A group of healthcare professionals, including a man with a stethoscope, a woman in a hijab, and others, are gathered around a table, looking at a laptop screen. The image is partially obscured by a blue gradient.

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and safe.*

The NHS logo, consisting of the letters 'NHS' in white on a blue rectangular background.

NHS

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A blue gradient background featuring a silhouette of a forested mountain range. The hills are covered in dense evergreen trees, and the sky is a lighter shade of blue, creating a serene and natural atmosphere.

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Maurice Conlon

National Director of Revalidation
NHS Revalidation Support Team

Lucy Warner

Chief Executive
NHS Revalidation Support Team

Mike Pringle

Revalidation Lead
Royal College of General Practitioners

RCGP Conference, Glasgow
November 5, 2009

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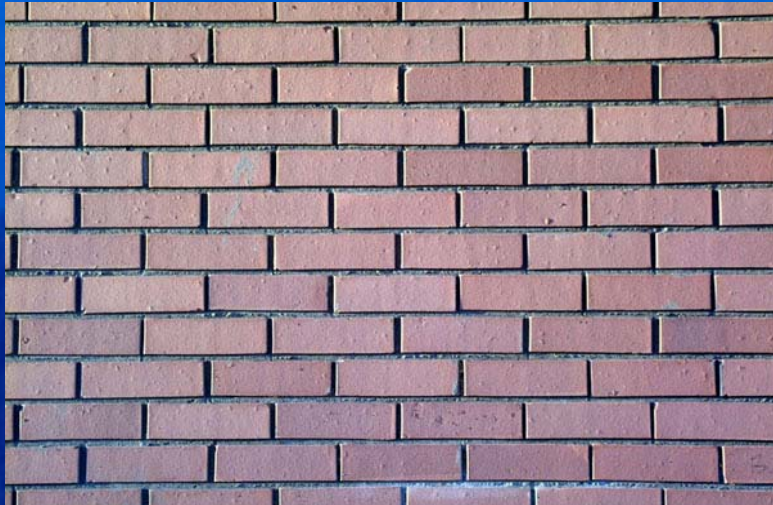


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3 things:

It's all about personal development

Appraisal & Revalidation: 2 processes, same aim

Organisations may face a greater challenge than individuals

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- Prepare NHS to enact specialist standards
- Skipping rope

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Purpose of medical revalidation:

- To confirm that licensed doctors practise in accordance with the GMC's generic standards (re-licensure)
- For doctors on specialist/GP register, to confirm that they meet the standards appropriate for their speciality (re-certification)
- To identify for further investigation, and remediation, poor practice where local systems are not robust enough or do not exist



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To paraphrase:

- Affirm that a doctor is up to date and fit to practise.

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Appraisal and revalidation; different but the same?

Appraisal

Identify development needs

Appraisal

will benefit from robust evidence

Revalidation

Confirm up to date and fit to practise

Revalidation

will work better if it supports doctors

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3 problems with appraisal:

- Lack of standards for medical performance
- Inconsistency
- Ineffective input from clinical governance

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3 components to the solution:

- GMC framework for *Good Medical Practice*
- Common quality framework
- Effective local clinical governance

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Component 1: GMC framework for Good Medical Practice

4 new domains:

- Each populated by three attributes

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Component 1: GMC framework for Good Medical Practice

Domain 1: Knowledge, skills and performance

Domain 2: Safety and quality

Domain 3: Teamwork, partnership and communication

Domain 4: Maintaining trust

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Component 1: GMC framework for Good Medical Practice

Domain 1: Knowledge, skills and performance

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Component 1: GMC framework for Good Medical Practice

Domain 1: Knowledge, skills and performance

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Component 1: GMC framework for Good Medical Practice

Domain 1: Knowledge, skills and performance

Attribute 1: Maintain professional performance

Attribute 2: Apply knowledge and skills to practice

Attribute 3: Keep clear, legible and accurate records

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Component 1: GMC framework for Good Medical Practice

Domain 1: Knowledge, skills and performance

Attribute 1: Maintain professional performance

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Component 1: GMC framework for Good Medical Practice

Domain 1: Knowledge, skills and performance

Attribute 1: Maintain professional performance

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Component 1: GMC core module for Good Medical Practice:

