

Review of GMC Good Medical Practice domains

In preparation for your appraisal you should consider how you are meeting the requirements of Good Medical Practice. This reflection will help you and your appraiser to prepare for your appraisal and will help your appraiser summarise the appraisal discussion.

Domain 1: Knowledge, skills and performance ?

I have participated in CPD. I have continued to deliver a high quality clinical service in breast reconstruction as evidenced by my UKNFR dashboard charts.

Attending a 'managing an angry patient and bereavement/ bad news' course meant that I have applied this in clinical practice and improved my skills in managing patients. Attending 'psychology of a cosmetic patient' resulted in improvement in my patient selection and when to say 'no' to a patient diplomatically and nicely, where I felt the patient would not benefit from surgery.

Domain 2: Safety and quality ?

I am up to date with all mandatory training for the trust. I have a full data protection licence from ICO. Over and above requirement, I have a level 3 safeguarding children certificate. Compliant with WHO checklisting and infection control procedures.

Domain 3: Communication, partnership and teamwork ?

I work as an integral part of the Breast team, liaising closely and constructively with my colleagues, for managing problems. My patients have a rapport with me as I involve them completely in their management plan- evidenced reviews on iwantgreatcare.org.

The skill of listening (tone of voice paper) has been important in bringing about a change in how I teach trainees by changing my tone of voice and giving examples of how I have made mistakes in the past or benefited from a certain way of operating and therefore, bringing about an improvement in the trainees skill. I am sometimes too outspoken and this can be weakness in certain situations in dealing with colleagues- lowering my voice and talking slowly, diplomatically and calmly in meetings with colleagues has improved relationships and teamwork.

Domain 4: Maintaining trust ?

I have maintained and respected the trust of my patients and colleagues, including trainees, dealing with everyone in a fair, honest and empathetic manner.

Having read the 'tone of voice' paper, I have learnt to change the tone of my voice to improve communication with patients, specifically, giving them an opportunity to talk and voice their concerns at the beginning of the consultation and feel that they are being heard. Patients also feel they can trust me and I am there to support them through their surgical journey. This is evidenced in the reviews from iwantgreatcare.org.

Section 16 of 21 Review of GMC Good Medical Practice domains - continued

General comment, context, readiness for revalidation

You may also wish to jot down ideas to include in your PDP here, or if you prefer, draft these straight into the PDP table on Section 18 for discussion and refinement with your appraiser when you meet.

Continue as UK National Flap Registry Lead for BAPRAS/BAOMS/BAHNO/ABS/ BSSH (5 Surgical specialty associations), but handover in 2020 with appropriate succession planning.

Continue as an FRCS(Plast) examiner for JCIE (UK) and EBOPRAS (Europe)

Selection of appropriate CME opportunities, pursuing relevant options for meetings in my specialty areas

Teaching roles locally CS, ES

Continue to lead UKNFR and publish COP 4 Dec 2019.

Apply for JCIE Plastic Surgery FRCS(Plast) examining board chair 2020- 3 years

Your appraiser will comment on this area as part of their summary in Section 19.

The 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.

About 'Relevant job title or role'. ?

Relevant job title or role	Detail of item (should be short and concise)	Add row
Please select...	<p>1 Learning or development need:</p> <ul style="list-style-type: none"> - Selection of appropriate CME opportunities, pursuing relevant options for meetings in my specialty areas <p>2 Agreed action(s) or goal(s):</p> <ul style="list-style-type: none"> - Continue as UK National Flap Registry Lead for BAPRAS/BAOMS/BAHNO/ABS/ BSSH (5 Surgical specialty associations), but handover in 2020 with appropriate succession planning. - Continue as an FRCS(Plast) examiner for JCIE (UK) and EBOPRAS (Europe) - Teaching roles locally CS, ES - Apply for JCIE Plastic Surgery FRCS(Plast) examining board chair 2020- 3 years <p>3 Timescale for completion:</p> <ul style="list-style-type: none"> - Continue to lead UKNFR and published COP 4 Dec 2019 and handover in 2020, with advisory role for next 2 years - Examiner and CS/ES roles to continue next year <p>4 How I intend to demonstrate success:</p> <ul style="list-style-type: none"> - JCIE Board chair in plastic surgery- if successful, continue in this role for 3 years - evidence of continuing high quality clinical care provision by patient feedback on iwantgreatcare.org 	-
		+

