

Appraisal form for: Dr P McGowan  
Appraisal period: 01 Apr, 2024 - 31 Mar, 2025  
Appraisal Status: Appraisal signed off

Personal Details (Section 01 of 17)

Information about the Doctor.

General Information

Title:

Dr

First Name:

Patrick

Surname:

McGowan

Telephone Number:

Mobile Number:

Work E-mail:

mcgowan@nhs.net

Personal E-mail:

GMC Number:

3343003

Contact Address

Address Line 1:

Pain Clinic

Address Line 2:

Day Surgery Unit

Address Line 3:

Edgware Community Hospital

City:

County:

Postcode:

HA8 0AD

Qualifications

Medical qualifications, UK or elsewhere, including dates where appropriate.

Qualification:

MB ChB

Awarding Body:

Univ Liverpool

Year:

1988

Qualification:

LMSSA

Awarding Body:

Worshipful Society of Apothecaries, London

Year:

1988

Qualification:

DA(UK)

Awarding Body:

Royal College of Anaesthetists

Year:

1991

Qualification:

FRCA

Awarding Body:	Royal College of Anaesthetists
Year:	1993

Qualification:	FIPP
Awarding Body:	World Institute of Pain
Year:	2002

Qualification:	FFPMRCA
Awarding Body:	Faculty of Pain Medicine
Year:	2007

### Indemnity

Indemnity arrangements:

NHS & MDDUS

### Appraisal Details

Year of Appraisal: 01 Apr, 2024 - 31 Mar, 2025

Appraiser Name: Dr Yasser Moghaddam

Appraisal date: 01 Feb, 2025

Date of last appraisal:

### Revalidation Details

Designated body: Royal Free London NHS Foundation Trust.

Responsible Officer: Dr Hawdon, Jane

Revalidation recommendation due date: 20 /06/2024

This section is complete.

## Scope of work (Section 02 of 17)

Please complete this section to cover all work that you undertake. This should include work for voluntary organisations and work in private or independent practice and should include managerial, educational, research and academic roles. Please indicate how much time you are spending in each job or role. Depending on the nature of the work, if you are undertaking a lesser volume of work in an area you should take increasing care that the information you provide in this form is sufficient to demonstrate fitness to practise in that area.

### Clinical

<b>Job or role title:</b>	Consultant in Pain Medicine
<b>Details of work:</b> (Including changes since last appraisal)	Full repertoire of clinical abilities for interventional pain medicine.
<b>Month (OPT.)/Year Commenced:</b>	03 / 199827 years
<b>Organisation contact details:</b>	Royal Free Hospital (35 Hours) Spire Bushey, London Specialist Services Ltd, BMI Hospitals (Kings Oak/Cavell/Hendon), Highgate Private Hospital. (variable time), Cheshunt Chiropractic clinic, Centennial Medical Centre, London Specialist Services Ltd Advanced reports Ltd, London Specialist Services Ltd

### Clinical

<b>Job or role title:</b>	Medical Practitioner
<b>Details of work:</b> (Including changes since last appraisal)	Management of conditions within my competency
<b>Month (OPT.)/Year Commenced:</b>	08 / 198836 years 7 months
<b>Organisation contact details:</b>	All as below

### Educational

<b>Job or role title:</b>	Consultant
<b>Details of work:</b> (Including changes since last appraisal)	Training given, as required for intermediate and higher professional training at NHS locations.
<b>Month (OPT.)/Year Commenced:</b>	03 / 199926 years
<b>Organisation contact details:</b>	Royal Free Hospitals (c 0-2 hrs/week)

### Managerial/Leadership

<b>Job or role title:</b>	HCSA Council member (elected)
<b>Details of work:</b> (Including changes since last appraisal)	Attending meetings of the HCSA and liaising with Regional Officers and members.
<b>Month (OPT.)/Year Commenced:</b>	04 / 20195 years 11 months
<b>Organisation contact details:</b>	Hospital Consultants and Specialists' Association (c.4 hrs/wk variable)

### Other role

<b>Job or role title:</b>	Medicolegal expert
<b>Details of work:</b> (Including changes since last appraisal)	Medicolegal evaluations related to areas of specialism including defence work for MDU, MPS etc.

