

NHS Greater Glasgow and Clyde

Revalidation Update Newsletter 8 - December 2014

Secondary Care – Consultants and Specialty Doctors

Record of Appraisal

I would like to remind all appraisers and appraisees that all records of appraisal should now be on the Form 4 that is available on SOAR so that we can track how appraisals are going and remind people of any missing information. There is a guide to completion of Form 4 on the medical revalidation webpage on StaffNet .

<http://www.staffnet.ggc.scot.nhs.uk/Human%20Resources/Medical%20Staffing/Pages/MedicalRevalidation1.aspx>

I would like to draw your attention to the medical revalidation page which has been redesigned and contains all information required, particularly for new starts in the system. With our new phasing system of appraisal, it is becoming clear to us that many appraisees are leaving the collection of data and the timing of their appraisal until only a week or so before their revalidation recommendation date. Centrally, this does not leave us with enough time to review all the documentation and ask for changes if required and, as a result, our deferral rate is going up. Some 64% of our deferrals are because there is insufficient information from the appraisal system to allow us to make a recommendation. We will now institute a process whereby we remind appraisees **8 weeks** before their recommendation date of what they need to do.

We have been told by the SOAR team that they are in the process of updating and upgrading the functionality of the system to make it a better user experience. We have been shown some of the suggested changes, which should indeed make quite a significant difference and it is hoped the new system will be up and running for April 2015.

Complaints Certificates

I would like to remind you that you can request a Complaints Certificate to take along to your appraisal. To obtain a certificate you should email medical.revalidation@ggc.scot.nhs.uk at least two weeks before your appraisal meeting and on receipt of your email you will be emailed one of two certificates. Either that there have been no complaints in the previous year or that you have been involved in 'x' complaints and the outcome of each complaint, eg upheld, partially upheld, not upheld etc. **For any queries in relation to Complaints Certificates please telephone 0141 201 3361.**

Health Improvement Scotland (HIS) Feedback

We achieved an appraisal completion rate of 88% last year, however we have been set a target of a minimum of 95% completion for this year.

GMC Recognition and Accreditation of Trainers

The GMC's drive for Recognition of Trainers will make it a requirement to be very specific about the competencies required of postgraduate Educational Supervisors and for those with specific undergraduate teaching roles. Changes will be incorporated into SOAR to assist appraisers with the review of this information. If you believe you hold a postgraduate educational supervision or undergraduate role and you have not been contacted by NES recently, then please get in touch with Mary Smith (Mary.Smith2@ggc.scot.nhs.uk) to ensure that we get you on the database.

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