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Appraisal for Anita Hazari

1 November 2022 to 31 October 2023

Appraiser: **Mohamed Elalfy**

Appraisal meeting: **30 October 2023**

This appraisal has been signed off by the Appraisal Team as: **Reviewed and Satisfied**

Signed off by Kathleen Ally from Queen Victoria Hospital NHS Foundation Trust on 31 October 2023

Sections included:

- Post-appraisal: agreed PDP
- Post-appraisal: summary
- Appraisal outputs
- Submit to Appraisal Team

PDF generated on: 2 November 2023

Agreed personal development plan

The personal development plan is a record of the agreed personal and/or professional development needs to be pursued throughout the following year, as agreed in the appraisal discussion between the doctor and the appraiser.

| Learning and/or development need What change or achievement is planned and why is it a priority now? | Agreed action or goals How might this be done? What options are available? Describe the actions or steps planned. | Timescale for completion When will this be completed? | How will success be demonstrated? What are the expected outcomes and how could they impact work and patient care? |
|--|---|---|---|
| 1/ Teaching roles locally CS, ES - continue | continue with teaching and training | 30/10/2024 | good feedback from trainees |
| 2/ Chair of Examining Board 10 surgical specialities at JCIE (Joint Committee on Intercollegiate Examinations)- Embedded in role, until Dec 2026 | to start Dec 2023 | 01/12/2026 | implementing change and QA of exams |
| 3/ CQC Specialist Adviser- Embedded in role, until 2026 | to start early 2024 | 04/01/2027 | development of matrix for intelligence driven CQC inspections in breast surgery |
| 4/ Examiner and Assessor for the FRCS(Plast) x2/year | continue to examine in own specialty and assess examiners cross specialty | 30/10/2024 | positive examiner feedback |

Supporting information

No documents uploaded

Summary of the appraisal discussion

Appraiser's comments

The appraiser should review the following sections and insert their summary comments in the appropriate box at the end of each of those sections or in the appropriate box below. The boxes below correspond with the individual appraiser comments boxes in each of those sections and will mirror each other.

Scope of work

up to date according to recent job plan

Previous appraisals

Had 2nd cycle of re-validation in August 2023

PDPs and their review

All aims from previous PDP achieved and/or ongoing.

Your wellbeing

Well balanced life and keeping fit

CPD - keeping up to date

excellent amount of CPD, covering both surgical and examiner roles.

Reviewing your practice (QIA)

continuing real-time personal audit with UKNFR. Contributing to QIA both locally and nationally

Serious events & complaints

nil to add

Feedback (MSF)

Lots of positive feedback from colleagues. Anita has insight with her communication style, and she continuously reflects on it

Medical educator

Performing 3 external and national roles - none of them remunerated

Achievements & challenges

Anita believes that Chair of Examining Board IQA at JCIE (Joint Committee on Intercollegiate Examinations) will be challenging but she is looking forward to it

Probity

up to date

Additional & academic info

100% compliance with mandatory training

PDP themes

ongoing and progressing well

plan to reflect on how Anita developed within her new roles in next year's appraisal

Summary of the appraisal discussion

The appraiser can record here a summary of the appraisal discussion, which should be agreed with the doctor, prior to both parties signing off the document.

No concerns - over-performing for her role - active in the Trust and nationally, within specialty surgically - examinations - and CQC

Medical Educator

Having reviewed the reflections and supporting information in respect of the Medical Educator role, are you satisfied that the doctor is meeting the required standard for a Medical Educator?

Yes

Please add any general comments you have on the doctor's Medical Educator role.

No concerns

Appraisal outputs

The five statements will be completed by your appraiser, and after they have added their comments you will be able to add your own comments before the appraisal is submitted to the RO.

The **appraiser** makes the following statements to the responsible officer:

| | | |
|---|--|-------|
| 1 | An appraisal has taken place that reflects the whole of the doctor's scope of work and addresses the principles and values set out in Good Medical Practice. | Agree |
| 2 | Appropriate supporting information has been presented in accordance with the Good Medical Practice Framework for appraisal and revalidation and this reflects the nature and scope of the doctor's work. | Agree |
| 3 | A review that demonstrates progress against last year's personal development plan has taken place. | Agree |
| 4 | An agreement has been reached with the doctor about a new personal development plan and any associated actions for the coming year. | Agree |
| 5 | No information has been presented or discussed in the appraisal that raises a concern about the doctor's fitness to practise. | Agree |

The **appraiser** should record any comments that will assist the responsible officer to understand the reasons for the statements that have been made.

No concerns - over-performing for her role - active in the Trust and nationally, within specialty surgically - examinations - and CQC

The **appraiser** should record any other issues that the responsible officer should be aware of that may be relevant to the revalidation recommendation.

No issues

The **doctor** may use this space to respond to the above comments made by the appraiser. The responsible officer will review comments made in this space.

Carry on with delivery of high quality breast microsurgical service and national roles in examining and assessing. I am looking forward to the JCIE Chair IQA role as this will provide the challenges i need at this stage in my career .

Submit completed appraisal form to Appraisal Team

Confirmations

Both the **doctor** and the **appraiser** are asked to read the following statements and sign below to confirm their acceptance:

"I confirm that the information presented within this submission is an accurate record of the documentation provided and used in the appraisal."

"I understand that I must protect patients from risk of harm posed by another colleague's conduct, performance or health. The safety of patients must come first at all times. If I have concerns that a colleague may not be fit to practise, I am aware that I must take appropriate steps without delay, so that the concerns are investigated and patients protected where necessary."

| | |
|---|---|
| Doctor – please tick here to confirm this | <input type="checkbox"/> Confirmed Signed by Mohamed Elalfy on 30 October 2023 |
| Full name of doctor accepting the declaration | Anita Hazari |
| Doctor GMC number | 4277037 |
| Appraiser – please tick here to confirm this | <input type="checkbox"/> Confirmed Signed by Mohamed Elalfy on 30 October 2023 |
| Full name of appraiser accepting the declaration | Mohamed Elalfy |
| Appraiser GMC number | 7181369 |
| Date of appraisal meeting | <input type="text" value="30 October 2023"/> |

Submitted to Appraisal Team: This appraisal form was submitted to the Appraisal Team on 30 October 2023.

Appraisal review status

This appraisal has been signed off by the Appraisal Team as: **Reviewed and Satisfied**

Signed off by Kathleen Ally from Queen Victoria Hospital NHS Foundation Trust on 31 October 2023