Month (OPT.)/Year Commenced: 01 / 200322 years 2 months

Organisation contact details: PO Box 298, Radlett, WD7 0EU

#### Other role

Job or role title: Executive Committee member HCSA

Details of work:  
(Including changes since last appraisal) Monthly meetings on organisational policy and actions

Month (OPT.)/Year Commenced: 04 / 20195 years 11 months

Organisation contact details: hcsa.com

#### Independent sector work

Have you been involved in any independent sector work within the last appraisal period?

☒ Yes

☐ No

Please provide a brief summary of this work.

Medical practitioner activities broadly in line with NHS scope. Also medicolegal reports and anything within the remit of a registered medical practitioner.

#### Comments

Describe any significant changes since your last appraisal or anticipated changes you wish to prepare for.

Non significant.

This section is complete.

## Previous appraisals (Section 03 of 17)

### Revalidation cycle 1: 2019/2020 - 2024/2025

- 2019/2020  
[View](#)
- 2020/2021  
[View](#)  
Incomplete/Missed/Approved, Reason: Approved missed covid-19
- 2021/2022  
[View](#)
- 2022/2023  
[View](#)
- 2023/2024  
[View](#)
- 2024/2025  
Current appraisal

This section is complete.

## Personal Development Plans and Their Reviews (Section 04 of 17)

What progress, if any have you made with your previous PDP? Are there goals you want to carry forward?

### Last year's PDP

Learning/Development Needs	Attend an international meeting
Agreed action(s) or goal(s)	To be able to further improve the service.
Achieve by	07/02/2025
How I intend to demonstrate success	By the relevant certificates.
PDP Review	Racz Lab Antalya-completed and uploaded document

Learning/Development Needs	Attend and learn from HCSA Executive meeting.
Agreed action(s) or goal(s)	To develop skills in relation to the service.
Achieve by	07/02/2025
How I intend to demonstrate success	Demonstration of attendance and reflection.
PDP Review	-completed and uploaded document

Learning/Development Needs	Attend/learn GJNCC/ GJLNC in the Trust.
Agreed action(s) or goal(s)	To be able to further improve the service.
Achieve by	07/02/2025
How I intend to demonstrate success	By the relevant certificates.
PDP Review	completed and uploaded a document awaiting minutes from LNC

Learning/Development Needs	Attend/ teach MSK group e.g. chiropractors or osteopaths' meeting.
Agreed action(s) or goal(s)	To be able to further improve the service.
Achieve by	07/02/2025
How I intend to demonstrate success	By the relevant certificates.
PDP Review	completed and uploaded document

### Comments

I have completed the agreed PDP activities. These have been beneficial. I do not see them as being completed events, rather part of a journey to be continued.

This section is complete.

## Challenges, achievements and aspirations (Section 05 of 17)

Reflection on your challenges, achievements and aspirations is key to understanding the impact of the period since your last appraisal. It will enable further facilitated verbal reflection during the appraisal discussion.

### Challenges

What personal and professional challenges or constraints have you faced?

Administrative delays to achieve common-sense outcomes.

### Achievements

What have been your greatest achievements?

High quality patient care and solving clinical problems.

### Aspirations

What do you hope to achieve in the future, personally and professionally?

Maintain good health, avoid stress, pass on knowledge

This section is complete.

## Personal & Professional Wellbeing (Section 06 of 17)

Maintaining your health and wellbeing is key to your ability to offer high quality, safe care at this challenging time. Your appraiser will encourage you to reflect on this aspect of your professionalism and signpost you to suitable resources if needed. This is particularly relevant if you are at additional risk from COVID-19, for example if you are from a Black, Asian or Minority Ethnic (BAME), background, or have other factors that increase risk such as a pre-existing condition, increasing age or pregnancy.

### Health Declaration

"I declare that I accept the professional obligations placed on me in Good Medical Practice about my personal health."

