

## Trust Board Report

<b>Meeting Date:</b>	April 2015
<b>Title:</b>	Revalidation of Medical Staff – Quarterly Update
<b>Executive Summary:</b>	<p>This report describes the progress of the Trust towards the management of medical appraisal &amp; revalidation since the last Trust Board Report in January 2015.</p> <p>Summary of key points;</p> <ul style="list-style-type: none"> <li>• At 16 April 2015 the Trust's Responsible Officer has made 230 positive revalidation recommendations and 10 deferrals.</li> <li>• The Trust's overall appraisal compliance rate at 31 March 2015 was 97.8%.</li> </ul>
<b>Action Requested:</b>	None – for information/assurance.
<b>Report of:</b>	Medical Director
<b>Author: Contact Details:</b>	<p>Zoe Marsh – Deputy Head of Education &amp; Training – Medical</p> <p>Tel 6175 Email: <a href="mailto:zoe.marsh@nhs.net">zoe.marsh@nhs.net</a></p>
<b>Resource Implications:</b>	None
<b>Public or Private:</b> (with reasons if private)	Public Session
<b>References:</b> (eg from/to other committees)	Revalidation Steering Group
<b>Appendices/ References/</b>	
<b>NHS Constitution:</b> (How it impacts on any decision-making)	<p>In determining this matter, the Board should have regard to the Core principles contained in the Constitution of:</p> <ul style="list-style-type: none"> <li>✦ Equality of treatment and access to services</li> <li>✦ High standards of excellence and professionalism</li> <li>✦ Service user preferences</li> <li>✦ Cross community working</li> <li>✦ Best Value</li> <li>✦ Accountability through local influence and scrutiny</li> </ul>

## BACKGROUND DETAILS

### 1. BACKGROUND

1.1 On October 19<sup>th</sup> 2012, the Secretary of State for Health formally announced the introduction of medical revalidation with effect from 03 December 2012.

1.2 Revalidation is the process by which licensed doctors are required to demonstrate on a regular basis that they are up to date and fit to practise. Revalidation aims to give extra confidence to patients that their doctor is being regularly checked by their employer and the GMC.<sup>1</sup>

### 2 LOCAL UPDATE

2.1 The first revalidation cycle started January 2013 and ends March 2016. During this period, all doctors to whom The Royal Wolverhampton NHS Trust is the designated body will have a recommendation made about their fitness to practice to the GMC by the Trust's Responsible Officer (RO).

2.2 Table 1 shows the number recommendations made by the RO as at 16<sup>th</sup> April 2015.

Recommendation Type			
Revalidate	Defer	Non-engagement	TOTAL
230	10	0	240

2.3 The revalidation submission dates for 10 doctors have been deferred due to the following reasons:

Number	Reason	Details
1	Long term sickness absence	Long term sickness absence.
9	Insufficient Supporting Information	<b>1</b> Bank doctor with <2 months employment at RWT. The submission date was deferred for 4 months to allow the doctor to undergo an appraisal with the Trust. This doctor has now left. <b>3</b> Doctors subject to ongoing local processes. 1 doctor has now left. <b>1</b> Doctor from abroad and only recently registered with GMC. <b>2</b> Doctors - lack of supporting information from previous Trust. <b>2</b> Insufficient supporting information.

### 4 APPRAISAL COMPLIANCE

4.1 Medical appraisal underpins the revalidation process. Doctors are required to have 5 annual appraisals within the Revalidation Cycle of five years.

<sup>1</sup> GMC Revalidation - [www.gmc-uk.org](http://www.gmc-uk.org)

4.2 Table 2 shows the Trust's overall medical appraisal compliance at 31 March 2015 with national comparison.

**Table 2: Trust's overall medical appraisal compliance at 31 March 2015**

<b>Staff Group</b>	<b>TRUST % COMPLIANCE</b>	<b>NATIONAL AVERAGE</b>
Consultants	98.3%	89.5%
Non-training grades	95.7%	79.2%
<b>TRUST TOTAL</b>	<b>97.8%</b>	

## **5 ANNUAL ORGANISATIONAL AUDIT – NHS ENGLAND**

The Trust will complete and submit the mandatory Annual Organisational Audit for 2014/15 to NHS England by May 29, 2015. All responsible officers are also asked to present an annual report to their Board or equivalent management team. The annual report will be presented at the Trust's July Board meeting. Following this, a statement of compliance should then be signed off by the Chairman or Chief Executive Officer of the designated body's Board or management team and submitted to NHS England by September 30, 2015. Sign-off of the statement of compliance will be requested following the presentation of the annual report at July's Trust Board meeting.

## **6 CONCLUSION**

6.1 The Trust has made good progress to ensure the appropriate infrastructure and processes are in place to support revalidation. The effectiveness of these processes is reflected in the Trust's increasing medical appraisal rate. The revalidation team will continue to refine these processes to ensure robust good quality appraisals are undertaken annually by all medical practitioners.