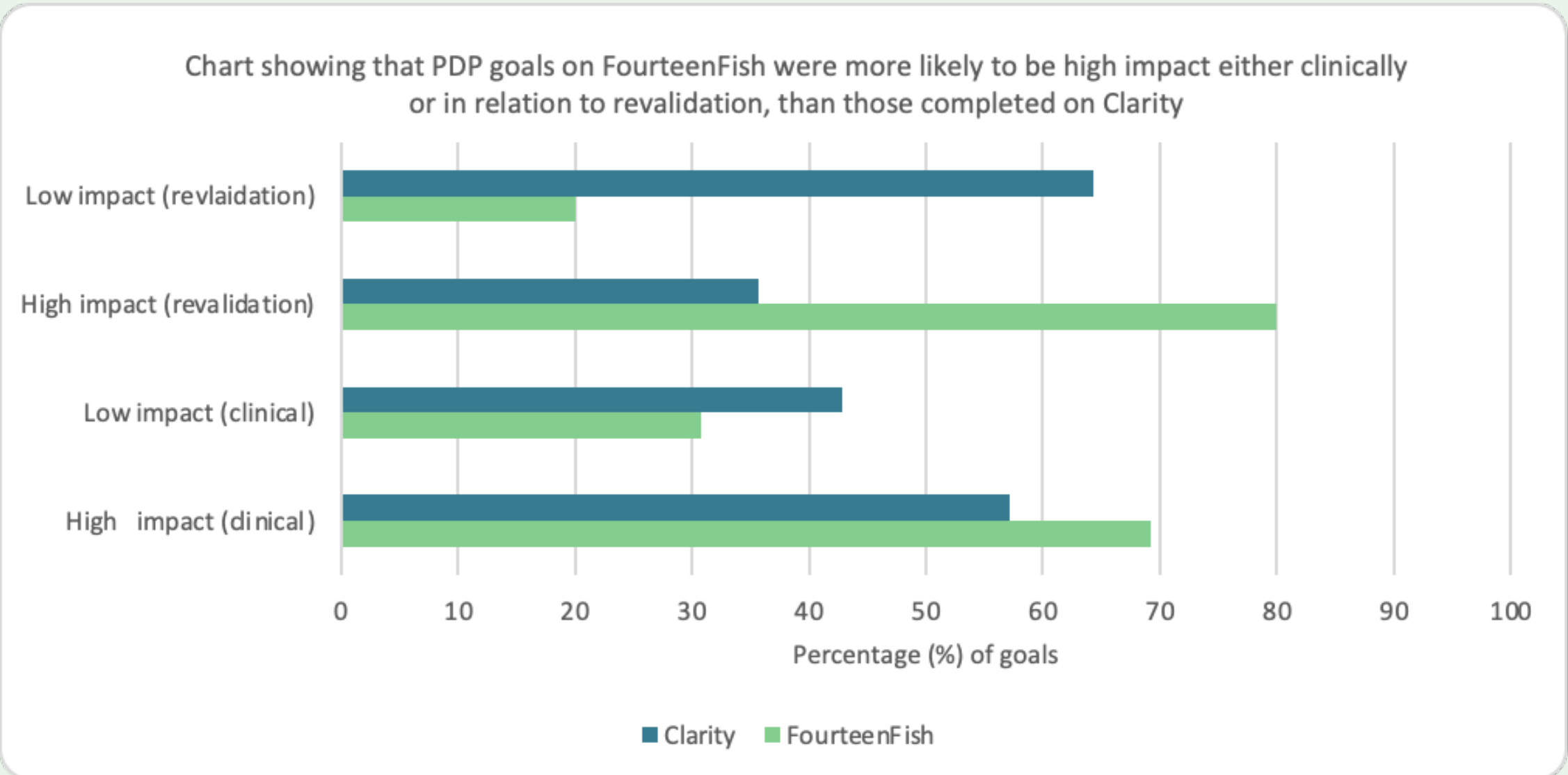
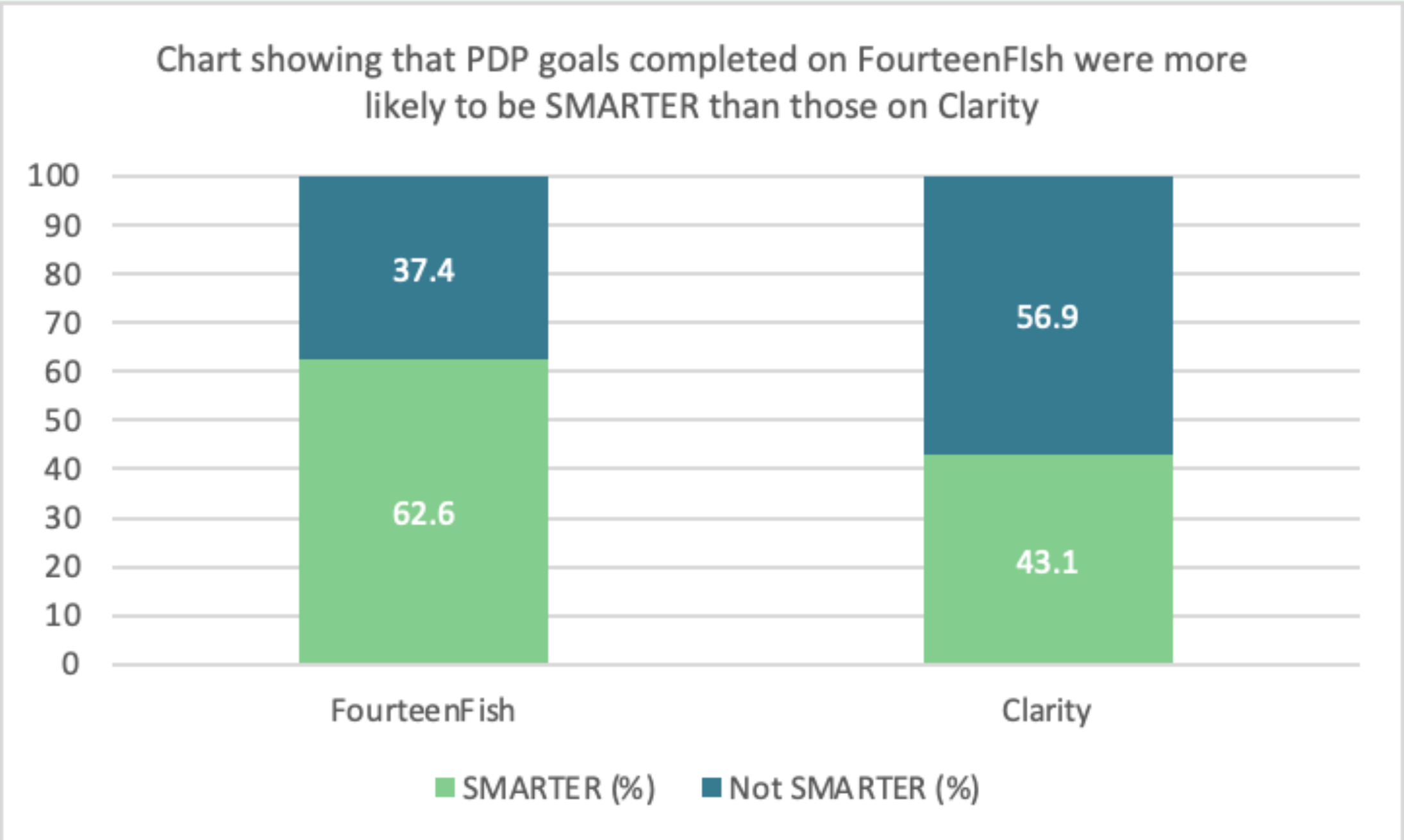
Methods:
The agreed PDP goals from 60 consecutive appraisals conducted from October 2021 were analysed. 30 were completed on FourteenFish, 30 on Clarity.