Domain 1: Knowledge skills and performance

Attribute 1: Maintain professional performance

Standard 1: Maintain knowledge of the law and other regulation relevant to practice

Standard 2: Keep knowledge and skills up to date

Standard 3: Participate in professional development and educational activities

Standard 4: Take part in regular and systematic audit

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Component 1: GMC core module for Good Medical Practice:

RST proposal:

Doctors will provide supporting information against the 12 attributes

Appraisers will:

- review supporting information
- advise the doctor

-Act as constructively critical reviewer, not “sit in judgement”

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Component 1: GMC core module for Good Medical Practice:

What supporting information?

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Component 1: GMC core module for Good Medical Practice:

Supporting information:

Performance:

What I am doing?

Knowledge and skills:

What I am learning?

What can I do?

Feedback:

What do my colleagues think of my work?

What do my patients think of my work?

What do I think of my work?

Supporting information:

Performance:

Structured case review; audit

Knowledge and skills:

Completion of CPD (College-led)

Completion of PDP

Feedback:

Multi Source Feedback (Colleagues)

Patient feedback & Complaints

Self review of the above

Component 1: GMC core module for Good Medical Practice:

RST Recommendations for supporting information:

1. Sig event/Case review (10)
2. Formal complaints review (All)
3. Data collection review (5)
4. Patient survey and review (1)
5. Colleague survey and review (1)
6. New PDP and record of previous PDP (5)
7. CPD completion (5)
8. Probity & Health self-declaration and review (5 each)
9. Other information defined by organisation/College
10. Review of all items in context of GMC module

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Component 1: GMC core module for Good Medical Practice:

RST Recommendations for evidence/supporting information:

**“But how does this fit with
what RCGP is saying?”**

Answer:

**College guidance exceeds generic requirements.
Follow College guidance and you will be safe.**
http://www.rcgp.org.uk/PDF/PDS_Guide_to_Revalidation_for_GPs.pdf

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Component 1: GMC core module for Good Medical Practice:

For a specific piece of evidence,
the doctor and appraiser agree the mapping
to the attributes of the GMC framework

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3 components to the solution:

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Assuring the Quality of Medical Appraisal for Revalidation

“AQMAR”

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May 2009

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3 components to the solution:

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- Common quality framework
- **Effective local clinical governance**

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Component 3: Effective local clinical governance

The key question for organisations:

How do we know our doctors are up to date and fit to practise?

(This is not a new responsibility)

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Key tasks:

For my College –

Define the standards

For my organisation -

Generate the information to illustrate the standards

Develop the process that leads to a recommendation

For me –

Use the process to improve my personal development

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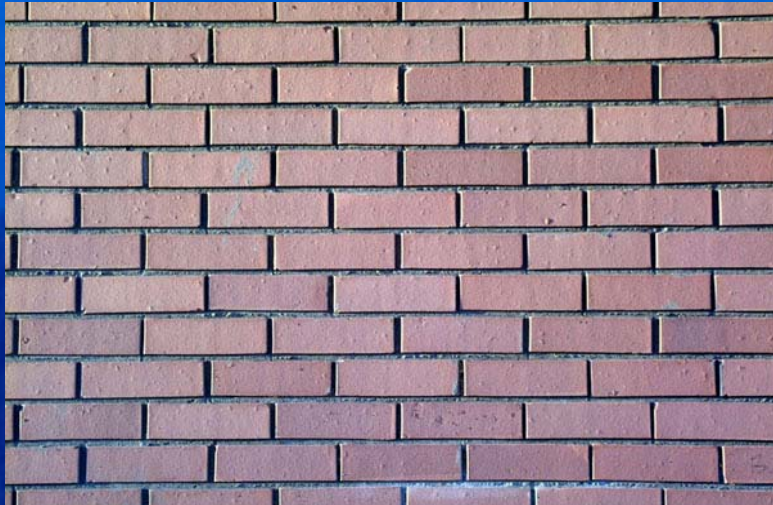


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A blue gradient background featuring a silhouette of a forested mountain range. The foreground shows a dense forest of evergreen trees, while the background consists of several layers of rolling hills and mountains, creating a sense of depth and atmosphere.