

Input and Output Form Additional Content

Scope of Work

Area of work	Brief description of work	Start date	End date	Name of Organisation	Contract type	Is this work regular or ad hoc?	% of total practice time
Contracted	Self-employed Medical Adviser operating as XY OH Ltd, average two sessions a month supporting employed OH nurse	01/04/2012		Interesting Company Ltd	contract	Ad hoc	14
Contracted	Independent medical assessments for various larger OH providers – one day a week			LMN OH Ltd QRS OH Ltd GHI OH Ltd	contract	Ad hoc	20
Contracted	Expert witness work – musculoskeletal conditions			varied	contract		40
Employed	Consultant OH Physician – 1 session a week			Anyplace NHS Trust	employed	regular	20
Voluntary	SOM Trustee	01/04/2010		SOM	voluntary		5
Voluntary	Peer reviewer for Occ Med Journal	01/10/2009		SOM	voluntary	Ad hoc	1

Supporting Information

CPD

<p>Please use this box to provide a commentary on how your CPD activities have supported the areas described in your scope of work. You should also reflect here on how this information demonstrates that you are continuing to meet the requirements of Good Medical Practice.</p>	<p>My CPD supported my PDP objectives from last year. This helped me to maintain my knowledge and skills in my varied role.</p> <p>I would like to attend a Basic Life support course soon, as it has been some years since I last did this.</p> <p>I also intend to join ANHOPS for peer support in my NHS role.</p>
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Quality Improvement Activity

<p>Please describe your personal participation in the above activities, including how you evaluated and reflected on the results of the activity and any action taken. You should also reflect on how this information demonstrates that you are continuing to meet the requirements of Good Medical Practice.</p>	<p>I initiated the review into the suicide, as it was felt this adverse outcome was possibly avoidable. As the supporting information shows the OH department and line manager handled the case well and the only learning point was that HR training could be improved. I am seeking agreement with HR on how best to address this.</p> <p>I worked with the OH nurse to audit the health surveillance process to find out if the SOP was followed. Much to our surprise 10% of cases needed referral to the OH Physician, so we have arranged for this to happen, and introduced spot checks and training to ensure the SOP is understood. With both these activities we are working to prevent employee/patient harm from our activities.</p>
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Achievements, Challenges and Aspirations

<p>Achievements and challenges: You can use this space to detail notable achievements or challenges since your last appraisal, across all of your practice.</p>	<p>I have gained a better balance between my various commitments since reducing my expert witness work, which was 60% of my time previously.</p> <p>I have found it difficult to introduce audit to Interesting Co Ltd as this was met by some resistance. The outcome has led to growing acceptance of the need for this type of activity, though. The GMC complaint regarding an IHR case, although unsupported by GMC, was surprising as it was from 3 years ago. The peer review and reflection on this reassured me that my clinical judgment on that case was correct at that time.</p>
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<p>Aspirations: You can use this space to detail your career aspirations and what you intend to do in the forthcoming year to work towards this.</p>	<p>I would like to do less expert witness work and more direct company medical adviser roles. I enjoy work place visits and the continuity of care that this type of role provides.</p>
<p>Additional items for discussion: You can use this space to include anything additional that you would like to discuss with your appraiser.</p>	<p><i>As appropriate</i></p>

Colleague and Patient Feedback

<p>Please detail what actions you have taken in the light of the above patient feedback activities. If you do not see patients, this feedback may be from other sources relevant to your practice such as families, carers, students, suppliers or customers</p>	<p>The feedback was positive and this has reassured me that I am as effective I had hoped in my approach to patients and colleagues.</p>
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PDP

Title	Explain the development need you have	How will you address this development need?	What resources do you need (if any) ?	How do you anticipate your practice will change as a result of the development activity?	Target review date	Target completion date	status
Maintain NHS work competence	Access peer support within NHS OH depts	Join ANHOPS	Time, money	My practice will be cognizant of my NHS peers and consensus/evidence based in this area	Nov 2014	Nov 2014	agreed
Develop leadership skills	Feel more confident when dealing with conflict	Managing conflict: courses and resources	Time, money	I will be better able to deal with conflict should this arise whilst leading on quality improvement activities	Nov 2014	Nov 2014	agreed
Quality Improvement	Develop an audit plan	Collaborate with OH colleagues	Time, support from management at Interesting Co Ltd	We will be able to demonstrate a focus on a quality led service, which may help us retain the contract with this company	Nov 2014	Nov 2014	agreed
Develop training for non-clinical staff	Mental health issues for HR staff – recognizing vulnerability	Agree with HR best format for training event	Time, agreement from HR	Employees are referred earlier. Vulnerable employees can be effectively supported by HR, line managers and OH staff together	Nov 2014	Nov 2014	agreed
Maintain competence in providing basic life support	I need to attend a BLS course so I am confident if any emergency arose	Find a local BLS provider	Time, money	Should an emergency arise, I would act in line with UK Resuscitation guidelines	Nov 2014	Nov 201	agreed
Maintain clinical and occupational health knowledge	ditto	Identify relevant CPD events	Time, money	It will provide an opportunity to reflect on my practice and any gaps that need to be addressed	Nov 2014	Nov 2014	agreed
Maintain expert witness knowledge	ditto	Identify relevant CPD events	Time, money	It will provide an opportunity to reflect on my practice and any gaps that need to be addressed	Nov 2014	Nov 2014	agreed