

MEDICAL APPRAISAL & REVALIDATION
Reporting Quarter: October 2015 – December 2015

This Report updates the Board on recent developments in revalidation both locally and nationally. It also details the current position of our appraisal uptake.

1. Medical Appraisal

The Appraisal and Revalidation team have submitted Quarter 3 data to NHS England which demonstrates the following:-

Number of doctors which are connected to the designated body of Sherwood Forest Hospitals NHS FT	251
Number of appraisal due in Quarter 3 (1 st October 2015-31 st December 2015)	46
Number of appraisals that took place in this reporting period	41
Number of appraisals for which an agreed postponement was agreed	1
Number of appraisal for which a postponement was not agreed	4

Those doctors without a formal postponement in place are being handled in line with the medical appraisal policy. We have 1 appraisee who is yet to submit their appraisal paperwork from Quarter 2. These are also being managed in line with policy.

The Trust is overall **98% compliant** with Medical Appraisal. The percentage of compliance for **Quarter 3 is 89%**.

2. GMC Connect & Revalidation

As of the 31st December 2015, there are currently **251** doctors under the designated responsibility of Sherwood Forest Hospitals.

(GMC Connect is an online platform which allows doctors to assign themselves under the Designated Body of Sherwood Forest Hospitals. The number of doctors assigned to Sherwood Forest Hospitals can differ from the number of doctors registered with our appraisal software. This is due to the number of licences that we hold for the system but we do offer all doctors an appraisal if they are due, regardless of the contracted time at the hospital. All temporary doctors use the Medical Appraisal Guide (MAG) to complete their appraisal.)

Revalidation for Quarter 3 is as follows:

	Doctors due for revalidation	Number of Doctors successfully revalidated	Number of doctors who have been deferred
October 2015	6	3	3
November 2015	7	6	1
December 2015	12	12	0

Any doctor that has a deferral recommendation made to the GMC is monitored through the Appraisal and Revalidation Workforce Group. A revalidation action plan is part of the wider Quality Assurance Framework in ensuring that there is a plan in place for any deferrals, monitors the progress and what is required by the doctor to achieve a positive outcome. The reason for these four deferrals are due to the doctors commencing with the Trust with insufficient evidence to make a positive recommendation to the GMC.

3. Independent Verification Visit

We reported in quarter 2 that we were scheduled to be visited by the Regional Medical Directorate on the 21st January 2016. This visit was to review our systems and processes for appraisal and revalidation which are based on the core standards of the RO regulations. On the 21st December 2015 the Trust was notified that our visit had been postponed following a review of our quarterly submission reports, Board reports and CQC report. They have re-prioritised the order of their independent reviews and a desktop review (in which we will submit evidence against the core standards) will replace the formal visit. The outcome of the desktop review will determine the date of a future independent visit.

4. 360 Assurance

At the October Board meeting it was reported that we would be commissioning 360 Assurance to undertake a review of appraisal and revalidation at the Trust in preparation and support of the visit scheduled for the 21st January 2016. This audit has been completed and will be submitted to the Audit Committee in March 2016. The 360 Assurance report will be detailed in the Quarter 4 appraisal and revalidation update to the Board of Directors. Overall the report is positive and we are already starting to complete the proposed actions.

5. Progress and Planning for Quarter 4

1. To maintain and improve the appraisal uptake.
2. To continue to support doctors through their revalidation to avoid deferral recommendations being made to the GMC.
3. To implement any proposed actions from the 360 Assurance Audit.
4. Await the outcome of the desktop review from NHS England.

For approval

The Board are asked to:-

1. Note the **appraisal uptake**
2. Support the **progress and planning for quarter 4** required to support revalidation

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