



Londonwide LMCs

The professional voice of London general practice

Prospective Employers requests to see copies of appraisal summaries

It has been reported to us that some prospective employers have been asking candidates to share their appraisal summary. Our view, which is supported by colleagues on the GPC, is that this is an unacceptable practice. GP's appraisal documentation is highly privileged information and access is rightly restricted to specific purposes only, relating to the Medical Register, Licencing and Performers' list requirements. Knowing that your appraisal could be used as evidence for a future interview could potentially undermine the benefits of self-reflection and transparency, undermining the purpose of appraisal as a developmental tool.

If a potential employer makes a reasonable request for evidence of regular appraisal and dates of revalidation, this can be met with a screen shot of the page on Clarity that shows appraisal dates.