**NHS Greater Glasgow and Clyde**

**Revalidation Newsletter – March 2019**

**Secondary Care – Consultants and Specialty Doctors**

**Medical Revalidation Webpage**

If you need guidance on any of the aspects of medical revalidation, including patient questionnaires, complaints or significant clinical incident certificates, you will find it on the medical revalidation page on **HR Connect** by following the link below:

<http://www.nhsggc.org.uk/working-with-us/hr-connect/policies-and-staff-governance/medical-and-dental-policies/medical-revalidation-and-appraisal/>

If you need any specific guidance, email medical.revalidation@ggc.scot.nhs.uk

**Medical Revalidation Quality Assurance Review 2017-18**

<http://www.appraisal.nes.scot.nhs.uk/media/324757/medical-revalidation-quality-assurance-review-interactive.pdf>

Ownership for the Annual Quality Assurance Review has moved from Health Care Improvement Scotland (HIS) to the Medical Appraisal Team within NHS Education for Scotland, as they also maintain the Scottish Online Appraisal Resource (SOAR) system. This report compares the appraisal rates across Scotland and Greater Glasgow and Clyde Health Board was pleased to note that they achieved 94% appraisal completion for the appraisal years 2017-18. Although this reflected a 1% shortfall from the previous year of 2016-17, the Board still performs well in the Scottish comparative review. The recommendations from the report were noted and are summarised as:

1. Ensuring the organisation has sufficient numbers of appraisers in place to provide an appraisal services to all doctors with whom there is a prescribed connection.
2. That organisations report annual on progress with medical appraisal and revalidation through formal local governance arrangements.
3. Organisations should continue to share information between organisations when a doctor has more than one employer.

**Actions**

New Appraisers Training

We are keen to recruit new appraisers to replace those who are retiring or demitting from the role of appraiser. Local appraisal leads will be keen to hear from enthusiastic Consultants or Specialty Doctors who have been in post for more than 3 years. High quality training is available from NES. Feedback from those undertaking the role is positive and the skills learned are also useful out with the appraisal arena. We would ask that new appraisers undertake 10 appraisals a year and that they should have agreed with their Clinical Director appropriate SPA time within the job plan for this.

<http://www.appriasal.nes.scot.nhs.uk/be-an-appriaser.aspx>

If you are an existing appraiser and are keen to get refresher one day appraiser training, this is also available through this link.

<http://www.appraisal.nes.scot.nhs.uk/be-an-appraiser/application-sc/refresher.aspx>

**Whole of Practice Appraisal**

The recent GMC guidance on ‘taking revalidation forward’ emphasises the need that the annual appraisal undertaken in Greater Glasgow and Clyde should cover the whole of practice. This means that appraisees should bring information from their private or other non-NHS practice and that this is reflected on within the appraisal process and noted within the Form 4. We have contacted the local private providers and they have agreed to provide doctors with adequate information to allow this area of practice to be discussed at appraisal, ie, extent of practice, any significant incidents or complaints.

**Planning Ahead**

We aim to have more than 95% of our doctors having annual appraisal completed each year and recognise that unexpected absences or other pressures can cause difficulties**. It is the responsibility of each doctor to ensure that they have annual appraisal** and we suggest that this is done best by planning ahead. We have asked our appraisal teams to give a target phase for doctors to complete appraisal and would asked that you contact your appraiser for a date as soon as possible. Appraisers should consider contacting appraisees at the start of each phase so that they can manage their appraisal work throughout the calendar year rather than compressing it into a short period before the end of each phase.

**Recognition of Trainer Update**

Firstly a huge thank you to those of you who are trainers – you are the keystone to training within NHSGGC.

During **2019 Year of the Trainer – Valuing trainers - promoting excellence** - our aim is to make any process around recognition for trainers as straightforward as possible.

As per GMC standards all trainers have to be recognised by the GMC. The fundamental requirements are that you –

1. Have a licence to practice
2. Have time in your job plan
3. Have evidence of being trained to train

In addition during each revalidation cycle, as part of appraisal for training, there are 7 areas for development as a trainer.

Within NHSGGC there are several trainer updates being held this year and dates will be available from your local medical education team.

If you are a new trainer, there are 2 Trainer Induction sessions being provided over the next 6 months – please look out for these dates.

All of these courses are entirely appropriate for either the training element of the 3 fundamental requirements or as CPD for appraisal for training.

Dr Michael Brett Michael.Brett@ggc.scot.nhs.uk is the Associate Director or Medical Education who has responsibility for our recognition of training (RoT) processes.

Prior to the start of this year’s Scottish Medical Education Conference we are hosting a **2019 Year of the Trainer – Valuing trainers - promoting excellence** session. This will run from 10:00 – 12:30 on the 9th of May 2019. This session is open to all, mapped to the 7 areas of the Academy of Medical Educators framework, and can be utilised as recognition of training evidence for your appraisal.

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