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Date 23/12/2025
Your Ref
Our Ref 10892

Enquiries to Richard Mutch
Extension 35687
Direct Line 0131 465 5687
loth.freedomofinformation@nhs.scot
richard.mutch@nhs.scot

Dear

FREEDOM OF INFORMATION – MEDIC APPRAISAL

I write in response to your request for information in relation to Medic Appraisal.

Question:

1. What is the name of your Medics Appraisals software provider? (None if software not used)
2. What is the name of your second Medics Appraisals software provider? (If you have more than one software provider)
3. When did the contract for your Medics Appraisals software provider start? (dd/mm/yyyy) (None if software not used)
4. When does the contract for your Medics Appraisals software provider expire? (dd/mm/yyyy) (None if software not used)
5. When did the contract for your second Medics Appraisals software provider start? (dd/mm/yyyy) (If you have more than one software provider)
6. When does the contract for your second Medics Appraisals software provider expire? (dd/mm/yyyy) (If you have more than one software provider)

Answer:

The Medical Staff in NHS Lothian use SOAR for appraisal but this is provided by National Education Scotland who would hold any contract. Therefore questions 1-6 are not applicable for NHS Lothian.

As per Section 17 of the Freedom of Information (Scotland) Act 2002 formally I must advise that we do not hold this information.

Question:

7. What was the Trust's total spend on Medics Appraisals fees in 2024 – not incl. implementation?
8. What was the Trust's total spend on Medics Appraisals fees in 2025 – not incl. implementation?

Answer:

7.	We spent £779,000 in 2024/25 (April 2024 to March 2025)
8.	We have spent £592,000 in 2024/25 (April 2025 to November 2025)
This is spend on appraisers for Primary Care.	

I hope the information provided helps with your request.

If you are unhappy with our response to your request, you do have the right to request us to review it. Your request should be made within 40 working days of receipt of this letter, and we will reply within 20 working days of receipt. If our decision is unchanged following a review and you remain dissatisfied with this, you then have the right to make a formal complaint to the Scottish Information Commissioner within 6 months of receipt of our review response. You can do this by using the Scottish Information Commissioner's Office online appeals service at www.itspublicknowledge.info/Appeal. If you remain dissatisfied with the Commissioner's response you then have the option to appeal to the Court of Session on a point of law.

If you require a review of our decision to be carried out, please write to the FOI Reviewer at the email address at the head of this letter. The review will be undertaken by a Reviewer who was not involved in the original decision-making process.

FOI responses (subject to redaction of personal information) may appear on NHS Lothian's Freedom of Information website at: <https://org.nhslothian.scot/FOI/Pages/default.aspx>

Yours sincerely

ALISON MACDONALD
Executive Director, Nursing
Cc: Chief Executive