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## Welcome to the April 2013 issue of Responsible Officers' News

This month not only marks the change from 'year 0' to 'year 1' for revalidation, but also the creation of the largest designated body of all: NHS England (formerly the NHS Commissioning Board).

During year zero there was a requirement that medical leaders and the majority of responsible officers would be revalidated. At close of business on 1 April 2013, 2,819 of 2,820 revalidation submissions had been received.

This is indicative of the ongoing commitment from responsible officers and their teams to drive revalidation forward. The RST would like to thank all those who have played a role in bringing the healthcare sector towards its current state of readiness for revalidation. You have built a firm foundation on which the task of implementation can be built.

Throughout 2013-14, the RST will be working in partnership with NHS England, the GMC and others to support you during year 1 of implementation. We look forward to working with both familiar and new faces this year as together we bring revalidation into being, for the ultimate benefit of patient care.

Please pass this newsletter on to colleagues supporting the responsible officer, including appraisers, human resources and clinical governance teams.

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## Over 10,000 appraisers trained

By the end of February 2013, 10,114 appraisers had been trained to deliver 'revalidation ready' appraisals, surpassing the RST's target of training 10,000 appraisers across all sectors in England by 31 March 2013.

Between January 2012 and March 2013, the RST designed and piloted appraiser training materials for use across all sectors and specialties. Over 400 facilitators were trained to deliver the training consistently across the country. Two sets of training programmes were then rolled out through the regional revalidation teams: one for existing appraisers and one for new appraisers.

The aim was to ensure that all appraisers were performing medical appraisals for revalidation to

the same standard, providing the platform of consistency necessary for revalidation.

The number of appraisers trained represents more than 65% of all current appraisers - a phenomenal achievement that will ensure a consistent delivery of robust and valuable medical appraisals across the country. The RST would like to thank the regional revalidation teams and appraiser trainers who made this possible.

Some quotes from participants in the RST's 'train the trainer' events included:

"The interactive exercises and questions raised improved my understanding."

"A valuable day - inspired me to run a training day for the organisation's appraisers."

"A very valuable day. I have a few action points which I need to take back to the Trust."

For details of local appraiser training events please contact your [regional medical revalidation team](#)

You can download sample appraiser training materials [here](#)

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## **RST's first two doctors revalidated**

Two RST doctors have now been revalidated. Medical Director, Dr Anita Donley and Dr Debra King, Associate Director had their revalidations confirmed by the GMC on 8 March and 25 January respectively.

In addition to her RST role, Dr Debra King is Consultant Physician and Associate Medical Director for Appraisal and Revalidation at Wirral University Teaching Hospital NHS Foundation Trust where her role includes both clinical duties and managing and quality assuring the appraisal system for 300 doctors.

Commenting on the process, Dr King says:

"The process was painless as we have had a system of appraisal for ten years and were well prepared for revalidation. The only challenge was making sure everyone went through a 360 degree feedback process, which we introduced two years ago. The reflection on my practice helped me increase my skills."

Dr Anita Donley, Consultant Physician in acute care at Plymouth Hospitals NHS Trust also found the process useful:

"I found it useful to engage more closely with clinical governance and benchmark data. I can see how such data can be used to influence board-level priorities such as the quality and safety of patient care and to improve the accessibility and relevance of data within the organisation.

We need to think broadly about how we involve patients in medical appraisal and revalidation. The RST is currently working with patient representatives and other stakeholders to explore how we can best do this."

Dr King has the following advice for doctors about to go through the process:

"Don't worry. It is straightforward if you follow the GMC guidance and get organised. Collecting

supporting information continuously and being mindful of keeping it for your annual appraisal makes it all much easier!"

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## 2012 - 2013 readiness assessment underway

The latest interim ORSA exercise closed on 31 January. In light of the excellent results obtained in September 2012, only the following groups were invited to participate in this latest exercise:

- those rated red, amber, or grey in the interim ORSA in September 2012
- those newly identified since the interim ORSA in September 2012
- those that did not engage in the interim ORSA in September 2012
- all locum agencies
- other designated bodies nominated at the discretion of the Strategic Health Authority (SHA) or SHA cluster.

124 returns were received from the 141 organisations that were approached, equating to a return rate of 88%. A report on the exercise has been shared with the DH, GMC, NHS England and regional revalidation teams. It will be presented to ERIB for information in April.

A full national ORSA exercise will be carried out during April and May to identify the latest position in terms of the readiness of designated bodies in England. The exercise will provide information about a number of designated bodies that come in to being on 1 April 2013, for example the new NHS England area teams. Regional teams will be overseeing and co-ordinating the exercise which commenced at the beginning of April.

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## NHS England update

The RST continues to work with NHS England in support of its function as a designated body. This has included the roll out of a readiness questionnaire within NHS England, which has helped identify key areas of focus in the coming months.

