





Scope of work 


Please complete the following boxes to cover **all** work that you undertake. This should include work for voluntary organisations and work in private or independent practice and should include managerial, educational, research and academic roles. Please indicate how much time you are spending in each job or role. Depending on the nature of the work, if you are undertaking a lesser volume of work in an area you should take increasing care that the information you provide in this form is sufficient to demonstrate fitness to practise in that area.

Types of work should be categorised into:

- clinical commitments
- educational roles, including supervision, teaching, academic and research
- managerial and leadership roles
- any other role that requires you to hold a medical qualification / licence to practice 

About 'Job or role title' 

Job or role title	Detail of work (Including any changes since your last appraisal)	Year commenced	Organisation and contact details	Add row
Consultant Plastic Surgeon	same as last appraisal	2006	Queen Victoria Hospital NHS Trust	

Please describe here anything significant regarding the relationship between your various roles. 

In addition to clinical activity in delivering a high quality breast reconstruction service, I also do the following roles.
 BAPRAS: Daily management of UK National Flap Registry, SCHEDULED for COP (Clinical Outcomes Publication) in 2019
 PRASIS Chair role from 2017- for 3 years

Please describe any changes to your scope of work that you envisage taking place in the next year.

Continuing Lead for the National Flap Registry UKNFR until end 2019. Handover after first UNIT Outcomes Publication IN Oct 2019.
 Continue PRASIS Chair role from 2017- for 3 years

Appraiser's name: Anita Hazari
Designated body: Queen Victoria Hospital NHS Trust

Year of appraisal: 2017/18
Date of appraisal meeting: 26/11/2018

Appraiser's name: DR COLIN LAWRENCE
Form status: Locked

Section 4 of 21 Scope of work - continued

Appraiser's comments

Breast Service continues to be of high quality with expanding provision to the south East. Anita has coupled this with development of a national benchmarking tool.

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Summary of the appraisal discussion

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

Appraiser's review of portfolio

The appraiser should review sections 4, 6, 7, 8, 9, 10, 11, 12 and 14 and either insert their summary comments in the appropriate box at the end of each of those sections or here (the boxes below correspond with the individual appraiser comments boxes in each of the above sections and will mirror each other).

Scope of work (Section 4)

Breast Service continues to be of high quality with expanding provision to the south East. Anita has coupled this with development of a national benchmarking tool.

Personal development plans and their review (Section 6)

The National roles have developed over several appraisal cycles. The first publication of national flap register data will occur next year and along with it individual benchmarking.

Continuing professional development (Section 7)

Excellent range of CDP with an emphasis on Breast reconstruction. Reflect well on her choices and the relevance to practice. Also uses the role as examiner as learning opportunity as examines with national experts from various plastic surgery specialties.

Quality improvement activity (Section 8)

Specific reflection on personal dashboard from Flap Registry. Talked about impact on commissioning and that Flap failure rates are very low so one failure could significantly affect results, particularly in colleagues with small numbers.
Rightly proud of achievement.

Significant events (Section 9)

No significant events to discuss. Discussed importance on reflection in this area.

Feedback from colleagues and patients (Section 10)

Excellent feedback from both colleagues and patients. Good spread of colleague feedback.

Section 19 of 21 Summary of the appraisal discussion - continued

Review of complaints and procedures (Section 11)

Nothing extra to discuss in this domain

Achievements, challenges and aspirations (Section 12)

These achievements and the ongoing plan to develop them show an excellent commitment to quality improvement in her specialty. The effect on service nationwide will begin to develop after the publication of the data in the near future.

Additional information (Section 14)

No additional information required.

The summaries below should be recorded in accordance with the four domains of Good Medical Practice. The doctor should have reflected on these already in Section 16. The appraiser should be aware of the attributes within each of the domains and ensure that this, and future appraisals, are in accordance with Good Medical Practice. Include actions to be taken by the doctor.

Context and general summary

While continuing to provide and expand first class service to patients of West Kent and QVH, Anita has developed her role as examiner and seen through the publication of the first national flap register data. This will provide Bench marking data for commissioners and patients.

Domain 1: Knowledge, skills and performance

Good range of appropriate CPD and attendance and contribution to national meetings.
Examiner role allows her to keep up to date in all aspects of plastic surgical practice.

Domain 2: Safety and quality

reviews her own outcomes via the input of data to the National Flap Register which she has developed. Low complication and 100% flap success. Committed to development of this tool to provide data for quality improvement. Participates in Trust training and WHO safety briefing.
Works with Indemnity insurers to develop training for colleagues to reduce complications and improve patient safety.

Domain 3: Communication, partnership and teamwork ?

Excellent patient feedback give summary of good communication skills with patients and colleague 360 appraisal is also very good with particular comments on team working and communication. Recent changes in hierarchy have allowed Anita to strengthen her working relationship with her colleagues.

Domain 4: Maintaining trust ?

As above good patient feedback and 360. Working nationally to improve patient outcomes and examining next generation of surgeons. Actively working to encourage female examiners into the field. Well respected by her colleagues and patients for her open honest approach.

Appraisal outputs

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 Disagree
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 Disagree
3. * A review that demonstrates progress against last year's personal development plan has taken place. Agree Disagree
4. * An agreement has been reached with the doctor about a new personal development plan and any associated actions for the coming year. Agree Disagree
5. * No information has been presented or discussed in the appraisal that raises a concern about the doctor's fitness to practise. Agree Disagree

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

Despite medical advice to 'slow down' Anita has continued to work to improve patients outcome both for her own service and nationally. She will continue in these roles for 2019 but is now involved in appropriate succession planning so that some of this work is taken on by others.

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.

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.

* Full name of doctor accepting the declaration above:

Anita Hazari

* Doctor GMC number:

4277037

* Appraiser - please tick here to confirm this.

* Full name of appraiser accepting the declaration above:

DR COLIN LAWRENCE

* Appraiser GMC number:

4035457

* Date of appraisal meeting:

26/11/2018