



<b>Paper No. SET/ 20/2022</b>	
	<b>Tick One ✓</b>
For discussion	
For approval	✓
For noting	

**Date of Trust Board Meeting:** 30<sup>th</sup> March 2022

**Confidential or Public Agenda:** Public

**Agenda item:** 7.4 Briefing Paper Medical Appraisal and Revalidation Annual Report

**1.0 Introduction**

This is an overview report to provide assurance to the Trust Board that the arrangements for Medical Appraisal and Revalidation have been operating effectively. This report forms part of the Medical Director’s duties as a Responsible Officer (RO) and covers the calendar years January to December 2019 and 2020 respectively. The appraisal cycle covering the calendar year for 2021 is ongoing.

**2.0 Background information**

Medical Revalidation was launched by the General Medical Council (GMC) in 2012 to strengthen the way doctors are regulated, with the aim of improving the quality of patient care, patient safety and increasing public trust and confidence in the medical profession. The process involves a 5 year cycle of annual appraisals, with both patient and peer feedback, to support the Responsible Officer, Mr Charlie Martyn, in making a recommendation to the GMC in relation to an individual’s fitness to retain a licence to practice. All doctors with a licence to practice are required to participate in the process and the GMC allocates each doctor to a designated body which oversees the local appraisal process. The number of doctors for whom the South Eastern H&SC Trust acts as a designated body is circa 400, although this varies throughout the year.

**3.0 Brief summary of key points contained in the paper/s**

1. During March 2020, the GMC suspended the revalidation and appraisal process in recognition of the impact of the pandemic on a doctor’s ability to prepare for appraisal and revalidation.
2. Although the Trust has performed highly, there has been an increase in the number of unapproved or missed appraisals. While the pandemic and the resulting extension of the appraisal process will have undoubtedly contributed towards this, measures have been taken to ensure all outstanding appraisals are completed as a priority.

3. Several challenges exist relating to the process. These relate to:
  - Maintaining engagement of all medical staff
  - Appraiser capacity and resource
  - Further development of the qualitative assurance aspects of the process
  
4. Future Focus and Aims
  - A shift in focus for revalidation from compliance to commitment will bring greater benefits to patient care and ultimately lead to sustainability of the process.
  - Greater emphasis within the process towards a supportive and learning culture where high quality is recognised and lessons are learned from mistakes.

**4.0 Recommendation/s for the Trust Board (please state if the paper/s is for information/noting or for approval by Board members)**

For review and approval

**Lead Director:** Mr Charlie Martyn

**Designation:** Medical Director and Responsible Officer

**Date:** 30 March 2022