

Trust Board Report

Meeting Date:

October 2014

Title:

Revalidation of Medical Staff – Quarterly Update

Executive Summary:

This report describes the progress of the Trust towards the management of medical appraisal & revalidation since the last Trust Board Report in July 2014.

Summary of key points;

- At 15 October 2014 the Trust's Responsible Officer has made 147 positive revalidation recommendations and 7 deferrals.
- The Trust's medical appraisal compliance rate at 30 September 2014 was 92.6% which is an increase of 6.7% since 31 August 2014.
- In line with the guidance from NHS England, the Trust has issued each doctor for whom The Royal Wolverhampton NHS Trust is the designated body with an appraisal month, it is this month that all doctors must have their annual appraisal each year with immediate effect.
- The Trust has purchased the appraisal portfolio and job planning modules of the Equiniti Revalidation Management System (RMS). The appraisal portfolio module is currently being piloted in 6 directorates.
- On 01 November 2014 the Trust will see 31 doctors transfer from Mid Staffordshire NHS Foundation Trust.
- Arrangements are in place for the electronic transfer of the transferring doctors' appraisal records. In addition, Arrangements are in place for the transferring doctors GMC Connect designation to change to The Royal Wolverhampton NHS Trust at 01 November 2014.
- A handover meeting is scheduled to take place 20 October with the GMC, MSFT, the University Hospital of North Staffordshire (UHNS) and The Royal Wolverhampton NHS

	Trust, to ensure that all relevant revalidation information, and the details of doctors who may be in local processes, is formally handed over to the appropriate receiving Trust's.
Action Requested:	None – for information/assurance.
Report of:	Medical Director
Author: Contact Details:	Zoe Marsh – Deputy Head of Education & Training – Medical Tel 6175 Email: zoe.marsh@nhs.net
Resource Implications:	None
Public or Private: (with reasons if private)	Public Session
References: (eg from/to other committees)	Revalidation Steering Group
Appendices/ References/	
NHS Constitution: (How it impacts on any decision-making)	In determining this matter, the Board should have regard to the Core principles contained in the Constitution of: <ul style="list-style-type: none"> ✦ Equality of treatment and access to services ✦ High standards of excellence and professionalism ✦ Service user preferences ✦ Cross community working ✦ Best Value ✦ Accountability through local influence and scrutiny

BACKGROUND DETAILS

1. BACKGROUND

1.1 On October 19th 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.¹

¹ GMC Revalidation - www.gmc-uk.org

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 15th October 2014.

Recommendation Type			
Revalidate	Defer	Non-engagement	TOTAL
142	7	0	149

2.3 The revalidation submission dates for 7 doctors have been deferred due to the following reasons:

Number	Reason	Details
1	Long term sickness absence	Long term sickness absence.
1	Insufficient Supporting Information	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.
2	Subject to ongoing local processes	Doctors subject to ongoing local processes. 1 doctor has now left.
1	Insufficient Supporting Information	From abroad and only recently registered with GMC.
2	Insufficient Supporting Information	Lack of supporting information from previous Trust.

3 APPRAISAL COMPLIANCE

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

3.2 Table 2 shows the Trust's medical appraisal compliance at 30 September 2014 with national comparison.

Table 2: Trust's Medical Appraisal Compliance at 30 September 2014

Staff Group	TRUST % COMPLIANCE	NATIONAL AVERAGE
Consultants	93.7%	85%
Non-training grades	88.5%	50%
TRUST TOTAL	92.6%²	

² 6.7% increase since 31 August 2014

4 MEDICAL APPRAISAL MONTH

- 4.1 In line with guidance from NHS England, the Trust has issued each doctor, for whom The Royal Wolverhampton NHS Trust is the designated body, with an appraisal month. It is this month that each doctor must have their annual appraisal with immediate effect.
- 4.2 To ensure that appraisals are undertaken in time for reporting back to NHS England no appraisals will be undertaken during February and March.
- 4.3 All doctors have been reminded that failure to have an appraisal within their allocated month and/or without an approved postponement form will result them entering the non-engagement process, which may ultimately lead to a notification of non-engagement being sent to the GMC irrespective of their revalidation submission date.

5 REVALIDATION MANAGEMENT SYSTEM

- 5.1 The Trust has now purchased the appraisal portfolio and job planning modules of the Equiniti Revalidation Management System (RMS). This system is used by many other designated bodies, including NHS England.
- 5.2 A pilot of the appraisal portfolio module is currently underway in the following directorates;
- Radiology
 - Rheumatology
 - Gastroenterology
 - Diabetes
 - Renal
 - General Surgery
- 5.3 A post pilot review will be carried out during December, with a view to rollout the system across all directorates by the end of January 2015.

6 MID STAFFORDSHIRE FOUNDATION TRUST

- 6.1 On November 1st 2014 31 doctors will be transferring from Mid Staffordshire NHS Foundation Trust (MSFT).
- 6.2 Arrangements are in place for the transferring doctors GMC Connect designation to change to The Royal Wolverhampton NHS Trust at 01 November 2014. Arrangements are also in place for the electronic transfer of their appraisal records.
- 6.3 A handover meeting is scheduled to take place 20 October with the GMC, MSFT, the University Hospital of North Staffordshire (UHNS) and The Royal Wolverhampton NHS Trust, to ensure that all relevant revalidation information, and the details of doctors who may be in local processes, is formally handed over to the appropriate receiving Trust's.

7 CONCLUSION

- 7.1 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.