### **Policies**

The RST has supported the preparation of key policies, including a working draft medical appraisal policy and a policy for managing concerns about the performance of primary care practitioners. NHS England will continue discussion and consultation on both policies over the next six months. Work is also underway to develop an NHS England policy on responding to concerns about employed medical practitioners.

### **People**

Dr Mike Bewick has been appointed as Deputy Medical Director (Primary Care), with overall responsibility for leading on revalidation for all doctors with a prescribed connection to NHS England. He reports to Professor Sir Bruce Keogh, Medical Director of NHS England.

### **Events**

NHS England is holding an introductory event for all NHS England responsible officers and their deputies on Monday 15 April in London. Chaired by Mike Bewick, the day aims to ensure a consistent knowledge base on revalidation throughout NHS England and to give NHS England responsible officers the chance to network, share ideas and debate issues. The event will

include sessions from NHS England, the RST, DH and GMC on the role of the responsible officer and revalidation from a national perspective.

Find out more about NHS England's work on [revalidation](#)

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## Responsible officer regulations amended

Amendments to the responsible officer regulations came into force on 1 April. These ensure that doctors are connected appropriately to the new bodies such as the local education and training boards (LETBs) and NHS England. They also designate the Pathology Delivery Board, British College of Aesthetic Medicine, Faculty of Homeopathy and Faculty of Medical Leadership and Management.

The regulations clarify that language checking is part of the usual pre-employment checks.

You can find the *The Medical Profession (Responsible Officers) (Amendment) Regulations 2013* [here](#)

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## Revised RST guidance published

The RST has revised its four key guidance documents, which are designed to help healthcare organisations prepare for and implement revalidation. These are:

- *Medical Appraisal Guide*
- *Information Management for Revalidation in England*
- *Supporting Doctors to Provide Safer Healthcare*
- *Quality Assurance of Medical Appraisers*

The documents have been updated to include developments during 2012-13 and references to new versions of the responsible officer regulations and *Good Medical Practice*. The principles behind the guidance have not changed.

Read the updated [guidance](#)

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## GMC launched updated edition of Good Medical Practice

The latest edition of *Good Medical Practice*, the General Medical Council's core guidance for doctors was launched on 25 March.

The updated edition includes new duties about doctors' responsibilities relating to basic care and the continuity of care of their patients. Following extensive consultation, the document is shorter, with more detailed advice on specific issues moved to separate explanatory guidance.

To make it easier for doctors to have an annual appraisal based on *Good Medical Practice*, the guidance has been restructured under the same four headings used in appraisals.

The guidance comes into effect on 22 April 2013. This means doctors need to have understood

and be applying these principles in their practice by then. At this point, the GMC will also publish:

- new online learning tools to help doctors understand and apply the guidance, and
- a guide for patients on what they can expect from their doctor.

Access an electronic version of the guidance on the [GMC website](#)

### **Good Medical Practice Framework for Appraisal and Revalidation**

The GMC has also updated its *Good Medical Practice Framework for Appraisal and Revalidation*. References have been updated to match the new *Good Medical Practice* and explanatory guidance, but the principles behind the framework remain the same and no changes have been made to the text.

Download the [Good Medical Practice Framework for Appraisal and Revalidation](#)

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## **NHS Update on RST website usability**

Thank you to those of you who responded to our website usability survey or took part in user testing sessions. We had 142 responses to our online survey and 12 people took part in one-to-one user-testing sessions in January.

Following this process, an accessibility audit and consideration of our Google Analytics data, we've identified the strengths of the website and some areas to work on.

Users generally perceived the RST website professional and 'on brand'. They felt that the site provided the right content and key information and downloadable material was easy to find for most.

### **Actions**

We're working on a number of changes to the site's content, design and the way it is organised. For example:

- We're developing more specific content for each audience group. So far, we've developed a set of tailored FAQs for responsible officers, appraisers and doctors. Read the [FAQs](#)
- We're developing content that is presented in a clearer way, for example by using more diagrams or checklists. Look out for our '10 steps to revalidation' page for doctors, which will go live shortly.
- We'll be streamlining our homepage and top navigation to make it easier for you to find the key information you really want.
- We're making changes to the standard page template to make it easier for you to understand where you are in the site and where to go next.

Further updates will go live during April and May. If you have any suggestions, questions or comments as this work develops, please [contact Julie Pottinger, External Relations Manager](#)

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## **Help us to improve this newsletter**

RO News celebrates its 2<sup>nd</sup> birthday next month. The programme has come a long way since May 2011 and there are also a number of new faces. Whether you're a fresh face or a veteran we'd welcome your views on the newsletter and what we can do to make it as useful as possible to you. Please complete this short survey, which will only take 10 minutes of your time.

[Complete the survey](#)

## Feedback or questions

We hope you have enjoyed reading this issue. If you have any feedback or questions, please contact:

[Nigel Woods](#), Head of Implementation Support, NHS Revalidation Support Team.

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