**The RO Prize for Quality Improvement**

Appraisers often cite being able to see and learn from their appraisals as a key benefit of being an Appraiser.

At conferences we often share our amazement at how good GPs are across the region and all the incredible things they are doing.

Appraisal and Revalidation are often perceived negatively, but in fact more often than not the Appraisal is an opportunity to reflect on many examples of really good practice or clever ideas which have led to reduced stress, pressure and clinical improvements.

The RO award is proposed as an annual award for a “Quality Improvement Activity” QIA which can be at any level large or small which demonstrates a change or improvement in practice.

All Appraisees need to record examples of QIA and all Appraisers need to review them, **so there is no new work involved**.

When discussing an example of QIA at appraisal appraisers can ask if the appraisee would allow the example to be shared and when summarising QIA in the summary document Appraisers can provide a short summary of the activity which can be cut and posted into a form for sharing.

The nominated examples of QIA can be shared through newsletters sent to all appraisees and the RO annually can make an award to what he considers the “best” example, based on the change that has been brought about, how readily the idea can be shared and the effectiveness (time spent versus improvement gained)

As such all ideas no matter how large or small can be considered for the award and in line with best practice good ideas are shared amongst us all thereby leading to an improvement in practice.

Appraisal is a valuable opportunity for facilitated reflection and learning, sharing and celebrating successes and examples of good practice.

Suzi Caesar: RCGP Guide to Revalidation 2016

New approaches are needed to enable the recognition and replication of good clinical practice

Clinical governance and the drive for quality improvement in the new NHS in England

Gabriel Scally, Liam J Donaldson BMJ 1998

The process of learning lessons from both exemplar and problem services has never before been tackled systematically in the NHS.

Berwick DM. Continuous improvement as an ideal in health care.

N Engl J Med 1989

We believe by sharing these examples of practices which work well, we can help organisations which educate students and train doctors to drive up standards.

[www.gmc-uk.org/education/](http://www.gmc-uk.org/education/)

**The RO Prize for Quality Improvement**

Appraisee

Appraiser

Summary of QIA

( A cut and paste from the appraisal document is acceptable)

Nomination

1. Has appraisee given permission for this to be shared y/n
2. Has appraisee given permission for their name to be used y/n
3. Brief (bullet point) reasons why Appraiser has put this example through for sharing

This was a simple idea e.g.

X was added to telephone message re results

A dedicated receptionist handled the enquiries between 2-6 reducing risk of error and allowing a more robust failsafe system

There have been no further complaints/issues re results

The Practice Manager shared the ideas at a PM meeting and other practices are thinking of doing the same

The GP now feels more comfortable and less exposed and can liaise with a specific team member to ensure “grey” results get followed up

1. Date forwarded and reference (Appraiser initials) e.g 11/5/19 dp