

Document Type: Doctor summary and sign off
For: Mr. Nicholas Lee
Completed By: Professor. Philip Anthony Bloom
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Appraiser's Statements

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: Professor. Philip Anthony Bloom
Appraiser's GMC number: 2930804
Year of appraisal: 2015

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

Attribute	Summary of Discussion
Work collaboratively with colleagues to maintain or improve patient care	Good team member and leader. Multidisciplinary team meetings, including cross-specialty collaboration with physicians, especially diabetic specialists
Treat patients and colleagues fairly and without discrimination	No prejudices or inequalities.
Teaching, Training, supporting and assessing	Deeply involved in training and teaching for all grades of medical staff as well as nurses and other allied health professionals.
Show respect for patients	Treats all patients equally - huge range of patient handouts available for patient information.
Respond to risks to safety	Sensible management plans.
Record your work clearly, accurately and legibly	Exemplary note keeping - all electronic with paper copies. All entries signed and stamped!
Protect patients and colleagues from any risk posed by your health	No issues of note.
Establish and maintain partnership with patients	Leads patient involvement sessions and widely renowned for his patient-centred care.
Develop and Maintain your professional performance	At cutting edge of modern clinical practice, as ever.
Contribute to and comply with systems to protect patients	Regularly reports safety issues and uses DATIX for incidents, even relatively minor events, allowing safe practice.

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Attribute	Summary of Discussion
Continuity and Coordination of care	Collaborative working between primary (GP) / secondary (Hillingdon Hospital) / tertiary care (Western Eye Hospital) as well as new community services.
Communicate effectively	Excellent communication in person and via encrypted email / electronic medical record-generated letters.
Communicate effectively	Sourced and implemented secure data transfer modality - Egress switch; cloud based
Apply knowledge and experience to practice	Implements new treatment at an early stage to benefit patients.
Act with honesty and integrity	Well known to be unimpeachable in this regard
Teaching and facilitating learning	Regional / national teaching role at RSM - produces and manages teaching sessions
Supporting and monitoring education progress	Mentor and clinical educational supervisor
Guiding personal and professional development	Active personal PDP and mentors others - role as appraiser of others
Establishing and maintaining an environment for learning	Instrumental in teaching and training in the region - new role at RSM
Establish safe and effective patient care	Evidence based and audited care / outcomes
Enhancing learning through assessment	Clinical supervisor to range of trainees, fellows and non-training grade doctors.
Continuing professional development as an educator	Mentor, appraiser and teacher/trainer
Additional Objectives	RSM teaching and training role as well as leading important cataract session

Doctor's Statements

I agree with the content of the PDP and the summary of the appraisal discussion	Yes
I declare personal accountability for the supporting information and commentary presented	Yes
I declare that my profile (personal details) are up to date	Yes

Appraiser's Comments

Exemplary assessment - a beacon for others!

Doctor's Comments

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A thorough and comprehensive Appraisal that is both challenging and supportative for the goals of next year.

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