

Meeting of the Board of Directors - **Public**

8th July 2021

Paper title:	Annual report on Medical Revalidation and Appraisal Statement of Compliance for GMC	Agenda item 23
Presented by:	David Sims, Medical Director	
Prepared by:	David Sims, Medical Director	

Purpose of the report		
This report presents the current situation with regards to medical revalidation and appraisal and asks the board to agree a statement of compliance for the General Medical Council	For approval	x
	For discussion	
	For information	

Executive summary		
The national circumstances changed in March 2020 and all revalidation was paused. Revalidation restarted from April 2021. BDCFT has continued appraisals through the pandemic. Support for appraisals and revalidation is continuing with in the trust. The trust continues to work with GMC and NHS Resolution in regard to Fitness to Practice investigations. NHS England is not issuing an Annual Organisational Audit for 2021 but recommending a trust board report and signature of compliance for GMC.		
Do the recommendations in this paper have any impact upon the requirements of the protected groups identified by the Equality Act?	State below 'Yes' or 'No' No	If yes please set out what action has been taken to address this in your paper

Recommendation
<p>The Trust Board is asked to:</p> <ul style="list-style-type: none"> Agree the statement of compliance and the chief executive is asked to sign this for return to NHS England

Strategic vision				
Please mark those that apply with an X				
Providing excellent quality services and seamless access	Creating the best place to work	Supporting people to live to their fullest potential	Financial sustainability growth and innovation	Governance and well-led
x				x

Care Quality Commission domains				
Please mark those that apply with an X				
Safe	Effective	Responsive	Caring	Well Led
x	x			x

Relationship to the Board Assurance Framework (BAF)	<p>The work contained with this report links to the following strategic risk(s) as identified in the BAF:</p> <ul style="list-style-type: none"> To provide excellent quality services To provide our staff with the best place to work To support people to live to their fullest potential, to be as healthy as possible
Links to the Supporting Operational Risk Register	<p>The work contained with this report links to the following corporate risk(s) as identified in the Supporting Operational Risk Register:</p> <ul style="list-style-type: none"> n/a
Compliance and regulatory implications	<p>The following compliance and regulatory implications have been identified as a result of the work outlined in this report:</p> <ul style="list-style-type: none"> n/a

Board of Directors

Annual Report to Board in regard of Medical Revalidation and Appraisal And Statement of Compliance for General Medical Council

8th July 2021

1 General

The General Medical Council have made changes to the implementation and governance of revalidation and appraisal in response to the pandemic of coronavirus. There is no annual organisational audit required from trusts. This report replaces that. The GMC are asking trusts to make a statement of compliance based on a report from the Responsible Officer. The trust has had no change in Responsible Officer this year. The Responsible Officer maintains an accurate record of licensed medical practitioners with a prescribed connection to the designated body using GMC connect. This is reviewed regularly.

All doctors, including those on locum and temporary contracts have access to the trust medical training programme. This has moved to an online approach since March 2020. The attendance at these weekly training events has increased through the pandemic. Doctors are encouraged to make use of national and regional events which is monitored through appraisal.

2 Effective Appraisal

At the start of the pandemic the GMC delayed all appraisals. In this trust we made the decision to continue with appraisal but to allow doctors with a compelling work reason to delay their appraisal. We felt that doctors needed the opportunity to reflect on their experience using the skills of trained appraisers. National appraisal restarted in October 2020 with a focus on the experience of working through COVID. This is the emphasis we have taken with our own medical workforce.

Each appraisal is reviewed by the responsible officer. The appraisals have remained of a high quality through the last year. There have been some appraisals showing a particularly high quality of reflection on the experience of adapting practice through the pandemic. Appraisers and the medical workforce have regular learning events on appraisal led by the medical appraisal lead, Dr Mahmood Khan.

3 Medical Recommendations

The GMC initially postponed all recommendations for revalidation for 1 year. Revalidation is based on 5 appraisals which will be taken in 6 years during the current revalidation period. The revalidation cycle is now back on track for doctors.

The trust has 61 licensed doctors with a prescribed connection. All of these doctors will have an appraisal in the current year. There are no doctors who have deferred revalidation for non-engagement.

Following recommendation in Responsible Officer training the trust set up a Responsible Officer Advisory group in September 2020. This group reviews all doctors before recommendation for revalidation as well as advising the responsible officer on non-engagement and fitness to practice issues.

4 Medical governance

The trust maintains robust approaches for medical governance. This includes regular conversations with the GMC as regulator and also with NHS Resolution. The trust has 2 senior doctors trained in Maintaining High Professional Standards who can work as case investigators when required. The trust maintains comprehensive pre-employment checks for medical staff, including working with Health Education England in regard to doctors in training posts.

The trust has one doctor with undertakings required by the GMC, which is monitored by the medical director. This has also been reviewed by NHS Resolution who have closed the case.

The trust works with Health Education England with regards to exception reporting for doctors in training. There have been 2 exception reports made to HEE from trainees in the past 12 months regarding serious incidents investigated in the trust. In neither of these cases has concern been raised about the actions of the doctor in training. The process is to raise a report and then a follow up report after investigation. One of these reports has been through both steps.

Statement of Compliance:

The Board of Bradford District Care NHS Foundation Trust has reviewed the content of this report and can confirm the organisation is compliant with The Medical Profession (Responsible Officers) Regulations 2010 (as amended in 2013).

Signed on behalf of the designated body
[(Chief executive or chairman (or executive if no board exists)]

Official name of designated body: Bradford District Care NHS Foundation Trust

Name:
Signed:
Role:
Date: