

Medical Appraisal & Revalidation

Trust Board	Item: 12
Date: 5th June 2019	Enclosure: H
Purpose of the Report: To provide assurance to the Board regarding the Medical Appraisal and Revalidation process and to provide an update on plans for improving the process	
For: Information <input checked="" type="checkbox"/> Assurance <input type="checkbox"/> Discussion and input <input type="checkbox"/> Decision/approval <input type="checkbox"/>	
Sponsor (Executive Lead):	Dr Amira Girgis, Deputy Medical Director & Responsible Officer
Author:	Leigh Harris, Medical Appraisal and Revalidation Manager
Author Contact Details:	leighharris2@nhs.net
Risk Implications – Link to Assurance Framework or Corporate Risk Register:	Risk of falling appraisal performance due to static capacity and increasing demands.
Legal / Regulatory / Reputation Implications:	None
Link to Relevant CQC Domain: Safe <input type="checkbox"/> Effective <input type="checkbox"/> Caring <input type="checkbox"/> Responsive <input type="checkbox"/> Well Led <input checked="" type="checkbox"/>	
Link to Relevant Corporate Objective:	
Document Previously Considered By:	Executive Management Committee
Recommendations: To note the progress in compliance with medical appraisal and revalidation regulations.	

Executive Summary

Kingston Hospital NHS Foundation Trust is a Designated Body and as such, has a statutory requirement to make sure their doctors are supported and supervised in being up to date and fit to practice and can meet the requirements of revalidation.

This is the annual report on medical appraisal and revalidation which will assure the Trust Board that these processes are in place.

In November 2018, Dr Amira Girgis took over as Responsible Officer for the Trust. This role was previously held by Miss Jane Wilson, Medical Director.

All non-training doctors ie: Consultants, SAS, Bank and Trust Doctors must participate in annual appraisal. Every 5-years, the Responsible Officer will consider the outputs of the annual appraisals and will make a recommendation to the General Medical Council (GMC) regarding revalidation. There are three possible outcomes, a positive revalidation recommendation, a deferral request or notification of non-engagement with appraisal and revalidation processes.

We are now in the seventh year of medical revalidation. We have 99 additional connections since implementation. In 2018-19, 82 revalidation recommendations were made. This is expected to increase over the next two years.

The appraisal and revalidation function falls within the HR directorate and is led by a full-time Medical Appraisal and Revalidation Manager with the support of 0.4 WTE administration assistant. There is currently no formal budget assigned to this function, 2018-19 costs totalled £14,269 plus Band 6 (1 WTE) + Band 4 (0.4 WTE).

The Trust Board is asked to note the contents of the report and be assured that the process is working well and according to the standard required.