

Dear Colleague

UPDATE ON APPRAISAL PROCESS

1. Given a number of recent enquiries, I am writing in my capacity as the higher level Responsible Officer in Scotland to provide further clarity regarding the arrangements for medical appraisal, now that revalidation has recommenced.
2. Over the last two years a more flexible approach to appraisal has been recommended. This included flexibility regarding the amount of supporting information required.
3. It was also recommended that appraisals should have a focus on the doctors wellbeing. Feedback has shown that doctors have valued the opportunity to discuss wellbeing at appraisal.
4. For the time being I am recommending that this degree of flexibility and focus on wellbeing should continue. You should make this clear to the doctors for whom you are responsible.
5. As ROs, you will be aware that whilst we have this degree of flexibility, the GMC core requirements for making a revalidation recommendation remain.
6. Having been put on hold since 2020, due to the impact of the Covid-19 pandemic, the intention is to recommence the Medical Appraisal and Revalidation Quality Assurance (MARQA) report in 2023. Changes to the current format will be considered over the next few months.
7. I would like to thank you all, whatever your role has been, for your flexibility over the period of the pandemic, your support has been much appreciated.

**From the Chief Medical
Officer**
Professor Sir Gregor Smith

24 March 2022

SGHD/CMO(2022)10

Addresses

For action
Responsible Officers

For information
PA to Responsible Officers

Further Enquiries to:

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8. I ask that you cascade this information to doctors, appraisal leads, appraisers and managers and that Boards provide support as required.

Yours sincerely

Gregor Smith

Professor Sir Gregor Smith
Chief Medical Officer