

FOI 0579/2025 Response

Dear Sir / Madam

I am writing to you under the Freedom of Information Act 2000 to request the following information from your NHS Trust about appraisal and revalidation process and resources for your medical staff. Please may you provide me with:

- 1. How many consultant doctors do you appraise and revalidate?**

Our electronic system does not categorise doctors simply as consultant or non-consultant grades alone.

Doctors are set up and categorised under various types of categories based on an individual basis.

However , we currently have a total of 238 doctors with a prescribed connection to the organisation.

- 2. How many non-consultant doctors do you appraise and revalidate?**

Please see above.

- 3. How many trained appraisers do you have?**

28

- 4. How many Programmed Activities are paid per appraiser for fulfilling this function (if any)?**

Appraisers utilise SPA time to complete appraisals – there is no additional remuneration.

- 5. How many appraisals per year are appraisers expected to complete?**

This is currently under review, but appraisers are currently expected to complete between 4-8 appraisals per annum . This can be more with agreement of the appraiser

- 6. How many Programmed Activities are paid for an appraisal/revalidation lead role (if any)?**

The Medical Lead role forms part of one of our Deputy Medical Director roles – it is not remunerated as a standalone role.

- 7. Which appraisal support software do you use (eg Allocate, Zircadian, L2P, Equiniti, Clarity, FourteenFish etc)?**

Allocate Software.

8. Which revalidation support software do you use, if different from the appraisal software?

N/A

9. How many whole-time equivalent posts, and at what banding levels, do you employ in medical staffing/HR/other relevant departments to support the medical appraisal and revalidation processes in your Trust?

- 1x band 4 – 1wte
- 1x band 4 – 0.2wte (employed full time with 1 day per week supporting medical appraisals)
- Staffing model is currently under review with plans in place to appoint a band 6 lead post – 0.5wte will be spend on medical appraisal work.
- Oversight by band 8a as part of a wider Medical Directorate Manager role – banding currently under review