☒ Yes ☐ No

On a scale of 1 (most negative) to 10 (most positive), how are you?

Please select a number:

1 2 3 4 5 6 7 8 9 10

### Comments

Please use the box below to provide a commentary. You may wish to consider:

- How has the period since your last appraisal impacted on you?
- Have you needed any support, and was the help you needed available?
- How have you maintained your health and wellbeing, and what do you need, or wish to do differently, if anything?

There is excessive bureaucracy around simple matters. Policy driven organisations are slow to adapt.

### Attachments

If you have any documents, you wish to share please do so here

No documents have been attached.

This section is complete.



All Clinical and Educational supervisors must demonstrate an ongoing commitment to their development as a medical educator.

Review and complete the following section(s) for Supervisors:

### Ensuring safe and effective patient care through training

How you protect patients and enhance their care through your supervision of doctors in training, and how you balance the needs of your patients and service with the educational needs of your trainees.

Date of activity	27/11/2024
Brief description of activity	Talk on radiation issues with regard to patient treatment to Chiropractors
Reflection	I have been asked to do it again
Supporting information	No attachment

### Establishing and maintaining an environment for learning

How you make the clinical environment safe and conducive to effective learning for trainees and others.

Date of activity	21/01/2025
Brief description of activity	Discussion with nurse who wants to see procedures in theatre- agreed and welcomed
Reflection	I am welcoming to
Supporting information	No attachment

### Teaching and facilitating learning

How you work with trainees to facilitate their learning.

Date of activity	21/01/2025
Brief description of activity	Not an appointed trainer
Reflection	I am not in a formal training role but give talks when requested
Supporting information	No attachment

### Enhancing learning through assessment

Your approach to assessment and feedback.

Date of activity	21/01/2025
Brief description of activity	Not an appointed trainer
Reflection	Always happy to learn from feedback
Supporting information	No attachment

### Supporting and monitoring educational progress

The support you provide to trainees in their progression towards a Certificate of Completion of Training and their intended career destination.

Date of activity	21/01/2025
Brief description of activity	Not an appointed trainer
Reflection	I am not formally in a training role but assist as needed
Supporting information	No attachment

### Guiding personal and professional development

The support you provide to trainees in relation to their personal and professional development.

Date of activity	21/01/2025
Brief description of activity	Not an appointed trainer
Reflection	I am not a in a training role
Supporting information	No attachment

### Continuing professional development as an educator

Your own professional development as a medical educator.

Date of activity	21/01/2025
Brief description of activity	Not an appointed trainer
Reflection	Not a formal educator
Supporting information	No attachment

This section is complete.

Include a brief commentary, covering the period since your last appraisal, which considers your most important learning, quality improvement activities and feedback.

#### Keeping up to date - maintaining and enhancing the quality of your professional work

What have you done to keep up to date across the whole of your scope of work?	Regular MDT meetings in department -weekly Attended CPD events
What are the most significant things you have learned?	Kept up to date. New colleagues encountered.
Have you identified any learning needs that you need, or want, to address, or key learning to be shared? If so, what action have you taken as a result?	To keep up to date
Supporting information	International course... <b>New</b> Chiropractors meetin... <b>New</b> 15-12-2023 - Racz ED... <b>New</b>

#### Reviewing your practice - evaluating and improving the quality of your professional work

<input checked="" type="checkbox"/> No quality improvement activity for this period	
What have you learned from reviewing your practice across the whole of your scope of work?	No information has been entered.
What are the most significant things you have changed as a result and how effective have those changes been?	No information has been entered.
What else do you want to change (if anything)?	No information has been entered.
Supporting information	No attachment

#### Feedback - Seeking and acting on feedback about the quality of your professional work

What have you learned from any feedback, solicited and unsolicited, you have had about your practice, both individually and as part of the teams you work in (if any)?

