

# Appraisal Matters

July 2022

**WESSEX**   
Appraisal Service

[visitgibraltar.gi](http://visitgibraltar.gi)

## Gibraltar Fact Sheet

We had an interesting discussion at the support drop in on 7th July about the nuances of appraising in Gibraltar.

### Things you should know:

- Medical appraisal for all doctors employed by Gibraltar Health Authority (GHA) was introduced in 2014, when GMC regulation became a requirement for all doctors working in Gibraltar. Wessex Appraisal Service was contracted by Health Education England to provide these appraisals since the beginning.
- Everyone knows everyone! There are around 33,700 residents and another c.15,000 cross the Isthmus from Spain daily to come and work and are entitled to healthcare. Despite this small patient population, St Bernard's does more than many UK DGH because of the need to be able to do things in Gibraltar rather than sending them to Spain or the UK, either for medical or political reasons.
- We discussed similarities with a 'frontier town' in that people are self-sufficient, don't like interference and have a 'way things are done around here'. The GPs are salaried for ten sessions a week, plus a proportion of on-call, and have one session a fortnight for CPD/ admin built in. Part-time is five sessions.
- Consultants can feel isolated and often go to international conferences to help compensate. However, recent study-leave budget cuts make this challenging.
- Middle grade doctors are not in training posts but gain a wide breadth of experience. They can sometimes feel frustrated due to a lack of contract security, and lack of progression, resulting in a relatively high staff turnover.
- With low unemployment and a lot of wealth locally, Gibraltar is expensive for property but cheap for duty free goods.

*Continued overleaf* >

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- Since 2014, governance infrastructure, policies and procedures have steadily improved. For example, the GPs now have EMIS, with Kainos Evolve being rolled out across the hospital this year.
- The Suitable Person is Dr Richard Baynham, and the Medical Director is Dr Danny Cassaglia.
- All 113 GHA employed doctors use FourteenFish which is purchased for them through us.
- The time zone is an hour ahead. Ideally, put both UK and Gibraltar time in your confirmation email to avoid confusion. If you are in Gibraltar, remember that GMT in your Smartphone will be converted to local time.

#### As an appraiser:

- Be curious and enjoy the appraisal. They are fun and a good challenge!
- Treat each one as if it's a first appraisal and don't expect doctors who are not UK trained to fully understand the GMC process or requirements.
- Offer support and empower them to find out what they need to know and to make positive changes in their own environments.
- The power of 'my appraiser says' should not be underestimated!
- Our research has shown some amazing examples of quality improvement activities, that have transformed patient care for the better, facilitated by careful PDP goal setting in Gibraltar appraisals.

## Pro Bono Appraisals

You are truly amazing people! Thanks to all who volunteered to go on a list of appraisers who will provide an appraisal pro bono for the GMC, or a GP requiring support from the Cameron Fund. We will ask when a doctor needs your help.



Dr Susi Caesar



## Annual Conference Confirmed!

We are delighted to be meeting at the Balmer Lawn Hotel, Brockenhurst for our Annual Conference. Being in person, we will make the most of networking opportunities and hands on skills development.

Location: [Balmer Lawn Hotel](https://www.balmerlawnhotel.com), Balmer Lawn, Lyndhurst Road, Brockenhurst, New Forest, SO42 7ZB

Dinner: 8<sup>th</sup> September at 8pm (to fit with the Jersey flight)

