

Public Services Delivery
Scotland



Medical Appraisal Scotland: a web resource and recent projects

2026 Scottish Medical Appraisers Conference

This session will be recorded,
please mute your mics + cameras
until breakouts / Q&As.



1

Quality of Appraisal



1

Identified in MARQA

- Appraiser support

Drafted questionnaire

Targeting newly trained appraisers in past year

Ongoing

Supporting appraisers post training



2

Changes implemented during COVID

- Remote appraisal

- Light touch approach

Change in quality?
Training gaps?

31 March 2027

Voluntary

Pre vs post pandemic appraisal experience

2

Public Services Delivery
Scotland



Download guidance

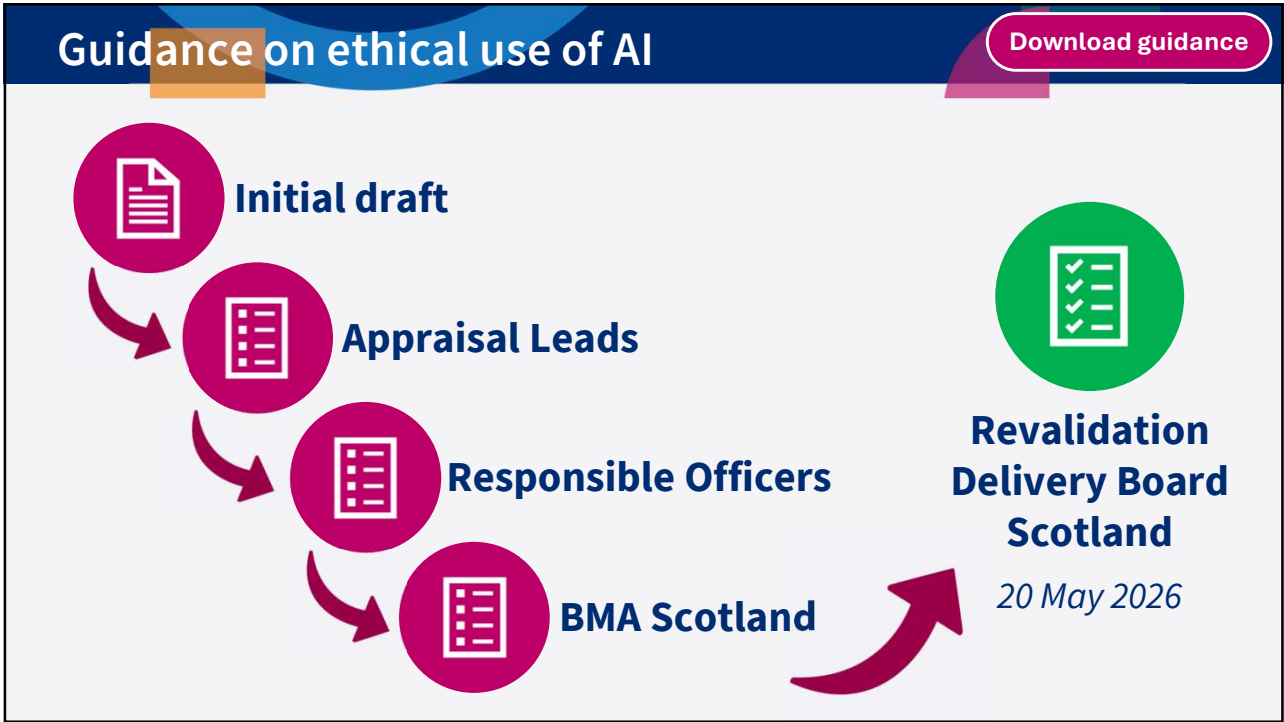
Guidance on ethical use of AI

William Liu | Training Manager | PSDS

Dr Iain Jamieson | Assistant Director | PSDS



3



Download guidance

AI guidance paper: core position

AI is already being used

AI is here to stay

AI can support clarity and efficiency

AI should not be used to replace professional judgement

AI must not replace human-human interaction

Accountability will always remain with the doctor or appraiser

5

Download guidance

AI guidance paper: benefits and risks

1

For appraisees

AI may be used to enhance appraisal; but AI must never replace reflective professional dialogue.

2

For appraisers

AI can be used to support the collation of information, but reflection must come from the appraisee's own experience

3

No specific tools endorsed

Use of AI scribes is optional; but it must never replace reflective dialogue.

6

Download guidance

“The appraise (or the appraiser if AI is used to draft the Form 4) takes responsibility for the veracity and reflections contained within the appraisal submission.”

AI guidance paper: declaration of AI use



7

Breakout groups: Discuss your experience of AI



Have you reviewed the guidance?
If so, what aspects were useful (and not)

Your experience in use of AI
Have you used it for your appraisals? Have your appraisees?

Your thoughts on AI
Your reflections

<https://www.appraisal.nes.scot.nhs.uk/s/confinfo/ai/>

20 minutes

8

This resource may be made available, in full or summary form, in alternative formats and community languages. Please contact us on **0131 275 6000** or email altformats@nhs.scot to discuss how we can best meet your requirements.

Public Services Delivery
Scotland

PSD Scotland
Gyle Square
1 South Gyle Crescent
Edinburgh
EH12 9EB
Tel: 0131 275 6000
www.publicservicesdelivery.scot

©PSD Scotland 2026. You can copy or reproduce the information in this resource for use within NHS Scotland and for non-commercial educational purposes under creative commons CC BY-NC 4.0 Deed | Attribution-Non Commercial 4.0 International | Creative Commons. Use of this document for commercial purposes is permitted only with the written permission of PSD Scotland.