#### MSF Reports

From your patients and/or their carers	<input type="checkbox"/> N/A <input type="checkbox"/> No feedback in this period Positive feedback
From any other group you provide medical services to, including teaching, training and appraising	<input type="checkbox"/> N/A <input type="checkbox"/> No feedback in this period positive feedback from CPD group of chiropractors
From your colleagues	<input type="checkbox"/> No feedback in this period Positive comments from colleagues
From any compliments you have been personally named in	No information has been entered.
Supporting information	2024-02-22 thanks Mr... <b>New</b> 2024-03-05 thanks <b>New</b> Letter Thanks pt No1 2024-02-22 360deg 2024-02-22 hph pts 2024-02-29 16-40 2024-02-24 15-48 chc... 2024-02-27 12-09 Gift note ] <b>New</b>

#### Comments

What have you changed, or do you want to change (if anything) because of any feedback you have received?

I am awaiting colleague feedback for this period- 2 short at the moment  
I have completed patient feedback- uploaded as docs here but will add to system

This section is complete.

## Significant events, serious incidents and/or complaints since your last appraisal. (Section

09 of 17)

Provide responses to the Significant events and serious incidents statement, or complaints statements and commentary where applicable.

### Significant events and serious incidents

I have been named in one or more significant events or serious incidents in the period since my last appraisals.

☐ Yes

☒ No

### Complaints

I have been named in one or more complaints in the period since my last appraisal.

☐ Yes

☒ No

### Documents

If you wish to, you can attach any relevant documents here:

No documents have been attached.

This section is complete.

## Probity and items you have been asked to bring to your appraisal (Section 10 of 17)

This is the Probity section of Good Medical Practice. Please read and respond to the following statements.

### Probity Declaration

"I declare that I accept the professional obligations placed on me in Good Medical Practice in relation to probity, including the statutory obligation on me to ensure that I have adequate professional indemnity for all my professional roles and the professional obligation on me to manage my interests appropriately."

☒ Yes ☐ No

### Relevant probity information/documents

"In relation to suspensions, restrictions on practice or being subject to an investigation of any kind since my last appraisal, I have something to declare:

☐ Yes  
☒ No

If you wish to, you can attach any relevant documents here:

No documents have been attached.

### Additional Requested Information

Have you been requested to bring specific information to your appraisal by your organisation or responsible officer?

☐ Yes ☒ No

This section is complete.

## Your Personal Development Plan themes (Section 11 of 17)

What are your initial thoughts on your goals for the period until your next appraisal?

To keep up to date and abreast of global developments

This section is complete.

wish to discuss during your appraisal?

Comments

No  
There was no section to attach PDP documentation so I put it here

If you wish to, you can attach any relevant documents here:

Documents

Description	Document
HCSA Draft MINUTES Council Meeting 5th June 2024	HCSA Draft MINUTES C... <span>New</span>
HCSA Exec Mtg	HCSA Exec Mtg <span>New</span>
gjnc	gjnc <span>New</span>

This section is complete.



## Attachments summary (Section 13 of 17)

This section is a self-populating list of all allocated documents attached within the appraisal form.

**18 documents** have been added to your form. Should you wish to add any further documentation or delete any attachments, please return to the appropriate section.

Description	Document Type	Document
patrick mcgowan december CPD certificate	CPD certificate	patrick mcgowan dece...
patrick mcgowan June CPD certificate	CPD certificate	patrick mcgowan June...
patrick mcgowan july cpd certificate	CPD certificate	patrick mcgowan july... <b>New</b>
HCSADraft MINUTES Council Meeting 5th Additional information June 2024		HCSADraft MINUTES C... <b>New</b>
HCSA Exec Mtg	Additional information	HCSA Exec Mtg <b>New</b>
International course teaching-learning	CPD certificate	International course... <b>New</b>
Chiropractors meeting	CPD other	Chiropractors meetin... <b>New</b>
15-12-2023 - Racz EDU Invitation Letter - Dr. McGo	CPD other	15-12-2023 - Racz ED... <b>New</b>
gjncc	Additional information	gjncc <b>New</b>
2024-02-22 thanks Mrs R.B.	Patient-Carer feedback	2024-02-22 thanks Mr... <b>New</b>
2024-03-05 thanks	Patient-Carer feedback	2024-03-05 thanks <b>New</b>
Gift note ]	Colleague feedback	Gift note ] <b>New</b>
Letter Thanks pt No1	Patient-Carer feedback	Letter Thanks pt No1
2024-02-22 360deg	Patient-Carer feedback	2024-02-22 360deg
2024-02-22 hph pts	Patient-Carer feedback	2024-02-22 hph pts
2024-02-29 16-40	Patient-Carer feedback	2024-02-29 16-40
2024-02-24 15-48 chch pts	Patient-Carer feedback	2024-02-24 15-48 chc...
2024-02-27 12-09	Patient-Carer feedback	2024-02-27 12-09

