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Royal College of
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Leading the way in Children's Health

UK Revalidation System

ANEXO 16 »
(Re-certificação)

Dr David Evans

Vice President, Training & Assessment, RCPCH

Consultant Neonatologist, Southmead Hospital, Bristol, UK

What is revalidation?

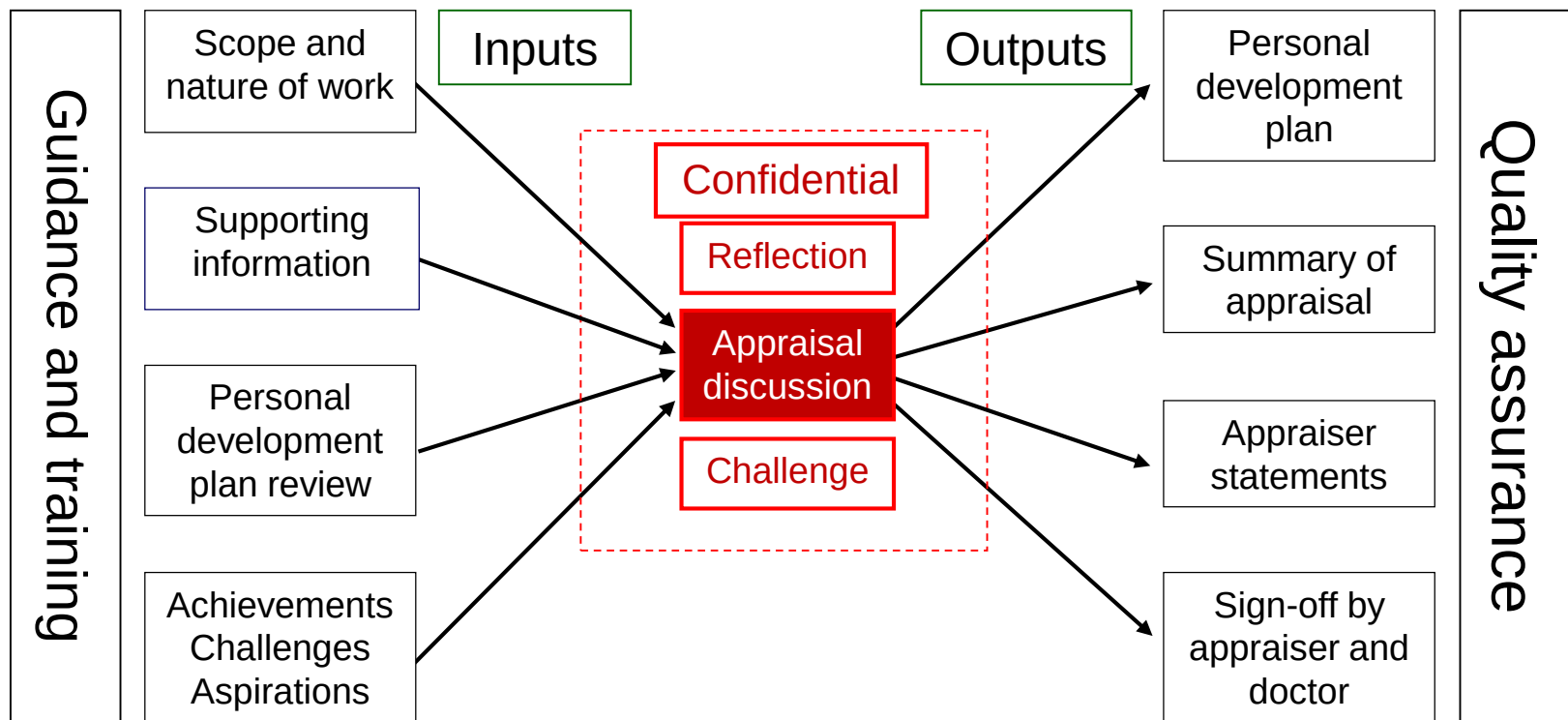
- Revalidation is the process by which all licensed doctors are required to demonstrate on a regular basis that they are up to date and fit to practise in their chosen field and able to provide a good level of care.
- This means that holding a licence to practise is becoming an indicator that the doctor continues to meet the professional standards set by the GMC

What is revalidation?

- Licensed doctors have to revalidate usually every 5 years, by having **annual appraisal**.
- Appraisal based on the UK General Medical Council's core guidance for doctors, published as **Good medical practice**.

