**NHS Greater Glasgow and Clyde**

**Revalidation Newsletter – October 2020**

**Secondary Care – Consultants, Specialty Doctors and Clinical Fellows**

**Medical Revalidation Webpage**

For guidance on any of the aspects of medical appraisal and revalidation, including access to patient questionnaires, complaints certificates or multisource feedback please access the following link:-

<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 assistance with the allocation of appraiser please contact your local administrator/Appraisal Lead as below:-

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| --- | --- | --- |
| Mental Health:  | Una.Graham@ggc.scot.nhs.uk | Admin Support: Tracey.McKibbens@ggc.scot.nhs.uk |
| North:  | mairi-annemackinnon@nhs.net | Admin Support: Donna.Sharpe@ggc.scot.nhs.uk |
| South:  | Scott.Muir@ggc.scot.nhs.uk | Admin Support: Shona.Young2@ggc.scot.nhs.uk |
| Clyde:  | Mathis.Heydtmann@ggc.scot.nhs.uk | Admin Support: Andrew.Gardner@ggc.scot.nhs.uk |
| Women & Childrens:  | Philip.Davies@ggc.scot.nhsuk  | Admin Support: Lynda.Lawson@ggc.scot.nhs.uk |
| Regional: | David.Dodds@ggc.scot.nhs.uk | Admin Support: Nichola.Thompson2@ggc.scot.nhs.uk  |
| Diagnostics:  | Alasdair.McCafferty@ggc.scot.nhs.uk  | Admin Support: Noreen.Sheerin@ggc.scot.nhs.uk  |

If you need any other specific guidance or are awaiting the allocation of an appraiser, please email medical.revalidation@ggc.scot.nhs.uk

**The restarting of the appraisal process from 1 October 2020**

After a 6 month pause in routine appraisals, the Chief Medical Officer has given the go-ahead for appraisals to resume. The focus of appraisal will be on support and wellbeing, recognising the challenging impact of dealing with the COVID pandemic. Royal Colleges have waived nominal targets for CPD hours to be logged in diaries given that study leave was halted for a significant period. We will continue to use SOAR to record the appraisal and ask appraisees that if they have no evidence in a section, they just note this and make a comment within the relevant box. The GMC core requirements for making a revalidation recommendation have not changed. All doctors must continue to submit material pertaining to patient safety such as compliments, complaints and reflections on adverse events. Doctors should also continue to upload any supporting information that they have been able to collect. Appraisers have been asked to note the flexibility required to allow the appraisal to be a useful and supportive process for the doctor.

**Please make contact with your appraisers now to arrange a date. Within GGC, appraisals can be undertaken virtually using Microsoft Teams or face-to-face with appropriate social distancing.**

The GMC had deferred a cohort of doctors who were due to revalidate from 17th March 2020 to 16th March 2021 for one year, and also recently deferred a further cohort of doctors due to revalidate from 17th March 2021 – 31st July 2021 (who had not previously been deferred as a result of the pandemic) for a period of four months. These doctors remain under notice for revalidation by the GMC and the Responsible Officer may be able to submit a recommendation for revalidation as long as appraisal evidence is in place including evidence of multisource feedback or patient feedback within the last 5 years. The appraisal team is actively managing this to avoid a bottleneck of doctors requiring to complete the necessary appraisals and feedback mechanisms in a short period in 2021/22.

Doctors within their final year of practice prior to retirement and within one year of revalidation may have this date brought forward assuming appropriate appraisal evidence and support from medical managers. Please contact medical.revalidation@ggc.scot.nhs.uk if you wish to discuss.

**Appraisal Training**

We are keen to recruit new appraisers in secondary care. Training is provided by NES and, at present, the courses are being run virtually <http://www.appraisal.nes.scot.nhs.uk/be-an-appraiser.aspx>

Courses were on hold over the summer and autumn dates for November are full, however, dates are scheduled to take place in early 2021 and we are keen that this training is undertaken to allow a new core of appraisers to take on this role in 2022. Please discuss this with your Lead Clinician or Clinical Director to agree the potential SPA time going forward for this important and rewarding role.

**GMC Updates**

The GMC have written to us to indicate that they are going to update the guidance and supporting information for appraisal and revalidation in November. They will continue to take a flexible and proportionate approach to revalidation, to encourage doctors to maximise the benefits they can have for both their professional development and personal wellbeing. They highlight to us the importance of supportive, compassionate and inclusive environments that deliver safe care. They note the findings of the report from Professor Michael West and Dame Denise Coia’s “Caring for Doctors Caring for Patients” <https://www.gmc-uk.org/-/media/documents/caring-for-doctors-caring-for-patients_pdf-80706341.pdf> and Dr Atewologun and Roger Kline’s Fair to Refer <https://www.gmc-uk.org/-/media/documents/fair-to-refer-report_pdf-79011677.pdf>. GGC have reviewed these GMC publications and are committed to implementing any necessary changes to enhance wellbeing at work and appropriate support for clinicians working in challenging times.

**Further Information**

Clinical Fellows working at all levels are now able to access the NES Professional Portfolio in order to record their supporting information for appraisal, in addition to completing their SOAR Forms. For information regarding the NES Professional Portfolio, please contact Joanna Cuthbert, Senior Product Manager, NES at: joanna.cuthbert@nes.scot.nhs.uk, or for other questions regarding the Clinical Fellow appraisal process, please contact: medical.revalidation@ggc.scot.nhs.uk.

GGC Staffnet under HR Connect has very useful information on medical appraisal and revalidation. I am also happy to be contacted directly.

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

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Responsible Officer Secondary Care

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