

Faculty of Medicine

CLINICAL ACADEMIC CIRCULAR - OCTOBER 2011

APPRAISAL AND REVALIDATION

As a Clinical Academic it is important to realise that appraisals are evolving both within the University and the NHS settings.

The NHS has developed a new appraisal form, the approach is being called Strengthened Medical Appraisal (SMA) and as a result a new Form 4 has been developed. Although a new joint University/NHS appraisal form may be developed through the Clinical Academic Staff Advisory Group (CASAG) going forward, it is likely that appraisals will need to take place before these documents are available. Therefore in order to meet the requirements of revalidation, the suggestion would be to complete both the new Strengthened Medical Appraisal (SMA) form for the NHS-side and the relevant University form, cross referencing between the two documents, as necessary. Please ensure that you have a University and NHS appraiser at your appraisal. Both the University and the NHS will want to keep a record that the appraisal has taken place.

The new NHS Form can be accessed via the link below:

<http://www.uhs.nhs.uk/Education/Informationforstaff/Doctors/Appraisalforseniormedicalstaff/AppraisalforSeniorMedicalStaff.aspx>

The relevant University Personal Performance and Development Review (PPDR) Forms, can be accessed via the links below:

For Level 6:

<http://www.soton.ac.uk/hr/working/appraisal/ppdr.html>



PPDR Level 6
Form.doc

For Level 7:

<http://www.soton.ac.uk/hr/working/appraisal/ppdr7.html>



PPDR Level 7
Form.doc

Please find attached a communication that was sent out to all NHS staff from John Stubbing, Consultant Appraisal Lead, IDEAL – Education and Development for University Southampton Hospital Foundation Trust (USHFT). This may provide some further useful information for you regarding the Strengthened Medical Appraisal (SMA) within the NHS.



NHS APPRAISAL AND
REVALIDATION Upda

If you have any questions regarding this, please contact Professor Karen Temple, at I.K.Temple@soton.ac.uk

Revalidation is expected to be rolled out in late 2012, however, in the meantime you need to ensure you are participating in an annual appraisal process. You should also check you know who your Responsible Officer is (normally the Medical Director of the NHS organisation you work in).

For more information please refer to:

http://www.gmc-uk.org/doctors/revalidation/faq_revalidation_p1.asp

JOB PLANNING REMINDER

In light of the revalidation programme and the importance of job planning as part of this exercise, please find attached a document which acts as a reminder for the need for clinical academics to balance their clinical and academic activities. This should also be signed off by both your University and NHS Line Managers. This document was originally collated by Tony Weetman, Dean in Sheffield and Chair of Medical Schools Council, and has been amended for use within the University of Southampton.



job planning memo
UoS.docx

BRIBERY ACT 2010

The University of Southampton is committed to honesty and transparency in all its business dealings. The University has a zero-tolerance policy towards bribery and any form of fraud or dishonesty in its transaction.

The Bribery Act 2010 came into effect on 1st July 2011. Under the Act it is an offence to offer or make a bribe to or to request or accept a bribe. It will also be an offence to offer a bribe to a foreign public official wherever that takes place.

Please ensure you are aware of your obligations under this Act and your ongoing requirement to register your interests. University of Southampton guidance regarding this can be accessed via;

http://www.southampton.ac.uk/hr/working/policies/bribery_act.html

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