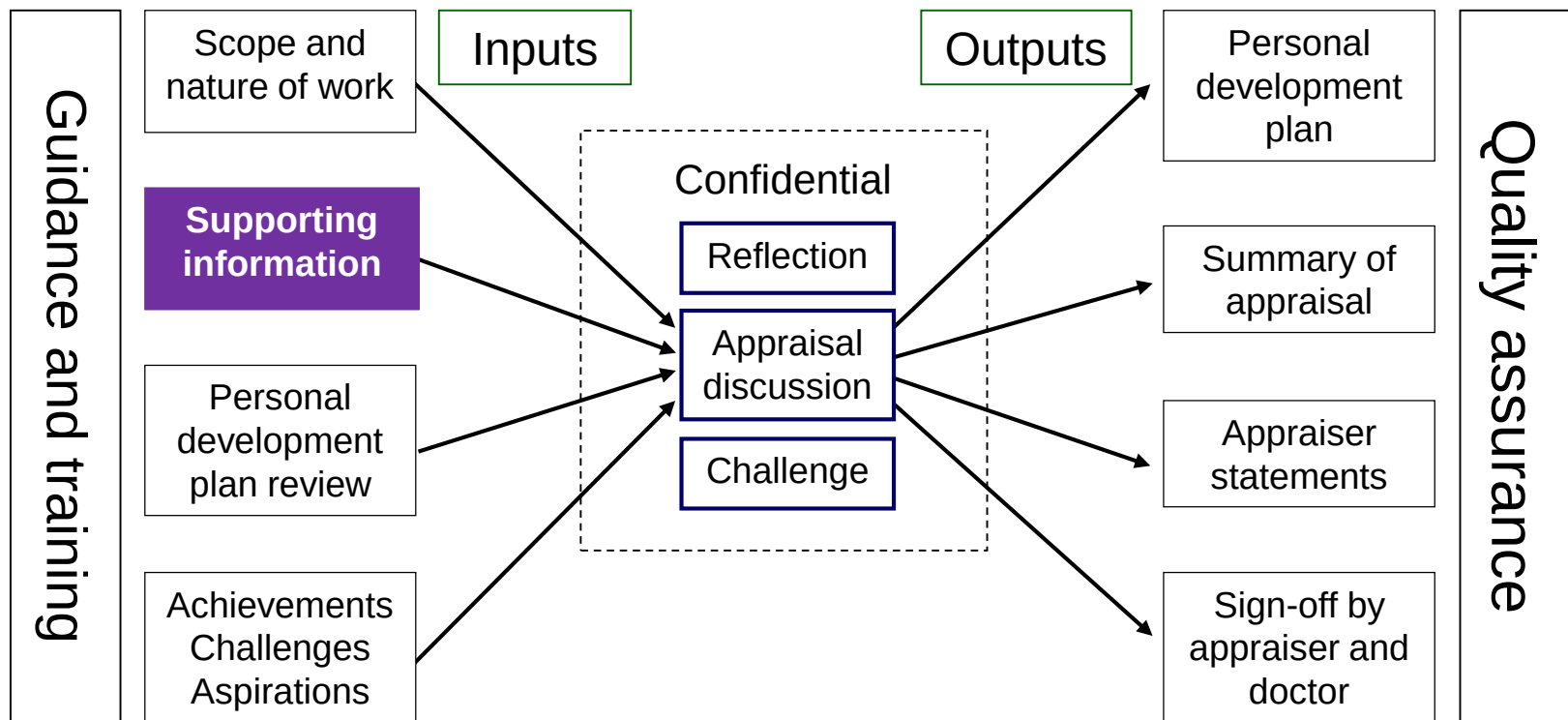
Medical appraisal: the process

Appraisal covers the whole scope of the doctor's work



Medical appraisal: the process

Appraisal covers the whole scope of the doctor's work





Good medical practice

Working with doctors Working for patients

General
Medical
Council



Good medical practice

Duties of a doctor

Patients must be able to trust doctors with their lives and health.

To justify that trust you must show respect for human life and make sure your practice meets the standards expected of you in four domains.



