

Section 16 of 21

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.

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. 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.
I teach trainees and give 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.

As Plastic Surgery Examining Board Chair, I have worked together with the Plastic Surgery Board and provided a united front in dealing with the changes during covid and delivery of new format examinations with patients from Sept 2022. I have contributed in an effective manner at JCIE Surgical Chairs fora and meetings.

As a staff governor, I have and continue to work within the QVH Council of Governors to hold NEDs to account.

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

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

Year of appraisal: 2022/23
Date of appraisal meeting: 28/11/2022

Appraiser's name: DR MELANIE KEEL
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manner.
I will often 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.

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 Chair of Examining Board in Plastic Surgery, provide leadership and responsibility in the delivery of FRCS(Plast) examinations during Covid and implementation of new format with patients from Sept 2022.

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

Teaching roles locally CS, ES

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

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2	Summary of the appraisal discussion ?
3	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.
4	Appraiser's review of portfolio
5	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).
6	
7	Scope of work (Section 4)
8	Some changes in the last year-now has minimal involvement with flap registry, but busy tackling the challenges of the time-consuming role of QVH staff governor. Has undergone job planning and occupational health review
9	
10	Personal development plans and their review (Section 6)
11	All aims from previous PDP achieved and/or ongoing. Recent job plan and occupational health review hoping to reduce on-call commitments imminently
12	Continuing professional development (Section 7)
13	excellent amount of CPD, across both surgical and examiner roles.
14	Quality improvement activity (Section 8)
15	100% compliance with mandatory training, and continuing real-time personal audit with UKNFR. Contributing to QIA both locally and nationally
16	Significant events (Section 9)
17	nil to discuss
18	Feedback from colleagues and patients (Section 10)
19	excellent patient feedback from both NHS and private sectors, highlighting good communication skills, approachability and openness. Will need colleague feedback in the next year for next revalidation cycle.
20	
21	Review of complaints and procedures (Section 11)

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Section 19 of 21 Summary of the appraisal discussion - continued	
	nil to add
1	Achievements, challenges and aspirations (Section 12)
2	Continues to confront the challenges these roles provide. Anita is training new examiners, and has also helped increased the number of female examiners.
3	Has continued to be forthright in representing the views of her colleagues in her role as QVH governor
4	Additional information (Section 14)
5	Nil to add
6	
7	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.
8	
9	Context and general summary ?
10	Whilst dealing with big professional changes in the last two years, Anita continues to deliver, and improve, an excellent regional breast service, whilst embracing the challenges her other roles have, and will continue, to provide. She has also addressed the, often quite tricky, issue of maintaining a healthy work/life balance.
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14	Domain 1: Knowledge, skills and performance ?
15	Broad range of CPD, across all roles, with reflection on the challenges these role provide.
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18	Domain 2: Safety and quality ?
19	Absolutely committed to ongoing quality improvement, with regular self-review and involvement in QIA across all roles.
20	
21	

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Section 19 of 21 Summary of the appraisal discussion - continued

Domain 3: Communication, partnership and teamwork ?

Excellent patient feedback, particularly with respect to clarity and transparency in communication.
Clear communication with colleagues and members of theatre teams

Domain 4: Maintaining trust ?

The excellent patient feedback shows Anita engenders trust in all her patients. They respect her honest and direct approach as well as her surgical skills.

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Welcome!



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Appraisal outputs

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

- * 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
- * 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
- * A review that demonstrates progress against last year's personal development plan has taken place. ☒ Agree ☐ Disagree
- * An agreement has been reached with the doctor about a new personal development plan and any associated actions for the coming year. ☒ Agree ☐ Disagree
- * 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.

nil to add

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.

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