

DRAFT

General Practice Vocational Training Registrar Appraisal: COGPED Position Paper

Annual appraisal for GP Vocational Training Registrars (GPVTR) became a requirement for those beginning their training in August 2004.

COGPED is concerned to ensure consistency in the delivery of GPVTR appraisal across the UK and this position paper has been produced to support this concept.

Basic principles

1. Purpose.
 - a. To allow reflection on the VT year and key learning achievements
 - b. To encourage forward planning of continuing professional development and potential career intentions
 - c. To familiarise the VTR with the concepts of appraisal in preparation for their career in general practice.
2. Process.
 - a. Where possible appraisal should be carried out by the trainer. Alternatively another trainer or partner engaged with training in the same practice could carry out the appraisal.
 - b. In exceptional circumstances, the appraisal could be carried out by the local VT Course Organiser
 - c. Training and support for VTR appraisal can be integrated into the half-day/day release programmes and into local trainers' workshop.
 - d. PDPs and form 4s should be agreed between the VTR and appraiser (trainer) and must be retained and stored under local arrangements.
 - e. The VTR appraisal process should be subject to a Deanery Quality Assurance process.
3. Content.
 - a. Where possible, content of the appraisal should be entered under the headings of Good Medical Practice.
 - b. Advice and guidance on the nature of the content should be consistent with that generally provided to GPs in the four countries of the UK:
 - <http://www.gpappraisal.nhs.uk/>
 - <http://www.primarycare-wales.org.uk/>
 - http://www.nes.scot.nhs.uk/GP_appraisal/Default.asp
 - <http://www.dhsspsni.gov.uk/phealth/appraisal.asp>
 - c. Deaneries may wish to develop advice and guidance specifically for VTR appraisal, such as that which can be accessed in the Vocational Training section of the Primary Care Wales library (<http://primarycare-wales.org.uk/downloads.php>)
4. Workload.
 - a. COGPED believes that there will not be a significant increase in trainer or registrar workload as a result of the introduction of VTR appraisal.
 - b. The process is a formalisation of much of the important work that already goes on in the trainer-registrar relationship. Much of this can already be found in activities around exit interviews/tutorials towards the end of vocational training.