

TRUST BOARD

Date of Meeting: 10/07/2012	Agenda Item No: 8.3	Enclosure: 8
Intended Outcome:		
For noting ✓	For information	For decision
Title of Report: Medical Revalidation Update		
Aims: To update the Board on the progress achieved in developing the process around revalidation.		
Executive Summary: The Medical Director's Office team has made significant progress over the past months in developing the process around revalidation. The most important aspect of revalidation is strengthened appraisals and doctors will be required to have 5 satisfactory appraisals over the 5-year revalidation cycle. This means it is vital that appraisal is undertaken every 12 months or there is a risk that the Responsible Officer (RO) will not be able to recommend revalidation to the GMC. To facilitate the appraisal process we have, over the past months, trained over a dozen consultants to become revalidation appraisers. This group will be supported by a small team of more experienced appraisers who will help deal with any issues arising from individual appraisals. We have now been asked to confirm our roll of doctors who will require to undergo revalidation and also determine in which of the following three years each of these doctors will be expected to revalidate. The first doctors will undergo revalidation in early 2013. This initial group is likely to be only senior doctors in management positions. There will then be a rolling programme to revalidate all doctors over the following 3years. The Trust is committed to developing a revalidation-ready appraisal system for medical staff and the organisational readiness self assessment (ORSA) returns to our SHA have confirmed that we are on target to meet the revalidation timetable. An action plan is in place to address any remaining gaps in the process. The Medical Director's Office has a robust system in place to manage each doctor's appraisal process and flags up to each doctor when the next appraisal becomes due. Further reminders are sent, though the GMC make it clear that it is the individual doctor's responsibility to ensure they undergo appraisal on an annual basis. Currently 76% of Consultants have had an appraisal within the past 12 months and 85 % fall within 15 months. A new policy regarding appraisal and revalidation has been produced and was due to be discussed at JLNC on 4 July 2012. This will help further define a clear revalidation process for individual doctors who will then be held to account		

if they fail to reach the standards described in the policy. For those who have not confirmed their appraisal date within 15 months of their last appraisal (or start date) a formal notification from the Trust will be sent to the consultant and it will be necessary for them to take Study Leave to complete their preparation.

Work has also commenced to set up a database for Associate Specialist, Staff Grade and Trust Specialist Doctors.

A joint meeting with the Deputy Medical Director of Northumbria Healthcare, with the responsibility for the revalidation process, is planned for 5 July as it is important that our processes are aligned with the Northumbria model. Any changes thought necessary will then be implemented in our model to insure a smooth running of the revalidation over the enlarged organisation post acquisition.

In summary, although significant progress has been made and we are on track to meet the revalidation timetable, there is still work to be done to insure that our process is aligned with the Northumbrian model and to ensure we are ready for the first revalidation appraisal in early 2013.

Specific implications and links to the Trust's Strategic Aims:

Ensure we provide high quality, safe and effective care for all our patients including meeting essential standards of safety and quality as set out by the CQC	✓
Develop a viable integrated clinical strategy for secondary care services which is sustainable and affordable	✓
Develop a new healthcare facility in West Cumbria that is fit for the 21st century	
Achieve sustainable financial balance through the delivery of the Trust's internal Cost Improvement Programme, securing a viable contract income from our GP commissioners and contributing to the system wide cost reductions	
To develop and implement a successful merger or acquisition plan that enables the Trust to become part of an existing NHS Foundation Trust	

Recommendations:

The Board is requested to note this report.

Prepared by:
Mr Michael Walker
Medical Director

Presented by:
Mr Michael Walker
Medical Director