Leading workforce thinking 2010
16-18 November 2010
NHS Employers Annual conference & exhibition
ACC Liverpool
NHS Employers Annual Conference 2010

Medical Revalidation
Medical Revalidation

Sir Keith Pearson
Chairman of the UK Revalidation Programme Board

Introduction
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- Introduction
- General Medical Council – Niall Dickson
- NHS Revalidation Support Team – Allan Coffey
- Pilot Site – Dr Debra King, Wirral University Hospitals NHS Trust

Questions and Answers
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General Medical Council
Niall Dickson
Chief Executive and Registrar
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• Annual appraisal based on *Good Medical Practice*

• Informed by supporting information and evidence of CPD

• Patient and colleague feedback (every 5 years)

• Sign off by Responsible Officer (every five years)
Why revalidation?

- Not something separate – an integral part of the quality agenda – it is about safer care
- Provide assurance that doctors are competent, fit to practice and fit for purpose
- Enable doctors to access information about their practice, compare their performance with others, assess their contribution
Why revalidation?

- A proportionate response to risk
- Ensure all doctors are part of a clinical governance system
- Help to identify performance/conduct issues earlier
- Encourage self reflective practice
- Bring patients, colleagues and employers into professional development
Implementing revalidation

• Shared commitment
  - GMC and four health departments signed Statement of Intent October 2010
  - Aim to launch revalidation late 2012
  - Set milestones to prepare for delivery
The next stage

- Consultation showed significant support for the principle
- Doubts about the detail
- Need to develop the model
- Must be straightforward – information must be easy to access
- Must be robust – not tick box
- Learn from the pilots
High level milestones

• Responsible Officers in place
• Annual appraisal for every doctor
• *Good Medical Practice* built into appraisal
• Agree core information for appraisals
• Devise process for RO recommendations
• Agree strategy for remediation
Working with employers

- Increase dialogue
- Ensure revalidation is part of quality and safety agenda
- Revise and test the model – it must work for doctors and employers
- Develop a system for quality assurance
- Support ROs
- Identify and share good practice
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Revalidation Support Team

Allan Coffey
Chief Executive
Overview

• Purpose
• Progress thus far
• The next 18 months
• Working with and helping employers
• Next steps
Purpose

• With our partners, to develop and deliver a system of Medical Revalidation that is;
  – Cost effective
  – Proportionate
  – Readily implementable
• By Autumn 2012
Progress thus far

- 10 pilots testing Strengthened Medical Appraisal
- Over 3000 users on system
- 2000 booked appraisals
- Over 400 completed appraisals
- Independently evaluated
- On course to provide comprehensive evidence to inform and produce a simplified, fit for purpose, Medical Assessment Framework

Organisational readiness being assessed
The next 18 months
‘From development to delivery’

- Pilots conclude and evaluated
- New MAF produced informed by above and tested in real time
- Organisational readiness evaluated further
- Responsible Officers appointed
- Final deliverables are
  - Good enough MAF
  - Organisational readiness
Working with Employers

• Various routes
  – England Revalidation Delivery Board
  – ROs and RO networks
  – RO training
  – Closer working with NHS Confederation
  – Establishing regional presences
  – Communicating with NHS and others to raise profile

• RST to become a delivery support unit
Next Steps

• The coalition government remains committed to revalidation
• SofS letter to extend the pilots is an opportunity to get it right – for the profession, employers and patients
• Revalidation must be structured to realise benefits which clearly outweigh the costs
Next Steps

• The key delivery partners will continue to work together to test and develop a practicable system.
• Doctors and employers are beginning to think and prepare for revalidation.
• Your support to the new role of responsible officer is key to organisational readiness as we move towards implementation.
• We look forward to working with you over the coming months.
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Mersey Pathfinder Pilot

Dr Debra King
Consultant Physician
Wirral University teaching Hospitals NHS Trust
The Story So Far

- 2\textsuperscript{nd} pilot in Mersey
- 6 hospital sites (4 Acute Trusts, Mental Health Trust and Children’s Hospital)
- 600 Doctors (Consultants and SAS)
- Pilot is testing the whole process of Revalidation and using the pilot toolkit
Objectives

- Testing if SMA is fit for purpose
- How is supporting information (SI) for specialist standards provided in appraisal?
- Time spend in appraisal preparation
- Availability and accessibility of SI
- To identify problems at individual and organisational levels
- Identify benefits
Challenges and Issues

- Operational processes (no policies in place).
- Training of appraisers
- Understanding of what is SI
- Organisational data
- Toolkit
- Quality Assurance/RO role/Associate Medical Director
Lessons Learnt So Far

- Training of appraisers is key
- Organisational operational support is key
- Support for RO role i.e. AMD
- Data needs addressing in organisations to bring to appraisal as SI
- Computer system/toolkit to map SI to GMC standards and specialty frameworks over 5 year cycle
Lessons Learnt So Far

- Doctors are willing but want/need time
- Being a pilot site has improved our readiness for revalidation
- Training is essential for appraisers
- Ongoing peer support for appraisers and ROs.
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Any Questions?
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Questions for the audience

• Is your organisation ready for revalidation?

• Have you appointed your Responsible Officer?

• Do you have any unmet training requirements for appraisers / appraisees?

• Would you say clinical governance in your organisation is given a…
  (a) Low priority
  (b) Medium priority
  (c) High priority
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• Thank you for attending
Please
• take the handout with you
• complete an evaluation slip
• visit the exhibition stands of GMC, Revalidation Support Team and NHS Employers for further information
Please feedback your thoughts….

Please help us shape our programme to meet your needs by taking a few minutes to complete the session evaluation form.