|  |  |
| --- | --- |
| **Directorate for Chief Medical Officer**  Dr Gregor Smith  Interim Chief Medical Officer for Scotland    **TO ALL RESPONSIBLE OFFICERS IN SCOTLAND**    **TO ALL RESPONSIBLE OFFICERS IN SCOTLAND** |  |

23 July 2020

Dear Colleagues,

**NATIONAL ARRANGEMENTS FOR RESTARTING MEDICAL APPRAISAL IN SCOTLAND**

**BACKGROUND**

1. DL (2020) 5 announced that all non-urgent business be postponed in order to increase capacity in our workforce during covid-19. This included pausing medical appraisal until further notice.
2. The GMC recently announced that doctors who were due to revalidate between 17 March 2020 and 16 March 2021 have had their revalidation submission date moved by one year. This was to support the health service to prioritise clinical care for patients during the coronavirus pandemic and therefore give responsible officers and doctors more time to reschedule and complete appraisals. There is however flexibility to allow those doctors who wish to revalidate to do so if there is local capacity within the system to allow this to happen.

**MEDICAL APPRAISAL**

1. In order to allow doctors to prepare for revalidation in March 2021 I am writing to confirm that appraisals will recommence for all doctors from 1 October 2020. This will also give those doctors who are not due to revalidate the opportunity to have a reflective discussion as they consider the impact of the past 6 months. In planning to recommence appraisals I would encourage you to work with your appraisers to ensure that forthcoming appraisals focus on the well-being of the doctor. An accommodation will require to be made for the fact that doctors will have found it challenging to collect meaningful supporting information. Considerable flexibility will be required in conducting the appraisal with an emphasis on reflection.
2. You should be aware however that while the GMC has also stated that they expect flexibility with regard to the submission of supporting information for appraisal purposes they have made it clear that consideration of the core GMC requirements, particularly with regard to patient safety issues, continues to be necessary before a revalidation recommendation is made.

**ACTION**

1. I ask you to cascade this guidance to doctors, appraisal leads, appraisers and managers and that preparation is made to recommence appraisal for all eligible doctors on the 1 October 2020.

Yours sincerely



**DR GREGOR SMITH**

INTERIM CHIEF MEDICAL OFFICER FOR SCOTLAND