

East Hampshire **NHS**  
Primary Care Trust

**Department of Medicine for Elderly People**

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Ref: RIR/cmp

28 August 2003

Dear Ian

**Re: CHI Investigation GWMH - Recommendation 18**

I am writing in response to the above recommendation and the actions which have been undertaken.

I can confirm that all consultant medical staff who work in Gosport War Memorial Hospital have had an annual appraisal using the Department of Health appraisal documentation.

The appraisal covers relationships with patients and colleagues. No problems have been identified with respect to these in any of the consultants who work in Gosport War Memorial Hospital and therefore no action is necessary. In fact, informal feedback suggests that the communication skills of the consultants working in GWMH are of a very high order.

With regard to non consultant medical staff working in Gosport, all junior medical staff in training have regular meetings with their educational supervisor. The educational supervisor takes soundings about communication skills and any concerns would be addressed through this process.

With regard to other non consultant medical staff, all such staff have an annual appraisal, using the DOH documentation as a template. Once again soundings on communication skills with other staff and the patient are taken and fed into the appraisal process. No problems have been identified.

I enclose copies of the completed appraisal documentation for consultant and other career grade medical staff.

Yours sincerely

**Code A**

Dr R I Reid

Enc

cc: Kathryn Rowles  
Noreen Kickham

*Refs to Ian.  
Thank you etc.*

*+ pass on to Noreen/Kath.*