

Revalidation: moving forward

Professor Rajan Madhok

General
Medical
Council

Regulating doctors
Ensuring good medical practice

Purpose of revalidation

Revalidation is a set of procedures operated by the GMC to secure the evaluation of a medical practitioner's fitness to practise as a condition of continuing to hold a licence to practise.

Adapted from the Medical Act 1983

To create public confidence that all licensed doctors are up to date and fit to practise.

GMC, March 2005

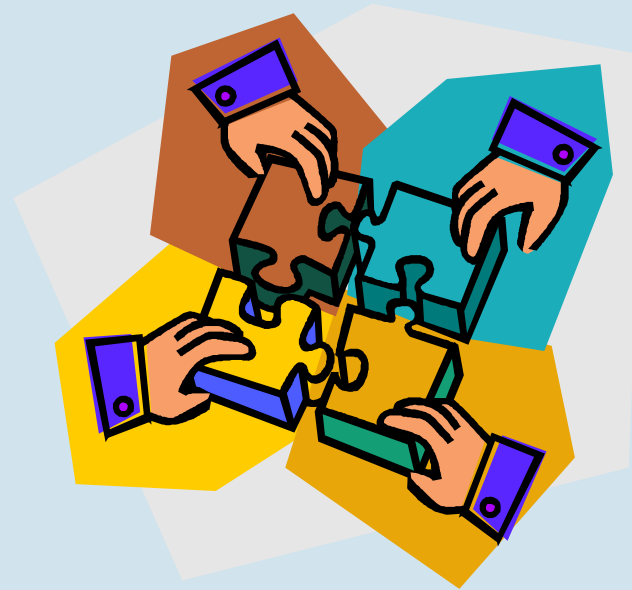
Purpose of revalidation

Revalidation has three broad regulatory policy aims:

- Encouraging all doctors to reflect meaningfully on their practice, using evidence gathered locally
- Updating what being registered and qualified means, by shifting the emphasis away from qualifications alone, to being up to date and fit to practise
- Augmenting the ‘management by exception’ approach, by introducing regular confirmation that a doctor is up to date and fit to practise

Four layer model

- Personal regulation
 - Team-based regulation
 - Workplace regulation
 - National regulation
- Plus*
- International co-operation



Key messages?

- Personal regulation, team-based regulation and workplace regulation are before the event
- National fitness to practise procedures are after the event
- If team based regulation and workplace regulation are robust, national regulation can be less interventionist
- National regulator should work with partners to strengthen the other layers

Revalidation: journey so far...

- 2000 - Revalidating Doctors, GMC consultation document
- 2004 - GMC Draft Guidance for licensing and revalidation
- 2004 - The Shipman Enquiry, Fifth Report
- 2006 - Good doctors, safer patients, a report by the CMO for England
- 2007 - Trust, Assurance and Safety – The Regulation of Health Professionals in the 21st Century; Health & Social Care Bill (the White Paper)
- 2008 - Medical Revalidation Working Group report
- 2009 - UK Revalidation Programme Board established

Moving forward: getting revalidation right

- Revalidation will be underpinned by a huge programme of work
- We'll be working closely with our partners to deliver a lasting settlement on this stage of medical regulation
- Our aim is to create a framework that commands the confidence of all who receive and provide healthcare in the UK
- Good for doctors; good for patients and the public

High quality healthcare – setting the context

- Governing board assurance of mechanisms to demonstrate safe and high quality healthcare to patients and the public, and respond to concerns when they arise
- Revalidation is one of several mechanisms for improving quality in healthcare and is a by-product of effective systems of corporate and clinical governance
- In essence - local systems must be fit for purpose

Emphasis on local systems

‘So many of the proposals set out in the framework in this document are essentially about strengthening local clinical governance and appraisal systems to ensure that they are fit for purpose for employers, commissioners and others who contract with doctors. The by-product of those enhancements is to provide better evidence and assurance for the integrity of the medical register.’

(Medical Revalidation Working Group Report 2008)

Delivering in partnership: the UK Revalidation Programme Board

- Established in early 2009
- Accountable to the Council of the GMC
- The purpose of the UKRPB is to oversee the implementation of revalidation in the four countries
- 16 representatives from all key UK healthcare interest groups sit on the board
- Delivery Boards in the four countries have been established to report to the UKRPB on their progress
- In England the work of the board will be supported by the NHS Revalidation Support Team
- UKRPB information and papers available at:

www.gmc-uk.org/about/reform/revalidation_board/index.asp

Revalidation Programme: component workstreams

12 workstreams including:

- The Legislative framework
- Introduction of the Licence to Practise
- GMP framework embedded in strengthened appraisal
- Multi Source Feedback (MSF)
- Revised system of appraisal
- Responsible Officers
- Recertification
- Quality Assurance
- Single Recommendation to GMC
- Remediation and rehabilitation

What will revalidation mean for doctors?

- The process by which doctors will regularly demonstrate to the GMC that they remain up to date and fit to practise
- Aims to give focus and energy to doctors' desires to keep up to date and improve their practice
- Must be fair for all licensed doctors regardless of the scope, nature and setting of their practice

What revalidation will mean for employers?

- Embedding GMP framework into medical appraisal
- Training appraisers in strengthened appraisal
- Appointing/designating responsible whole practice appraisal
- Using MSF tools that meet GMC principles and criteria
- Ensuring all medical staff can participate in revalidation
- Ensuring information flows between organisations

What will revalidation mean for patients?

- Public awareness of the introduction of the Licence to Practise
- Public assurance that doctors are continually updating their knowledge and skills and continue to be fit and safe to practise
- Constructive feedback on the patient experience
- Consistent and formal approach to responding to complaints and concerns

Implementation: projects and pilots

- Range of projects and pilots to test components of revalidation across the UK
- Informing roll out of revalidation
- State of readiness of local systems to support revalidation
- Learning from pilots and projects disseminated through the UKRPB

Revalidation consultation:

Consultation to be launched in early 2010 and to include the following topics:

- Revalidation model
- GMC Good Medical Practice framework
- Royal College/Faculty specialty standards
- MSF principles and criteria
- CPD as part of revalidation
- Revalidation and updating the medical register
- Policy questions and non-standard scenarios
- Phased roll out of revalidation
- Remediation

Next steps

- Introducing the Licence to Practise (16 November 2009)
- Agreeing specialty standards with Academy of medical Royal Colleges
- Further testing and research on patient and colleague questionnaires
- GMC consultation early 2010: how revalidation will work
- Network of Responsible Officers and embedding enhanced system of appraisal based on the GMP framework
- Developing and agreeing an implementation model and timetable – but no big bang

Implementation of Revalidation

- Phased approach to implementation
- Relicensing should start where local appraisal and clinical governance systems are developed and fit for purpose
- Recertification should start where preparations by individual Royal Colleges are well advanced
- Further analysis on how best to translate the managed targeted approach into practice

For more information:

Revalidation FAQ document

www.gmc-uk.org/revalidation

revalidation@gmc-uk.org

Tel: 020 7189 5280

