



SCOTTISH EXECUTIVE

Health Department
Human Resources Directorate

Dear Colleague

28 October 2003

AMENDMENT TO GP APPRAISAL CIRCULAR PCA 2003/5

Addresses

Summary

For action

Chief Executives, NHS Trusts
Chief Executives, NHS Boards
HR Directors, NHS Trusts
Medical Directors, NHS Trusts
Director of Practitioner Services
Division
Chief Executive, CSA
Chief Executive, State Hospital
Chief Executive, HEBS
General Practitioners

1. This circular advises the amendment to Paragraph 8 of the circular [PCA 2003/5](#) on the GP Appraisal Scheme.

For information

Chief Executive, NES
Directors of Post Graduate GP
Education

Action

2. Employers and General Practitioners should note and implement the revised wording of paragraph 8, and amend their records accordingly.

Yours sincerely

Enquiries to:

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NHS Education for Scotland
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A handwritten signature in black ink, reading "Rosemary Winter-Scott", enclosed in a rectangular box.

ROSEMARY WINTER-SCOTT
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Human Resources Directorate

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AMENDMENT TO PARAGRAPH 8

8. The appraisal scheme will also apply to GP assistants, GP associates and doctors on the retainer scheme, but does not apply to locum non-principal doctors, hospital practitioners, clinical assistants or clinical associates providing hospital based specialist services. However, where a doctor works primarily as a GP and where annual appraisal is part of the employment contract of a GP employed to provide hospital-based services, the GP may incorporate appraisal of that role within their GP appraisal, providing that their employer agrees. A supplementary appraisal form is available from NHS Education for Scotland for that purpose. Where the employer does not agree or where this arrangement is otherwise unsuitable, it will be necessary to undertake a separate appraisal appropriate to each role. Arrangements for locum non-principals are under consideration and will be linked to the introduction of the supplementary list arrangements. Salaried GPs will remain the responsibility of the PCT/NHS Board.