

# A Practical Guide to Strengthened Appraisal and Revalidation The Way Ahead

## Topics include:

- Medical Revalidation: the way ahead
- Developing and assessing the standards for the specialist elements of consultant Revalidation
- Assuring the quality of strengthened Appraisal to support Revalidation
- Assessing competencies for Revalidation
- Testing the GMP framework in action: mapping information against the framework Learning from Scotland
- Appraisal and Revalidation: bringing it all together developments from the strengthened Appraisal pilot site
- Medical Revalidation: piloting the process
- How clinical audit and outcomes information should support Revalidation
- Tackling performance concerns and the responsible officer: an update
- Supporting doctors in difficulty: including the GMC affiliate role and addressing health concerns
- Bringing it all together in an NHS organisation

## Chair and speakers include:

### Dr Nick Lyons

*Medical Director and Clinical Lead for the Pathfinder Pilots  
The NHS Revalidation Support Team*

### Professor Antony Narula

*Lead for Revalidation and Treasurer  
The Royal College of Surgeons*

### Dr Ian Starke

*Medical Director for Revalidation  
The Royal College of Physicians of London  
and Lead Mersey Appraisal Pilots*



An IHM recognised conference



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Revalidation Support Team



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THURSDAY 21 OCTOBER 2010 MANCHESTER CONFERENCE CENTRE, MANCHESTER



"...the Secretary of State announced that the government will press ahead immediately with the introduction of Responsible Officers who will oversee the system of revalidation locally. He also made it clear that all this must be based on strong local arrangements for organising and monitoring clinical care both in hospitals and GP surgeries. The decision to extend piloting of revalidation in England will ensure that these systems are sufficiently robust without being burdensome or bureaucratic for doctors or employers. There is a major challenge here – making sure that hospitals, clinics and surgeries all have proper arrangements for monitoring and learning from the clinical care they provide. Nothing less should be expected from a modern healthcare system committed to safety and excellence."

THE GMC, STATEMENT FOLLOWING ANNOUNCEMENT FROM THE SECRETARY OF STATE, ANDREW LANSLEY, REGARDING REVALIDATION, JUNE 2010

Through a series of presentation, this practical one day conference chaired by **Dr Nick Lyons** *Medical Director and Clinical Lead for the Pathfinder Pilots* The NHS Revalidation Support Team focuses on strengthening Appraisals and Revalidation looking at the way ahead. The conference opens with a presentation on Medical Revalidation and will discuss how Revalidation will work, what doctors and employers will be required to do, how patients will be involved, how and when Revalidation will be introduced, and the way ahead.

**Dr Ian Finlay** *Senior Medical Officer* for the Scottish Government Health Directorate will discuss identifying and assessing sources of information, and assessment tools blueprinted against the four domains of the GMP framework.

The conference continues with a presentation from **Dr Nick Lyons** *Medical Director and Clinical Lead for the Pathfinder Pilots* The NHS Revalidation Support Team, who will discuss assessing the readiness for medical Revalidation in your organisation, findings from the preparing for Revalidation AQMAR project, and update on the Revalidation pathfinder pilot sites, learning form any concerns flagged up by the pilot sites, the early adopter programmes – 'going live' in 2011. **Dr Ian Starke**, *Medical Director for Revalidation*, The Royal College of Physicians London and Lead for the Mersey Appraisal Pilots will then update delegates on the lessons from the Revalidation Pilots.

The afternoon sessions will focus on tackling performance concerns and supporting clinicians in difficulty and will provide an update on tackling performance concerns and the responsible officer, what has been learnt so far from the responsible officer pilot sites and moving forward with tackling concerns.

In light of the recent announcement by Andrew Lansley that the government will press ahead immediately with the introduction of Responsible Officers, the conference concludes with a presentation from **Mr David Evans** *Medical Director* Northumbria Healthcare NHS Trust and *Trainer* The National Clinical Assessment Service who will discuss managing a proportionate response to a concern, ensuring concerns are acted on quickly, developing a fair and consistent approach to managing informal concerns and confirmed poor performance, enabling and supporting doctors to overcome performance issues and concerns through resolution, remedial and development action.

