**Trainer Appraisal**

Upon completion, this document must be shared with your Training Programme.

Name of Trainer being appraised:

Name of Appraiser:

Date of appraisal:

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| **Personal details**Scope of work |
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| **Successes and challenges**What has been going well in the last 12 months?What areas do you need to improve? What are your reflections on your feedback from your last 2 doctors in training? |
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| **GMC Trainer Survey Top 10 challenges**The following are the top 10 challenges from the 2024 GMC trainer survey. Please consider these areas in appraisal discussion* Balancing service and education
* Supporting trainees with exams
* Identify and manage trainee needing extra support
* Writing effective supervisors reports
* Giving effective feedback
* Coaching and mentoring
* Differential attainment
* Supporting a trainee after time out
* Cross cultural communication
* Leadership and management and ARCP process
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| **Personal and professional well being** |
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| **Have you considered observing an ARCP panel?** *If you would like to, please contact* *rachel.hardy19@nhs.net* |
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| **Please consider using the** [**personalised learning plan**](https://madeinheene.hee.nhs.uk/Portals/6/Trainers/Personal%20learning%20and%20development%20plan.docx?ver=2024-12-04-131410-407) **for a guided discussion with your doctor in training. Discuss your thoughts.** |
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| **Previous PDP**Feedback, compliments, complaints, educational SEAs, feedback on observed teaching (once per appointment cycle) |
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| **Aspirational PDP** |
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| **Summary of discussion** |
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| **Agreed PDP for this year** |
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