Good medical practice

Domain 1
Knowledge, skills and performance

Domain 2
Safety and quality

Domain 3
Communication, partnership and teamwork

Domain 4
Maintaining trust



Good medical practice

Domain 1

Knowledge, skills and performance

- Develop and maintain your professional performance
- Apply knowledge and experience to practice
- Record your work clearly, accurately and legibly



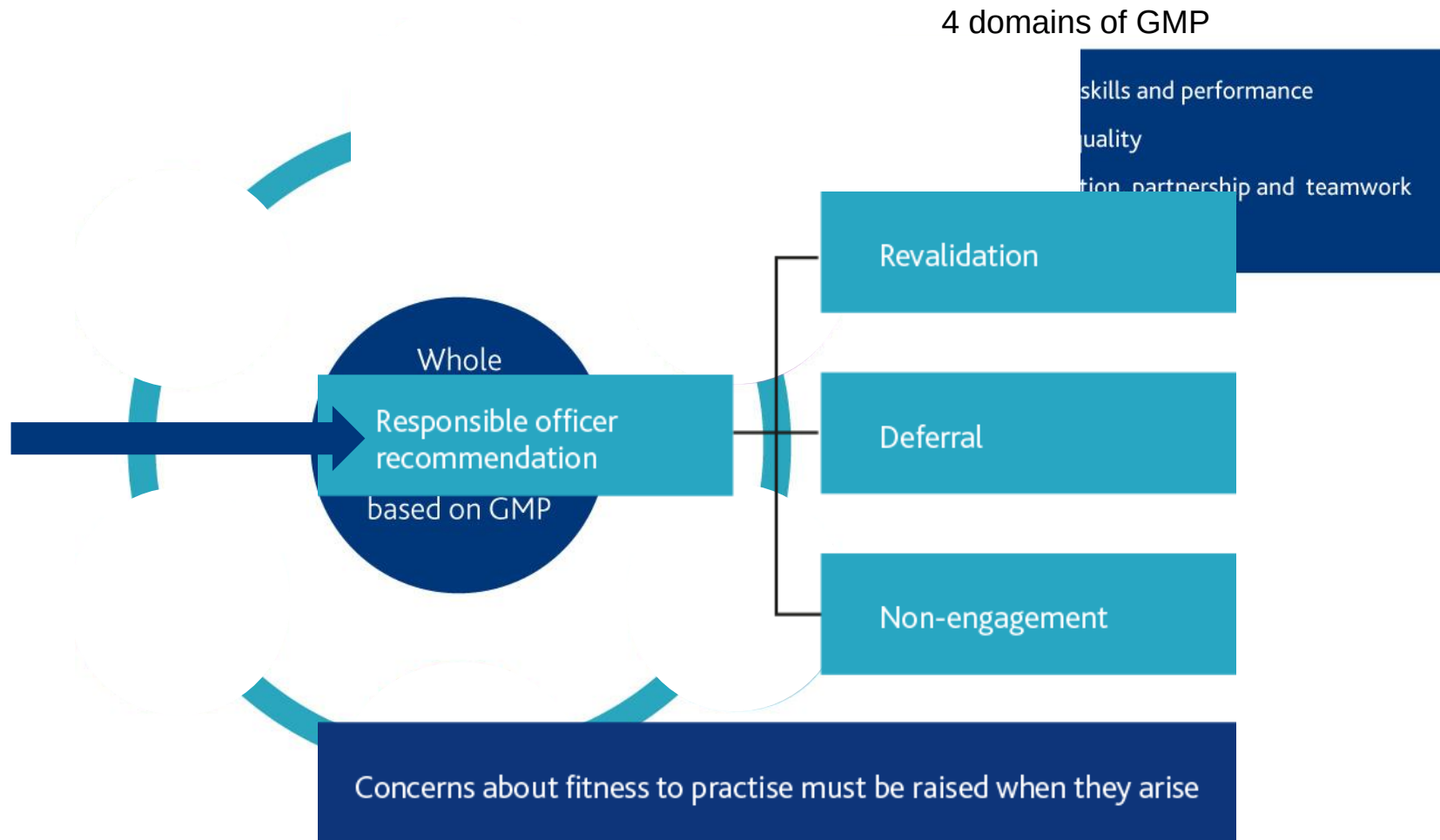
Domain 1

Knowledge, skills and performance

- Develop and maintain your professional performance

- You must be competent in all aspects of your work, including management, research and teaching.
- You must keep your professional knowledge and skills up to date.
- You must regularly take part in activities that maintain and develop your competence and performance.
- You should be willing to find and take part in structured support opportunities offered by your employer or contracting body (for example, mentoring). You should do this when you join an organisation and whenever your role changes significantly throughout your career.
- You must be familiar with guidelines and developments that affect your work.
- You must keep up to date with, and follow, the law, our guidance and other regulations relevant to your work.
- You must take steps to monitor and improve the quality of your work.

