Appraisals and Revalidation for Locum Doctors

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Lead Appraiser – A Locum Group

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RO for Locum agencies
Appraiser and Appraisers trainer
It is not a SMALL sector!!

NHS England (North) Number of doctors by sector and type

- Consultant (13,025)
- Staff Grade, Associate Specialist, Specialty Doctor (2,772)
- Doctors on Performers Lists (12,547)
- Doctors with Practising Privileges (70)
- Temporary or Short-term Contract Holder (2,636)
- Other (245)

www.england.nhs.uk
So Why are we Discussing it ??

Appraisal uptake by grade, year on year

<table>
<thead>
<tr>
<th>Doctor Type</th>
<th>Mar-11</th>
<th>Mar-12</th>
<th>Mar-13</th>
<th>Mar-14</th>
<th>Mar-15</th>
</tr>
</thead>
<tbody>
<tr>
<td>Consultant</td>
<td>64.1%</td>
<td>73.9%</td>
<td>75.1%</td>
<td>86.3%</td>
<td>87.3%</td>
</tr>
<tr>
<td>Staff Grade, Associate Specialist</td>
<td>35.6%</td>
<td>53.5%</td>
<td>63.9%</td>
<td>78.6%</td>
<td>83.9%</td>
</tr>
<tr>
<td>General Practitioner</td>
<td>79.0%</td>
<td>90.1%</td>
<td>90.3%</td>
<td>91.6%</td>
<td>93.2%</td>
</tr>
<tr>
<td>Practising Privileges</td>
<td>13.6%</td>
<td>69.0%</td>
<td>99.2%</td>
<td>74.2%</td>
<td>84.7%</td>
</tr>
<tr>
<td>Temporary or Short-term Contract</td>
<td>0.0%</td>
<td>23.8%</td>
<td>41.8%</td>
<td>53.9%</td>
<td>65.7%</td>
</tr>
<tr>
<td>Other</td>
<td>27.1%</td>
<td>33.4%</td>
<td>52.3%</td>
<td>67.0%</td>
<td>76.0%</td>
</tr>
<tr>
<td>Total Doctors</td>
<td>63.3%</td>
<td>72.7%</td>
<td>76.1%</td>
<td>83.8%</td>
<td>86.2%</td>
</tr>
</tbody>
</table>
What we hope to achieve Today

- Identify issues affecting Locum Doctors in achieving a robust appraisal and getting revalidated
- Dispel some myths and lack of clarity about locum doctors appraisals
- Identify ideas, suggestions, proposals to render the process easier and better
Programme for Today

- Presentation
- Problems and Issues facing Locum Doctors
- Proposed solutions to above problems
  - ideas, suggestions, proposals
Types of Locum Appointments

- Long term in fixed job
- Long term in an institution but with changing roles
- Short term such as few weeks
- Very short term i.e. few days
- Outside of working time i.e. mainly nights or evenings
- Doctors mainly working abroad with short UK locum
Issues and problems
Documentation!!!!!
Evidence !!!!!
Reflections!!!!!
Standards Expected of a Locum
Standards Expected of a Locum

SAME as any other Doctor
Problems

- Unfamiliarity with process
- Reflection and Evidence
- IT skills
- Less emphasis on “soft skills”
- Lack of supervision and mentoring
- No Team
Job Plan

- Usually non existent
- Can be replaced by a through scope of work
  - Accurate???
CPD

- CPD lack of access to internal CPD
- No CPD budget
- Lose days finance

“As a freelance locum GP I receive no remuneration for the hours of study and preparation. I would have to pay for any courses myself and am already struggling to justify the financial costs of continuing to work.”

- Lack interest
- No Direction
QIP
Possible or Impossible?
audit
CBDs
Case reviews
short surveys
PDP

- Issues on completing some PDP as dependent on “Other” factors
- Issues of Proposing a PDP as future jobs uncertain or unsure
- Comply with mandatory training
- SMARTer PDP
Own Experience

- Unfamiliarity
- Poor expectations
- CPD mainly online
- Poor idea of what different types of audits or QIP
- Expect that it will be APPRAISER Driven
Workshop
Problems and Good Practice

- For Locums doctors
- For Appraisers of Locums
- For Responsible Officers of locums
- For Locum Agencies
- For Employers of Locums
- for GMC
Good Practice
Proposal and Suggestions
Thank you
Let's talk