- PDP goal quality was assessed:
- Was the goal SMARTER?
 - Was the goal linked with the appraisal discussion?
 - Was it low or high stake for the doctor?
 - What was the potential impact of the PDP goal high or low? Each goal was matched to the most appropriate domain – clinical impact, working relationships/practice development, personal development and revalidation.
 - How did the goal relate to Good Medical Practice? A coding system was developed to assess this.

What did the study show?
There were some key similarities between PDP goal quality across both platforms:

- The average number of goals per appraisal was very similar (3.3 vs 3.4)
- There was no difference in PDP goal quality across the two platforms in terms of whether a goal was low or high stake for the doctor or which area of Good Medical Practice the goal mapped to

- Key differences:**
- PDP goals were more likely to be linked with the appraisal discussion on FourteenFish (91.9%) vs Clarity (83.3%)



Conclusion:
50 appraisers conducted the 60 appraisals. All have had the same training in producing quality PDPs. The main reason for the differences this study found was felt to be due to the differences in wording of the PDP section on the platform

Impact:
This piece of work directly informed the choice of language, guidance and format of the PDP section in the recently published guide for Medical Appraisal 2022 (<https://www.aomrc.org.uk/revalidation/medical-appraisal-revalidation/>)

The key changes made were to include clearer guidance for both appraisers and appraisees to think about WHY a particular PDP goal is important to the appraisee, what they expect the impact to be and guidance around creating a SMARTER PDP embedded within the questions asked.

Academy of Medical Royal Colleges


Personal Development Plan (PDP) Template 2022

What are your top priorities for the period till your next appraisal? Think about the things that are important to you. What will make the most positive difference to your personal and professional development, or the team/system that you work in, and have the biggest impact?

During your appraisal, use your appraiser's coaching skills and support to refine your goals and create a plan to help you achieve them.

Learning and/or development need	Agreed action(s) or goal(s)	Timescale for completion	How I intend to demonstrate success
What do you want to change, or achieve, and why is it a priority now?	How might you do this? What options do you have? Describe the actions or steps you plan to take ...	By when will you have done this? Do intermediate steps have their own timescales that are worth recording?	How will you know that you have achieved your goal? Describe what success will look and feel like. What will be the impact on you, your colleagues/teams and/or patients?

Declaration of interest
This research was conducted among GPs on the performers list in Wessex. The NHSEI policy is that doctors have the choice of which appraisal platform to use. Wessex Appraisal Service Ltd. is an independent company which purchases the FourteenFish toolkit on behalf of its commissioners. Neither author has received any money or benefit from FourteenFish or its parent company EMIS Health, or Clarity.



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