Conference: 9<sup>th</sup> September, 9am - 4.30pm

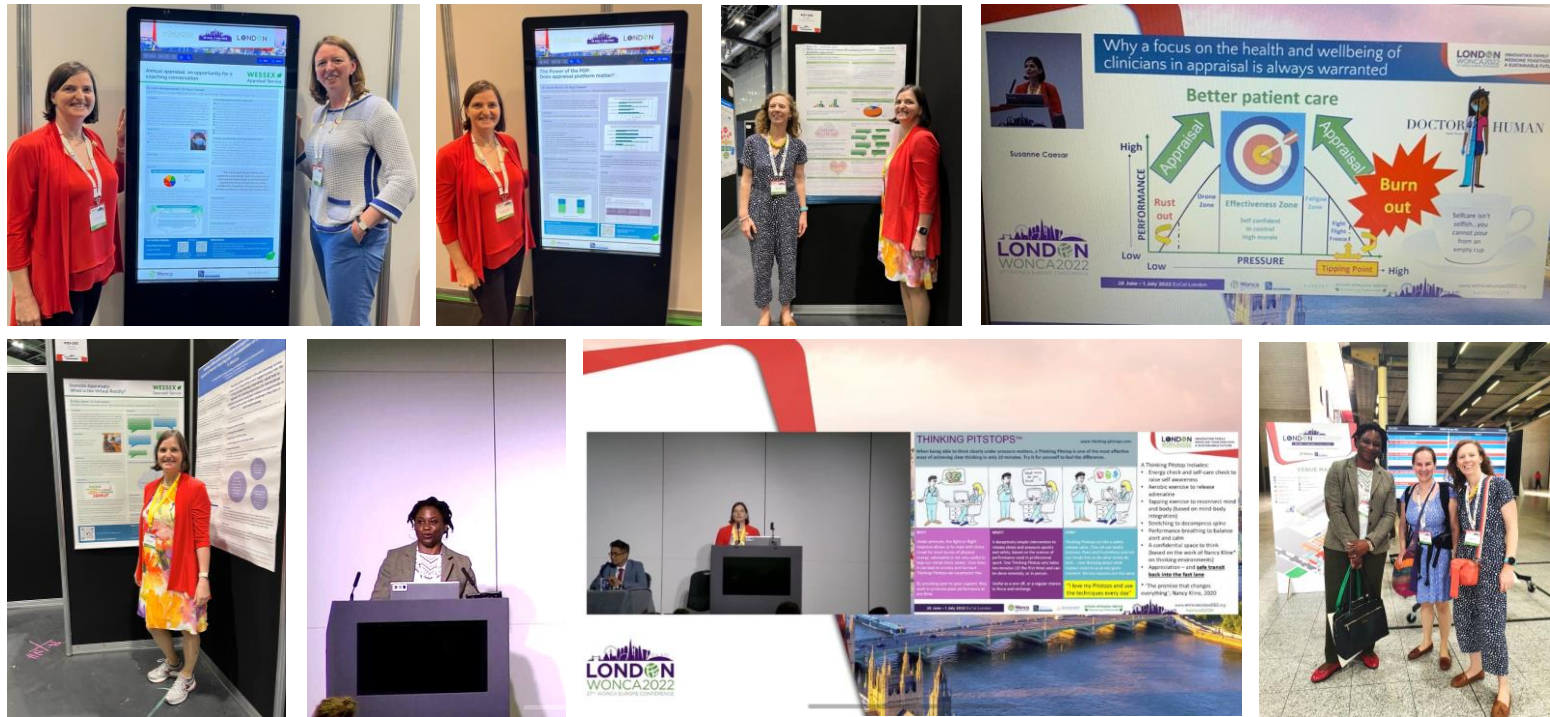
You will need to [book your own accommodation](#) if you plan to stay over beforehand / make a weekend of it! Even if you have previously sent apologies, please come if you can!

## Reminders

- We have switched automated notifications back on, so once an appraisal date has been confirmed, enter it into FourteenFish as normal and please also forward the details to [thomas.pierce@wessexappraisal.org](mailto:thomas.pierce@wessexappraisal.org), otherwise you and your doctors will keep getting email reminders.
- Please complete the post appraisal feedback surveys and encourage your doctors to do the same. Without feedback, we cannot improve.
- Quality Improvement Activity - We plan to start the QI of appraisal summaries and PDPs shortly. If you facilitate an appraisal that it would be unfair to select, please let us know. Otherwise, we will review one of your appraisals at random. Remember - our top priority is to see evidence of a supportive appraisal and a PDP that empowers the doctor to do the things that they want or need to do.
- Patient and colleague surveys do not have to have been done in the last 5 years. What matters is that they were done in this revalidation cycle (which may be more than 5 years).
- There are still a couple of places left on the Postgraduate Certificate in Medical Education - PGCME - (Appraisal) from the University of Winchester.
  - Please contact [thomas.pierce@wessexappraisal.org](mailto:thomas.pierce@wessexappraisal.org) if you are interested.
  - Full details are in our [May Newsletter](#).



# Celebrating our research success at RCGP/WONCA Conference 2022



## Introducing Tom

Thomas Pierce has been brought in as an Account Manager to support all our administrative work. He will be available between 9-5pm Monday to Friday on [thomas.pierce@wessexappraisal.org](mailto:thomas.pierce@wessexappraisal.org).

If there are any future problems with the company mobile (07538 369444) you can reach us on Susi's phone (07974 966141) for WhatsApp and text messages.

Get well soon, Emma! We look forward to having you back in the team once you are healed from your surgery!



Thank you for helping us continue to make appraisals matter,

 Wessex Appraisal Service Team 

Contact us

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