Dear Appraiser,

Thank you for your patience while we have been waiting for the go ahead from the National Medical Director for a restart of appraisals. Professor Stephen Powis has now written to all Responsible Officers in England, 3 September 2020 advising of a restart of Appraisals from 1October 2020.

Colleagues across the UK have been working on supporting information for appraisers for the reintroduction of appraisal. We will be running Appraiser Training Updates starting in September with sign up details following shortly.

In the meantime, these documents provide useful background information for you as appraisers to provide details in the shift in emphasis for the restart of appraisal. ‘Support not paperwork’ as part of a rebalanced approach.

Please find attached

* Medical Appraisal Guide 2020, an update to the original document
* Guidance for appraisers
* Sources of support for doctors

Please do read these documents to familiarise yourself with the changes. We strongly encourage you to attend training before doing any appraisals. We will be providing a range of training opportunities.

We do understand that people’s working lives may well have changed since appraisals were put on hold. If you do not feel that you will have capacity to do any appraisals between October 2020 and March 2021 it would be very helpful if you could let the office know by email.

Thank you for your understanding while appraisal has been on hold. We hope you will find the further shift in reducing the burden for the appraisee an appropriate and helpful one in the context of COVID-19.

Kind Regards,

Dr Jane Fryer Medical Director and RO South London and Dr Helene Brown Medical Director and RO North London

Dr Philippa Cockman, Dr Rizvia Khan and Jacky Smith for the London Appraisal Team