**10.00 Chairman's introduction**

**10.10 Medical Revalidation: the way ahead**

**Invited Speaker, The General Medical Council**

- medical Revalidation: an update
- how Revalidation will work, what doctors and employers will be required to do, how patients will be involved, and how and when Revalidation will be introduced
- delivering Revalidation: the way ahead

**10.40 Developing and assessing the standards for the specialist elements of consultant Revalidation**

**Professor Antony Narula**  
*Lead for Revalidation and Treasurer*  
The Royal College of Surgeons

- setting standards through the specialist standards framework: domains and general good practice
- defining standards and criteria for methods and evidence used to demonstrate specialist practice
- developing and validating the tools for the assessment of standards
- moving forward change

11.10 Questions and answers, followed by coffee and exhibition at 11.20

**11.45 Assuring the quality of strengthened Appraisal to support Revalidation**

**Dr Peter Belfield**  
*Medical Director and Consultant Geriatrician*  
Leeds Teaching Hospitals NHS Trust

- integrating the GMC core module within existing Appraisal systems
- incorporating performance review and assessment
- how the Appraisal discussion, planning and evidence will change

**12.10 Assessing competencies for Revalidation**

**Dr Mahesh Nagar**  
*Associate Medical Director Lead for Revalidation and Consultant Anaesthetist*  
The Mid Yorkshire Hospital NHS Trust

- supporting consultants from appointment to retirement
- assessing individual competencies for Revalidation
- tackling Revalidation concerns at an early stage

**12.35 Testing the GMP framework in action: mapping information against the framework Learning from Scotland**

**Dr Ian Finlay**  
*Senior Medical Officer*  
for the Scottish Government Health Directorate  
Leading on Medical Revalidation

- identifying and assessing sources of information
- testing the GMP framework in action
- assessment tools blueprinted against the four domains of the GMP framework

13.00 Questions and answers, followed by lunch and exhibition 13.10

**13.50 Appraisal and Revalidation: bringing it all together developments from the Revalidation Pilots**

**Dr Ian Starke**  
*Medical Director for Revalidation*  
The Royal College of Physicians of London and  
Lead Mersey Appraisal Pilots

- testing the revised system for reliability and robustness
- how effective will five appraisals be in informing a recommendation on Revalidation
- implementation in practice: resource implications and the role of the Appraisal co-ordinator
- lessons from the Revalidation pilots

**14.20 Medical Revalidation: piloting the process**

**Dr Nick Lyons**  
*Medical Director and Clinical Lead for the Pathfinder Pilots*  
The NHS Revalidation Support Team

- assessing the readiness for medical Revalidation in your organisation: findings from the preparing for Revalidation (AQMAR) project
- an update on the Revalidation pathfinder pilot sites – testing the elements of the Revalidation system in practice
- learning from any concerns flagged up by the pilot sites
- plans for remediation
- the early adopter programmes – 'Going Live' in 2011

**14.50 How clinical audit and outcomes information should support Revalidation**

*HQIP have responsibility for the National Clinical Audit and Patient Outcomes Programme working with all royal colleges to synthesise a joint position for the Academy of Medical Royal Colleges on how audit should contribute to revalidation. HQIP are working on a guide for appraisers on how they assess competence in audit for revalidation*

**Robin Burgess**  
*Chief Executive*  
The Healthcare Quality Improvement Partnership (HQIP)

- how clinical audit and outcomes should contribute to Revalidation
- a guide for appraisers on assessing competence in clinical audit for Revalidation
- examples of good practice

15.15 Questions and answers, followed by tea and exhibition 15.25

**FOCUS: TACKLING PERFORMANCE CONCERNS AND SUPPORTING CLINICIANS IN DIFFICULTY**

**15.45 Supporting doctors in difficulty: including the GMC affiliate role and addressing health concerns**

**Lucy Warner**  
*Chief Executive Practitioner Health Programme and Member Tackling Concerns Locally White Paper Implementation Group and GMC Affiliate* Department of Health

- developing the role of the Regional Medical Regulatory Support Team as part of the London pilot
- managing doctors in difficulty and those who fall short of the required standards for Revalidation

**16.15 Bringing it all together in an NHS organisation**

**Mr David Evans**  
*Medical Director Northumbria Healthcare NHS Trust and Trainer* The National Clinical Assessment Service

- moving forward with the responsible officer role
- managing a proportionate response to a concern
- ensuring concerns are acted on quickly
- developing a fair and consistent approach to managing informal, formal concerns and confirmed poor performance
- enabling and supporting doctors to overcome performance issues and concerns through resolution, remedial and developmental action

16.45 Questions and answers, followed by close 17.00

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### Venue

Manchester Conference Centre, UMIST, Weston Building, Sackville Street, Manchester, M1 3BB. A map of the venue will be sent with confirmation of your booking.

### Date

Thursday 21 October 2010.

### Conference fee

- £365 + VAT (£428.88) for NHS, social care, private healthcare organisations and universities.  
 £300 + VAT (£352.50) for voluntary sector/charities.  
 £495 + VAT (£581.63) for commercial organisations.  
 £300 + VAT (£352.50) for IHM members.

The fee includes lunch, refreshments and a copy of the conference handbook. VAT at 17.5%.

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This conference is recognised by the IHM, CPD Accredited by the Royal College of Physicians, London and approved by the Association of Surgeons of Great Britain and Ireland.

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