



All Wales Medical Appraisal Support-kit

Last updated: January 2024

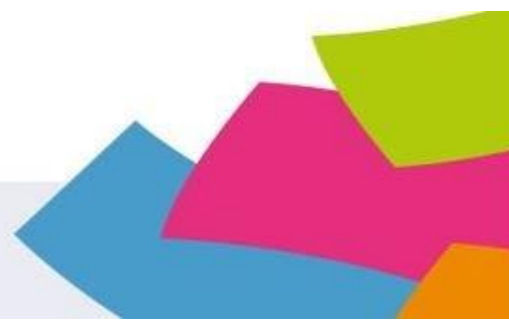
Introduction

Wellbeing often forms part of the appraisal discussion, as the foundations of appraisal is a formative and supportive process for doctors. The aim of this support-kit is to provide a central wellbeing resource for Appraisers and the doctors they support.



The resource is split into four sections:

- **Section 1** - national internal NHS resources
- **Section 2** - national external resources (i.e., provision via agencies and organisations such as the BMA, GMC, HHP and Doctors Support Networks)
- **Section 3** - local services provided by the employing Health Board and other specialised services
- **Section 4** - Revalidation Support Unit (RSU) resources for Appraisers and doctors in Wales.



Section 1

National Resources NHS

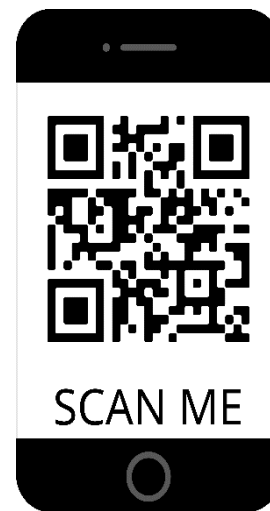
[NHS Wales Wellbeing Sites](#)

This site provides each HB and their Intranet and external websites for staff. Some also include separate links for staff Psychology and Occupational Health etc.



[Wellbeing Resources Released for NHS Wales staff - HEIW](#)


The suite of resources, offers guidance to support employees, as well as open access resources and tools to allow staff to manage their own wellbeing.



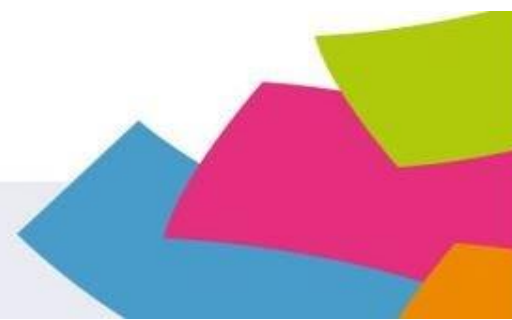
Section 2

National Resources External to NHS

This is not an exhaustive list of services available. Doctors can also contact their individual Royal Colleges who also provide support services and advice.

Service or Organisation	Resource	Service Information
British Medical Association (BMA)	Counselling and peer support for doctors and medical students (bma.org.uk)	Free and confidential 24/7 counselling and peer support services open to all doctors and students. You do not need BMA membership to use this service.
The Doctor's Support Network	The Doctors' Support Network - Home page (dsn.org.uk)	Peer support for doctors and medical students with mental health concerns.
Headspace for Work	Headspace for Work	Headspace offers tools and resources for mindfulness and meditation. Use your personal email address to register, the site/app will then prompt you to enter your NHS email afterwards to verify you as staff.
Canopi	Canopi (nhs.wales)	HHP provide access to mental health support for NHS staff and students across Wales.
iPeer Support A Collaborative resource from: <ul style="list-style-type: none"> British Association of Physicians of Indian Origin (BABIO) British Indian Nurses Association (BINA) 	 IPS Resource Booklet (2).pdf	IPS resource booklet






<ul style="list-style-type: none"> National Forum for Health and Wellbeing (NFHW) 		
Mind	Mind	Mind provide advice and support to anyone experiencing a mental health problem.
Samaritans	Samaritans	Samaritans be contacted for free 24/7 on 116 123 . They also have a Self-Help app where you can create a safety plan and practice a range of techniques to challenge and cope with difficult feelings.
SilverCloud	Programmes - SilverCloud (silvercloudhealth.com) Use access Code: WALES2020	SilverCloud offers online programmes to help ease your levels of stress, sleep better or to build resilience, helping you to maintain a healthy mind during this challenging time. The programmes on SilverCloud use proven methods including, CBT and positive psychology.
Thrive	Thrive Mental Wellbeing Mental Healthcare Services	Thrive is a mental wellbeing app for employees to build resilience against stress, anxiety, and depression



Section 3

Health Board Resources

These are in addition to the internal and external wellbeing sites and Occupational Health services which can be accessed above in **Section 1** or via this link [NHS Wales Wellbeing Sites](#)

Health Board	Resource/Service	Service Information
Aneurin Bevan UHB	ABUHB Employee Wellbeing Service (or visit EWS intranet page for resources)	Support for employees
Betsi Cadwaladr UHB	 BCUHB Directory of signposts for Appra	Support for employees
Cwm Taf Morgannwg UHB	 Employee Wellbeing service pr  Staying Well Plan - Form Template final	Support for employees
Health Education and improvement Wales	Professional Support Unit (PSU)	PSU is a trainee support service. The website includes resources and content that is available to all and particularly helpful for all in the medical profession regarding Health and Wellbeing.
Hywel Dda UHB	 HD UHB Support systems for doctors .	Support for employees
Swansea Bay UHB	 2023-11-23 Support for SBUHB Med Der	Support for employees

Section 4

RSU Resources

Resource	Information
CPD website	<p>The RSU have designated clinical and non-clinical modules on the CPD Website. Although the resources are designed with GPs in mind, they are suitable for other healthcare professionals.</p> <p>CPD On Demand: There is a dedicated “On Demand” section of the CPD website to catch up with previous webinars. There is an excellent webinar on Suicide Risk by Dr Ian Collings, Consultant Psychiatrist. It includes a list of Mental Health services across the Health Boards.</p>
Revalidation in Wales website	This website outlines the processes in place for a consistent approach to revalidation and appraisal in Wales.
Introduction to Coaching in Medical Appraisal	<p>This online module is designed as a resource for the professional development of Appraisers. These skills may also support wellbeing discussions in appraisal.</p> <p>Contact the RSU on HEIW.RSUSRevQA@wales.nhs.uk for access to the module.</p>
Appraisal Exceptions Management Pathways GP Appraisal Operational Procedures	This document is a useful reference for Appraisers in relation to managing exceptions within the appraisal process

This booklet has been produced by the Revalidation Support unit (RSU) in co-ordination with the Revalidation Teams in the Health Boards.

If you are an Appraiser and require further support with your appraisals, please speak to your Appraisal Co-ordinator or Lead, designated body revalidation team or the Revalidation Support Unit.