

Scottish Medical Appraisers Conference

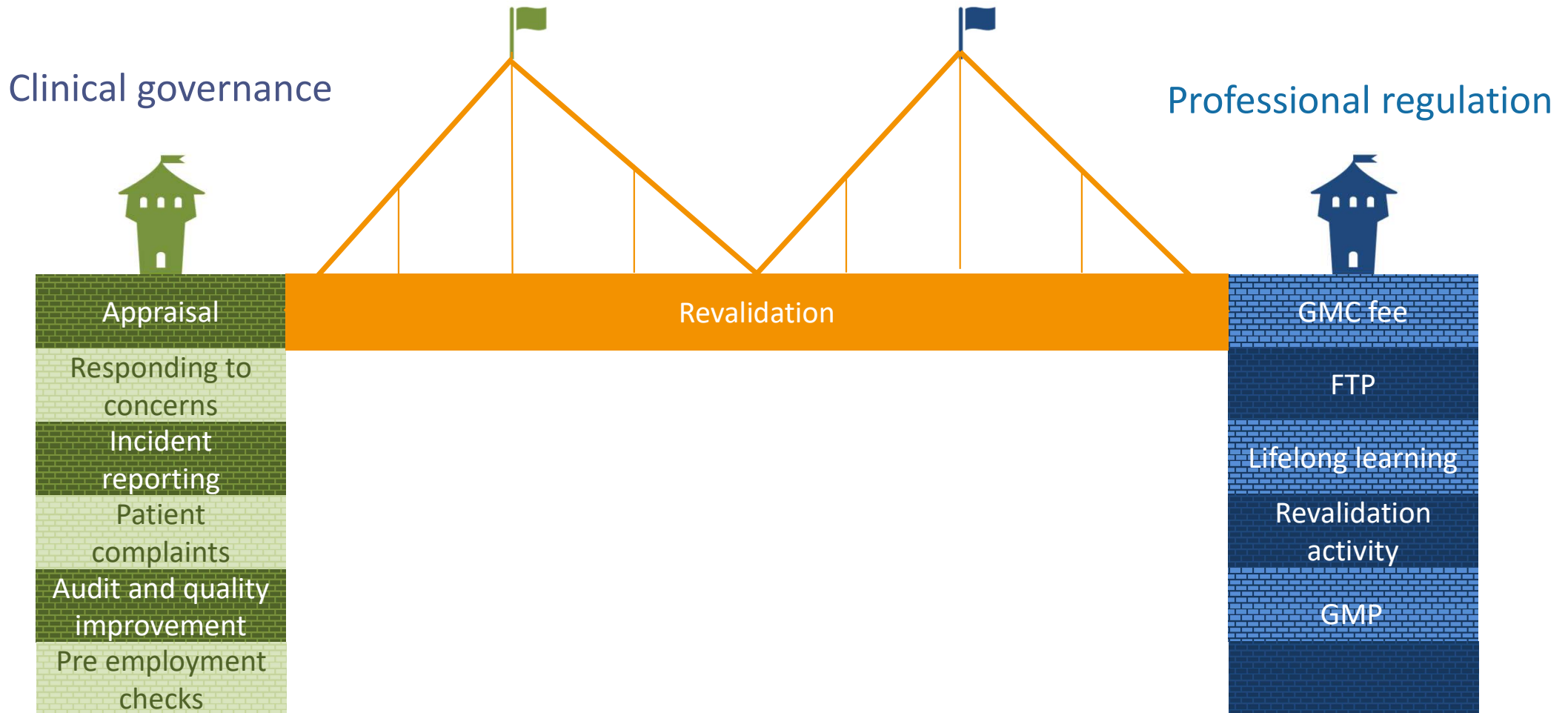
3rd September 2025

Journey of a Form 4

Blake Dobson, Dan Wynn (GMC) & John Woodhouse (AoMRC)

*Recording in session, please mute yourself
and switch off cameras until Q&A session.*

What is revalidation? Bridging the regulatory gap



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General Medical Council



The four domains



Appraisal

Revalidation requirements:

- You must have an annual appraisal which covers your whole scope of practice.
- Your appraisal should be based on the values and principles in *Good medical practice*
- You must reflect sufficiently on the supporting information you have collected, and discuss the information and your reflections with your appraiser
- Your appraisal discussion should focus on what you have learned. You must discuss with your appraiser:
 - The changes you have made or plan to make to your practice, and any areas of good practice you intend to maintain or build on, because of your reflections.
 - The learning needs and opportunities you have identified.
- You must agree how to incorporate this into your personal development plan and CPD activities for the following year

Revalidation myths

Some commonly held (erroneous!) beliefs:

- Revalidation started because of Harold Shipman
- Revalidation and appraisal are more or less synonymous
- GMC sets all appraisal requirements
- Reval happens once every 5 years
- Drs have to make up missed appraisals
- If I fail my patient feedback I'll have to do it again
- If I fail my appraisal my RO will remove my licence

Appraisal summaries (form 4)

- The primary audience for the form 4 is the RO, the doctor is an important but secondary audience
- Form 4 is a summary document telling the story of the Dr's practice over the last year
- Concise, factually correct and containing sufficient info to allow the RO to understand if GMC revalidation requirements have been met.
- Consistency
- PDP
- An opportunity to flag anything else you feel the RO needs to be aware of

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Tracey Gillies (NHS Lothian)

Crawford McGuffie (NHS Ayrshire & Arran)

Emma Watson (NES)

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Role of appraiser



- Engage with appraisee

for a supportive structured discussion about the practice taking GMP into account

- Focus discussion on the appraisee

*in their practice as a doctor where they are **appreciated**; and reflect where to improve*

- Be curious

about what is happening in the doctor's professional life (especially their wellbeing)

- Capture the discussion

at a level both are comfortable with in the Form 4

RO perspective on Form 4

- Not for ROs to know or oversee appraisal discussion

It's confidential.

- The RO looks for evidence of genuine reflection

and engagement with the process of appraisal; and action where necessary.

- Form 4 not the only consideration for revalidation

Whilst Form 4's are important, they are not the only consideration for the RO in making revalidation recommendations.





Q&A

Over to you