

Document Type: Appraiser summary and sign off
For: Mr. Nicholas Lee
Completed By: Dr. Andrew Thorniley
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Declarations

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 the Good Medical Practice	Yes
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 for practise, I am aware that I must take appropriate steps without delay, so that concerns are investigated and patients protected where necessary	Yes

Fitness to Practise

✓	No information has been presented or discussed in the appraisal that raises a concern about the doctor's fitness to practise
	The doctor has provided information that raises some concerns. Further investigation or action is required. There may be an issue that affects patient safety or quality of the information
	There is insufficient information for an assessment to be made

Progress in collecting information for revalidation

✓	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
	The doctor has provided some information but this is insufficient and raises concerns about the doctor's progress towards revalidation. Further action, support or investigation is required
	There is insufficient information for an assessment to be made

Doctor's name: Mr. Nicholas Lee
GMC number: 2838335
Designated body: The Hillingdon Hospital
Appraiser's name: Dr. Andrew Thorniley
Appraiser's GMC number: 3148284
Year of appraisal: 2018

Progress towards last year's PDP

✓	A review that demonstrates appropriate progress against last year's personal development plan has taken place
	The doctor has engaged with and made progress with key elements in the previous year's development plan
	The doctor has not engaged with or made progress with the previous year's development plan. Further action, support or investigation is required
	There is insufficient information for an assessment to be made

PDP Agreement

An agreement has been reached with the doctor about a new personal development plan and any associated actions for the coming year	Yes
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Summary of the Appraisal Discussion

Topic	Summary of Discussion
Work collaboratively with colleagues to maintain or improve patient care	Management of various essential Ophthalmological services for the Trust - e.g. Vegf service. Puts in effort and time to ensure best results are achieved continually. This requires leadership and discussions with staff and patients.
Treat patients and colleagues fairly and without discrimination	Has taken up the chairmanship of the Ophthalmological division of the RSM. Currently discussing with the communication team about the use of SLI to provide equality in asking questions in the lecture programme.
Teaching, Training, supporting and assessing	Continual input into the department, trainees, GPs and staff to maintain knowledge skills and their use for patient care.
Teaching, Training, supporting and assessing	A clinical trainer and supervisor with GMC and College recognition. Time spent in training and assessing staff and assistance where needed.
Show respect for patients	Good relationship with patients and there is supporting evidence of thank you letters. Known to patients from his colourful wasit coats! Ensured that all complaints are promptly answered and noted the clarity in replies.
Respond to risks to safety	Has time and again ensured that the equipment used is fit for purpose. This includes assessment of new equipment and discussion with suppliers as to problems, improvements and even a virus in the software of one

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Record your work clearly, accurately and legibly	Recognizes that handwriting is a downfall and has compensated with electronic use and fast typing skills. Also has switched to more reliable digital formats of dictation and storage of data. At WEH Imperial college is no paperless which has difficulties, but also ensures correct dating of entries and safer, risk free documentation.
Protect patients and colleagues from any risk posed by your health	Health submission - no concerns. Has the annual Trust flu vaccine and encourages staff to do the same. Leads by example.
Establish and maintain partnership with patients	Has documentation of patient outcomes over 10 plus years. this allows a more individualized relationship with patients who may come for repeat treatments. Has encouraged patients to read about their problems and treatments available - this from his website which has handouts. Service that ensures patients are aware of treatments, outcomes and changes that are occurring.
Develop and Maintain your professional performance	Continual updating of information and treatments available. this in attendance at seminars, giving lectures. Feels that he is at peak of skill development and that improvements are now coming in small increments compared to the initial days of retinal and cataract surgery. Change in emphasis to training doctors and delivering better care.
Contribute to and comply with systems to protect patients	There are regular review systems in place and these report concerns which are investigated by relevant departments. current practice encompasses work in medical retinal therapy, diabetes and lasers treatment.
Continuity and Coordination of care	Has a role as the consultant in charge of the clinic continuity. this is to ensure improvement of services as one of the key elements.
Communicate effectively	effective communicator and has now taken on other roles such as the RCM head of Ophthalmology which is not only for doctor communication and training, but also to communicate with the public c.f. Prof Richard Dawkins. I respond well on email, both personal and NHS net. I communicate and network effectively
Apply knowledge and experience to practice	An early adaptor of new ways of working or treatments. Has always questioned own clinical practice and made appropriate changes. Uses the Internet, Pubmed, and

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	various eye related web sites to further knowledge and apply to patients.
Act with honesty and integrity	Has always placed integrity at the forefront and has questioned colleagues about appropriateness of advertising interventions as well as the evidence to their actions. No probity issues.
Knowledge, Skills & Performance	Attendance as a regular at London RSM Ophthalmological meetings and Diabetic Annual Screening days. Furthermore has kept up educational; portfolio with attendance at national meetings. Will be the President of the Ophthalmic Section this year and responsible for organising the teaching programme for the next 2 years. The program is already well developed and will be discussed in February meetings. Honored with the President's Lecture in October.
Safety & Quality	Large amount of work involving data protection and management. the GDPR in May involves policy documents and individual PC and equipment analysis that stores patient data.
Teaching and facilitating learning	Part of the portfolio deals with the continual process of clinical supervision of trainees and reporting and feeding back to them.
Supporting and monitoring education progress	Continual role in clinical and educational supervision of trainees. Both from GMC and Deanery and College needs.
Guiding personal and professional development	A conformed educator of high standards and requires the trainee to recognize that precision and results are vital to patient satisfaction and outcome.
Establishing and maintaining an environment for learning	Has a process of training that is inclusive and important in instruction trainees on better interventional techniques and how to avoid potential accidents occurring.
Establish safe and effective patient care	Supervision of juniors is recognized as a key entity. this comprises of both positive and negative feedback and raising concerns where appropriate.
Enhancing learning through assessment	Competed all training in order to supervise trainees.
Continuing professional development as an educator	As an educator with a proven track record [management speak!] understands the continuing change in practice and needs of trainees. Adaptable and continuing with updating his skills.
Additional Objectives	3 Main objectives in 2018 1. RSM Ophthalmic

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	Presidency in September for 2 years 2. Be GDPR compliant and ready for May 18th 2018 3. . Evaluate YAG Viterolysis for Floaters with the Reflex Haag Streit and if feasible to achieve best figures possible.
Additional Objectives	Last year's PDP reviewed and completed. Mandatory training for Trust completed [any items that are amber or red will have booked dates for completion.]

Appraiser's Comments

Interesting discussion and noted that Nick takes up the reins of the RSM Ophthalmology chair for 2 years. This is a sign of respect by colleagues of his abilities and leadership.

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