## Appraisal checklist & Confirmation (Section 14 of 17)

You have now reached the last section before your appraisal meeting. This form should have steered you through all the necessary stages so that your submission is complete. However, you might like to use the checklist on this page as a final step, to confirm that you have covered all the aspects that your appraiser will be looking for in order to sign off your appraisal.

### General

- ☒ Information about appraisals in the current revalidation cycle - present
- ☒ Scope of work - completed
- ☒ Reflection - present throughout submission
- ☒ Confidentiality - identifiable information removed/redacted

### Supporting Information

- ☒ Personal and appraisal details - completed and up to date including indemnity information
- ☒ Overall - supporting information matches my scope of work
- ☒ Review of last year's PDP - completed
- ☒ Clinical/Educational Supervisor development - completed
- ☒ CPD, QIA, feedback & compliments - completed
- ☒ Significant events (also known as untoward or critical incidents): all unintended or unexpected events, which could have or did lead to harm of one or more patients - and complaints - listed, with reflection, or confirmed none to include
- ☒ Challenges, achievements and aspirations - completed (optional – may be raised verbally at appraisal)
- ☒ Personal & Professional Wellbeing - completed including health declaration
- ☒ Probity declaration - completed; suspensions, restrictions or investigations – listed if present, with reflection
- ☒ PDP themes - listed (optional – may be raised verbally at appraisal)
- ☒ Additional information - (optional)

### Confirm Statement

This is the final page of the pre-appraisal portion of this form. Once you have confirmed your agreement to the statement below your appraiser will be notified that your appraisal form and supporting information is ready for review.

The post appraisal sections Agreed PDP, Appraisal Summary and Appraisal Outputs will be completed during and after the appraisal meeting in conjunction with your appraiser.

**"I confirm that I have completed and reflected on the supporting information to support this appraisal. I am responsible for the contents and confirm that it is appropriate for this information to be shared with my appraiser and responsible officer."**

☒ Please tick here to confirm your agreement.

## Agreed Personal Development Plan (Section 15 of 17)

The PDP is a record of the agreed personal and/or professional development needs to be pursued throughout the following year, as agreed in the appraisal discussion between the Doctor and the appraiser.

<b>Learning/Development Needs</b>	Attend an international meeting.
<b>Agreed action(s) or goal(s)</b>	To be able to further improve the service.
<b>Achieve by</b>	30/01/2026
<b>How I intend to demonstrate success</b>	By the relevant certificates.

<b>Learning/Development Needs</b>	Teach/lecture at an educational meeting.
<b>Agreed action(s) or goal(s)</b>	To develop skills in relation to the service.
<b>Achieve by</b>	30/01/2026
<b>How I intend to demonstrate success</b>	Demonstration of attendance and reflection.

<b>Learning/Development Needs</b>	Audit length of GP referral letters.
<b>Agreed action(s) or goal(s)</b>	To be able to further improve the service.
<b>Achieve by</b>	30/01/2026
<b>How I intend to demonstrate success</b>	Demonstration of completion and reflection.

<b>Learning/Development Needs</b>	Attend a HCSA council meeting.
<b>Agreed action(s) or goal(s)</b>	To be able to further improve the service.
<b>Achieve by</b>	30/01/2026
<b>How I intend to demonstrate success</b>	Demonstration of attendance and reflection.

This section is complete.

