

NHS Greater Glasgow and Clyde

Revalidation Update Newsletter 3 – October 2012

Secondary Care – Consultants and Specialty Doctors

As you may have seen, the Secretary of State for Health at Westminster, Jeremy Hunt, has confirmed that revalidation will commence from December 2012. This makes it more important than ever that we proceed with appraisals in a timely fashion. We still expect those who will be revalidated from April 2013 onwards (ie those with penultimate GMC numbers of 4 or 6) to complete their appraisals by the end of December 2012.

Appraisals should be recorded using the new NHS Scotland Appraisal paperwork. I would ask all doctors to complete their appraisal online using the Scottish Online Appraisal Resource (SOAR). This will assist greatly in record keeping and ensure that through audit, the process can be quality assured. To register with SOAR please access the following website <https://online.scottishappraisal.scot.nhs.uk>. For the SOAR database to work, both appraiser and appraisee must have a login otherwise they cannot be matched on the system.

We will be monitoring how closely doctors are able to adhere to this timetable. Those not in the first revalidation tranche will have until the end of March 2013 to complete their appraisals. It is important to realise that unless your appraisal took place before August 2012, you should be using the new Scottish Government paperwork and guidance. Materially this means your appraiser should have been chosen for you through your directorate. As the practicalities around the appraisal and revalidation process pick up pace, we are beginning to get questions about the detail of the process and learning valuable lessons as a result. Most of the questions centre around patient questionnaires and colleague multisource feedback.

Patient Questionnaires

The Responsible Officer has clarified with the GMC that the expectation is that the vast majority of doctors will attempt to acquire some patient feedback. The only exceptions we have agreed so far are doctors in Public Health and Laboratory Medicine specialties who do not have direct patient contact. We are currently working through a process where other exceptions would be agreed by the Responsible Officer following advice from the Board Revalidation Committee and appropriate clinical leads.

The GMC are keen that doctors are imaginative about acquiring patient feedback but recognise the time pressures of this initial revalidation phase.

We would like to reiterate that the Board is **only** administering the CARE questionnaire as a means of either patient or carer feedback. There is no minimum number of questionnaires required in this first phase but you will be expected to circulate **25** to patients or carers. The questionnaires, which you can obtain from Medical Staffing, are specifically set up to be machine read and contain your GMC reference number. We would also be grateful if you would annotate questionnaires being circulated by ticking the box of inpatients, outpatients or day case.

We would prefer that doctors in Tranche 2 and Tranche 3 **do not** request patient questionnaires at the moment as we are concentrating on those in Tranche 1.

The full details on the administration of patient questionnaires can be found on the NHSGGC webpage on revalidation which can be accessed on Staffnet at <http://www.staffnet.ggc.scot.nhs.uk/Human%20Resources/Medical%20Staffing/Pages/MedicalRevalidation.aspx> or on Glasgow University's server at <http://www.gla.ac.uk/colleges/mvls/informationforstaff/hr/collegehrpoliciesandprocedures/revalidationforclinicalstaff/>

Please do not download the questionnaire from the CARE website at Glasgow University, obtain your questionnaires from Medical Staffing as above.

Colleague Multisource Feedback

We recommend that doctors use the questionnaire that has been devised by NES and is signposted on the SOAR website <http://seccare.appraisal.nes.scot.nhs.uk/preparation/msf.aspx>. The wording on the website has given rise to some confusion as the questionnaire is still labelled as a pilot. It is, however, perfectly valid for current use. To obtain initial login you will need to email diane.kelly@nes.scot.nhs.uk. To commence the process you will need to know the email address of your appraiser and have confirmed that they are willing to feedback the MSF to you. NES recommend that the process is commenced a month before your appraisal and you will receive the results a week before your appraisal is due so that it is fresh in your mind and that of your appraiser.

We have now completed our face to face communication exercise with some 16 meetings across the GGC area in a variety of locations. This has reached some 800 staff and I would like to thank them all for their attendance and the helpful questions that have been asked.

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