Section 19 of 21 Summary of the appraisal discussion - continued

Achievements, challenges and aspirations (Section 12)

achievements to be proud of, which will continue to impact on and enhance the breast service. excellent commitment to quality improvement in her speciality.

Additional information (Section 14)

Up to date with compliance/mandatory training.

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 ?

after the huge achievement of getting the first national flap register published Anita is looking for a new challenge, hoping to expand her role as an examiner, though remaining involved with the register in an advisory capacity, while continuing provision of the excellent breast service in the region.

Domain 1: Knowledge, skills and performance ?

broad range of CPD, appropriate to all areas of practice. being an examiner encourages keeping up to date, not just in her own speciality but in other areas of plastic surgery.

Domain 2: Safety and quality ?

own outcomes are regularly reviewed, with 100% flap success. Up to date with trust training and compliant with WHO safety briefing. continues to show commitment to quality improvement

Domain 3: Communication, partnership and teamwork ?

excellent feedback from colleagues and patients, well respected by both. particular reference made to good communication skills engendering trust in

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)

The high quality Breast Service continues to grow, with the publication of the National Flap Registry. Anita is preparing to handover lead for this next year, but continuing in an advisory capacity to assist new lead. Current job plan adequate to meet needs.

Personal development plans and their review (Section 6)

Significant achievement at national level after a lot of work over last few years, with Flap Registry. Maintains good work-life balance. discussed possible further small reduction in PAs if necessary for new commitments.

Continuing professional development (Section 7)

Great range of CPD, covering aspects of practice across all roles, with good reflection on relevance to her practice.

Quality improvement activity (Section 8)

achievements to be proud of!

Significant events (Section 9)

nil significant events to discuss

Feedback from colleagues and patients (Section 10)

colleague feedback completed for this revalidation cycle. ongoing patient feedback online across both NHS and private practice, overwhelmingly good, lots of positive comments re listening, and inspiring trust.

Review of complaints and procedures (Section 11)

nil extra to add here

Section 19 of 21 Summary of the appraisal discussion - continued

her patients. Anita has reflected well on previous CPD activities to continue to enhance skills in this area

Domain 4: Maintaining trust ?

as above, garners trust in both patients and colleagues with open and 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. | <input checked="" type="radio"/> Agree | <input type="radio"/> 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. | <input checked="" type="radio"/> Agree | <input type="radio"/> Disagree |
| 3. * A review that demonstrates progress against last year's personal development plan has taken place. | <input checked="" type="radio"/> Agree | <input type="radio"/> Disagree |
| 4. * An agreement has been reached with the doctor about a new personal development plan and any associated actions for the coming year. | <input checked="" type="radio"/> Agree | <input type="radio"/> Disagree |
| 5. * No information has been presented or discussed in the appraisal that raises a concern about the doctor's fitness to practise. | <input checked="" type="radio"/> Agree | <input type="radio"/> Disagree |

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

justifiably pleased with successes this year, Anita is looking for new challenges, possibly expanding her role as an examiner with the JCIE. She may entertain a small reduction in PAs to encompass changing roles whilst maintaining a healthy work/life balance.

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

nil to add

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.

Section 20 of 21 Appraisal outputs - continued

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 MELANIE KEEL

* Appraiser GMC number:

3674774

* Date of appraisal meeting:

16/12/2019

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

Year of appraisal: 2019/20
Date of appraisal meeting: 16/12/2019

Appraiser's name: DR MELANIE KEEL
Form status: Locked