## Appraisal Summary (Section 16 of 17)

The appraiser must record here a concise summary of the appraisal discussion, which should be agreed with the doctor, prior to both parties signing off the form.

The summaries below should be recorded in accordance with the four domains of Good Medical Practice. The appraiser should be aware of the attributes within each of the domains and ensure that this, and future appraisals, are in accordance with Good Medical Practice. Include actions to be taken by the doctor.

### Context and general summary

We had a successful appraisal over Teams. I find Dr McGowan to be up to date and fit to practice.  
His scope of work remains the same as last year.  
His PDP aim from last year was achieved.  
He is the executive committee and council member of HCSA and takes part appropriately in faculty activities and teaching.

### Domain 1: Knowledge, skills and development

His CPD is satisfactory and well-targeted. We discussed attending an international meeting in the coming year to further develop the service. He is also hoping to conduct an audit on length of GP referral letters.

### Domain 2: Patients, partnership and communication

No issues were identified. He is an effective communicator. He treats everyone with respect and without discrimination. His role involves attending regular HCSA meetings on organisational policy and actions and liaising with regional officers and members. We discussed the need to complete colleague feedback for this period.  
Recently completed patient feedback- need to add to system.

### Domain 3: Colleagues, culture and safety

He continues to ensure patient safety and service quality in his clinical practise. He collaborates with his colleagues to deliver effective patient care.  
Despite not being a formal trainer he has given and gives talks when requested to support other staff. No complaints or adverse incidents were reported. Up to date with Trust mandatory trainings.

### Domain 4: Trust and professionalism

No issues.

This section is complete.

## Appraisal Outputs & Sign-off (17 of 17)

This is the final section of the appraisal form in which the appraiser is required to make statements to the Responsible officer and both the appraiser and doctor are required to confirm statements about the information provided in this appraisal form.

### Appraiser statements to the Responsible Officer (RO)

1. "An appraisal has taken place that reflects the whole of the doctor's scope of work and addresses the principles and values set out in Good Medical Practice."

☒ Agree ☐ Disagree

2. "Appropriate supporting information has been presented in accordance with the Good Medical Practice Framework for appraisal and revalidation and this reflects the nature and scope of the doctor's work."

☒ Agree ☐ Disagree

3. "A review that demonstrates progress against last year's personal development plan has taken place."

☒ Agree ☐ Disagree

4. "An agreement has been reached with the doctor about a new personal development plan and any associated actions for the coming year."

☒ Agree ☐ Disagree

5. "No information has been presented or discussed in the appraisal that raises a concern about the doctor's fitness to practise."

☒ Agree ☐ Disagree

The **appraiser** should record any comments that will assist the responsible officer to understand the reasons for the statements that have been made.

No information has been entered.

The **appraiser** should record any other issues that the responsible officer should be aware of that may be relevant to the revalidation recommendation

No information has been entered.

The **doctor** may use this space to respond to the above comments made by the appraiser. The responsible officer will review comments made in this space

An appropriate and well conducted appraisal was steered by the appraiser.  
Appropriate challenges were made and questions posed answered by both parties.

### Appraisal Sign-off

Both the doctor and the appraiser are asked to read the following statements and sign below to confirm their acceptance:

"I confirm that the information presented within this submission is an accurate record of the documentation provided and used in the appraisal."

"I understand that I must protect patients from risk of harm posed by another colleague's conduct, performance or health. The safety of patients must come first at all times. If I have concerns that a colleague may not be fit to practise, I am aware that I must take appropriate steps without delay, so that the concerns are investigated and patients protected where necessary."

Date of appraisal meeting:

Saturday, 01 February 2025

☒ **Appraiser - Please tick here to confirm your acceptance of the above statements.**

Date Confirmed: Thursday, 20 February 2025

Appraiser's Name: Dr Yasser Moghaddam

GMC Number: 6112904

☒ **Appraisee - Please tick here to confirm your acceptance of the above statements.**

Date Confirmed: Monday, 03 March 2025

Doctor's Name: Dr Patrick McGowan

GMC Number: 3343003