

# End of Year Conversation

Employee name and job title: GERALYN BAGALLON/ VASCULAR ACCESS CNS	Manager name and job title: SAMUEL OJO / LEAD VASCULAR ACCESS CNS	Date of appraisal conversation: 24/03/2021
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## End of Year Review - My Achievements at King's

Objective for review What objectives were agreed at your objective setting conversation?	King's Priority Link What was your objective linked to?	What? What did you achieve against your objective?	How? How did you demonstrate the Trust's Values to achieve your objective?	Rating Based on a 50/50 split between: - What was achieved - How it was achieved
To establish a professional working relationship with the IV link nurses of the wards - Liver, A&E, Private and Radiology.	Improve engagement and morale across the Trust	<ul style="list-style-type: none"> <li>- Was able to meet a few of them but mostly communicated via email</li> <li>- The trust was busy handling COVID and redeployment so the IV link nurse programme was not really priority last year</li> </ul>	Provide staff support and improve patient experience by imparting knowledge, skills and needed training.	<div style="display: flex; align-items: center;"> <div style="margin-right: 5px;"><input type="checkbox"/></div> Met  <div style="margin-right: 5px;"><input checked="" type="checkbox"/></div> Part met  <div style="margin-right: 5px;"><input type="checkbox"/></div> Not met         </div> <ul style="list-style-type: none"> <li>• Part met as a result of pandemic</li> <li>• Plan to improve regular contact with the wards to improve practice by further staff empowering.</li> </ul>
To improve delivery of teaching sessions, focusing on identified learning needs	Deliver excellent clinical outcomes and improved patient experience	<ul style="list-style-type: none"> <li>- PowerPoints were updated</li> <li>- Videos were created for IV-related skills and was used for masterclass</li> </ul>	Provide evidenced based practice by updating teaching and training materials. Increase effectivity of teaching by adapting materials used	<div style="display: flex; align-items: center;"> <div style="margin-right: 5px;"><input checked="" type="checkbox"/></div> Met  <div style="margin-right: 5px;"><input type="checkbox"/></div> Part met  <div style="margin-right: 5px;"><input type="checkbox"/></div> Not met         </div> <ul style="list-style-type: none"> <li>• Continue to innovate and improve practice in all areas for the nurse</li> </ul>
To be able to make a change in practice with the use of data analytics	Drive productivity across all services and sites	<ul style="list-style-type: none"> <li>- Ongoing work with EPMA for overdue alert</li> <li>- 2020 data for Fluoro vs ECG guided insertion</li> <li>- Pending data for Vascular Tips</li> </ul>	The use of measurable baseline data to drive and measure change	<div style="display: flex; align-items: center;"> <div style="margin-right: 5px;"><input checked="" type="checkbox"/></div> Met  <div style="margin-right: 5px;"><input type="checkbox"/></div> Part met  <div style="margin-right: 5px;"><input type="checkbox"/></div> Not met         </div> <ul style="list-style-type: none"> <li>• To continue data analysis</li> </ul>

Signed (Employee): Geralyn Bagallon

Signed (Appraiser): Samuel Ojo

Date:24.03.2021

Review of Development Plan	
What was the key learning and development you achieved from your last development plan?	Was able to co-author an article in BJN ; Was able to participate in WOCOVA Leadership Program- Windrush completed and abstract submitted and was one of the winners. This became a driving force to make the virtual masterclass into reality

Manager's Feedback Statement	
Summary of the feedback received at your end of year review conversation.	Geralyn is achieving in all aspects of her development plans. She has improved our training materials (videos, documents and EPR). Her contributions to the team have been a welcomed positive impact. She is a highly valued member of the IV Team. This is an outstanding impact on the performance of the Team.

Overall Rating		
<b>Outstanding</b>	Performance is outstanding, a role model in all areas	<input checked="" type="checkbox"/>
<b>Good</b>	Performance is above acceptable, delivering and achieving in all areas	<input type="checkbox"/>
<b>Acceptable</b>	Performance is acceptable, delivering and achieving in the majority of areas	<input type="checkbox"/>
<b>Developing</b>	Performance meets some requirements but there are areas of improvement	<input type="checkbox"/>
<b>Requires improvement</b>	Performance is below acceptable	<input type="checkbox"/>

Signed (Employee): Geralyn Bagallon	Signed (Appraiser): Samuel Ojo	Date: 24/03/2021
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