



Llywodraeth Cymru
Welsh Government

Dr Frank Atherton
Prif Swyddog Meddygol/Cyfarwyddwr Meddygol, GIG Cymru
Chief Medical Officer/Medical Director NHS Wales

To: All Doctors in Wales

11 January 2021

Dear colleagues,

Medical Appraisal – Extension of “Approved Missed”

Thank you for your support and exceptional work during these unique times. I am writing to confirm the position on the provision of medical appraisal in Wales.

In recognition of the increasing pressures on the service, **the option for an ‘approved missed’ appraisal period will be extended to the end of March 2021**. Many may find it beneficial to continue with a supportive appraisal, however, those that wish to decline the option of an appraisal will receive an ‘approved missed’. An approved missed appraisal postpones the process for 12 months.

We have always placed great value on the appraisal process in Wales and recognise the value of appraisal in supporting the profession. The availability of a wellbeing and supportive appraisal remains to those who still wish to access an appraisal discussion at this time. Many have taken advantage of such appraisals in recent months and the feedback that we have received is that they have been of significant value. In these circumstances an appraisal discussion can take place with minimal supporting information, with a focus on wellbeing and any changes to practice as a result of the pandemic.

Please do not hesitate to contact your local Responsible Officer or the Revalidation Support Unit within HEIW if you have any further queries.

Links to further information on appraisal in the context of the pandemic and how it can be carried out considerately and effectively can be found below:

- **Returning to Appraisal - a guide for Appraisees and Appraisers:**
<https://gpcpd.heiw.wales/non-clinical/returning-to-appraisal>
- **Virtual Appraisal Guidance:**
<https://gpcpd.heiw.wales/non-clinical/virtual-appraisal-guidance/>



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INVESTOR IN PEOPLE

Ffon/Tel: 03000 257028
Parc Cathays, Caerdydd CF10 3NQ Cathays Park, Cardiff CF10 3NQ
Ebst/Email: PSCchiefMedicalOfficer@gov.wales

Thank you for your continued support

Yours sincerely

A handwritten signature in black ink, appearing to read 'Frank Atherton', with a horizontal line extending to the right.

DR FRANK ATHERTON

cc Responsible Officers in Wales
RSU