Revalidation: requirements for doctors



Dr Una Lane, Director, Registration and Revalidation, GMC

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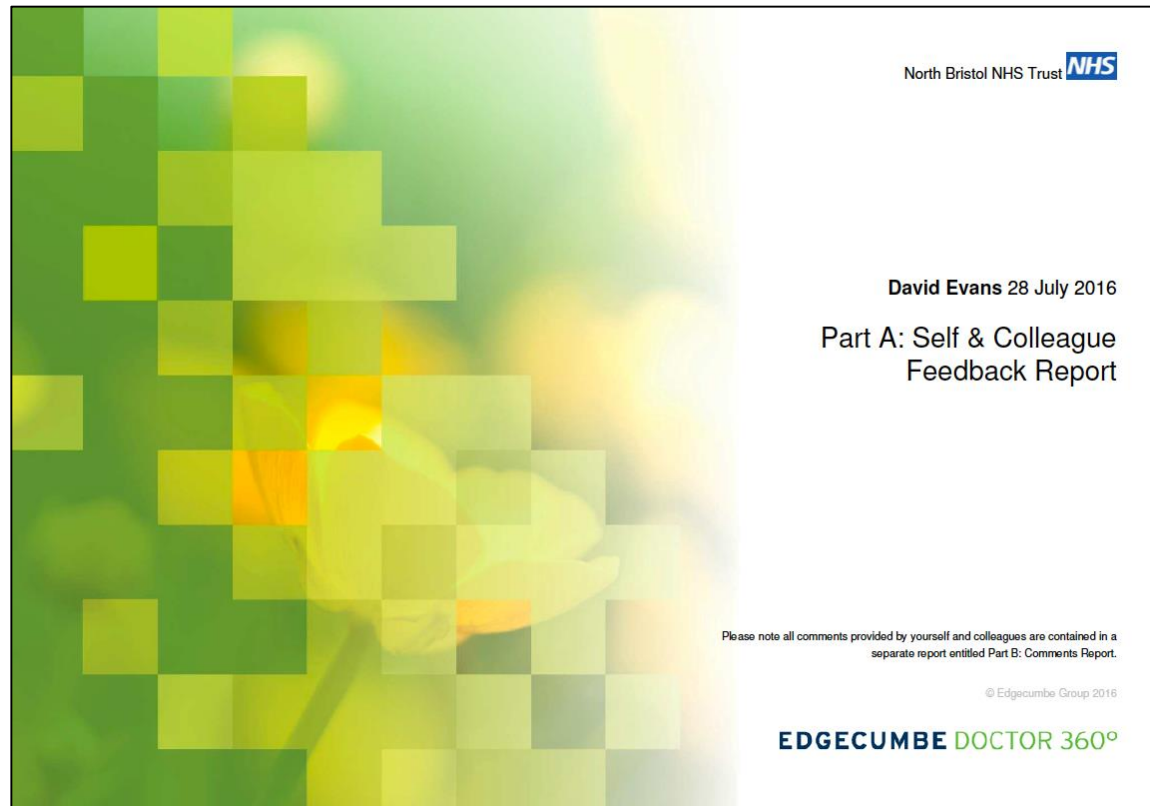
LIST SUPPORTING INFORMATION

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Title	Start Date	Activity Types	Appraisal	CPD Points	Origin	Reflection	Action(s)
Doctor360 Feedback Report	04/10/2016		Unassigned		Personal	No	VIEW
Job plan (current as of Jul 2016)	29/07/2016	Job Plan	Closed (26/08/2015 - 29/09/2016)		Personal	Not Applicable	VIEW
Doctor360 Feedback Report	29/07/2016		Closed (26/08/2015 - 29/09/2016)		Personal	No	VIEW
RCPCH Vice-President Training & Assessment	28/07/2016	Demonstration of Leadership	Closed (26/08/2015 - 29/09/2016)		Personal	Yes	VIEW
Clinical outcomes	28/07/2016	Quality Improvement Activity	Closed (26/08/2015 - 29/09/2016)		Personal	Yes	VIEW
Educational Supervision and teaching	27/07/2016	Education and Training	Closed (26/08/2015 - 29/09/2016)		Personal	Yes	VIEW
CPD activity 2015-16	27/07/2016	Personal and Professional Development	Closed (26/08/2015 - 29/09/2016)		Personal	Yes	VIEW

[HELP](#)

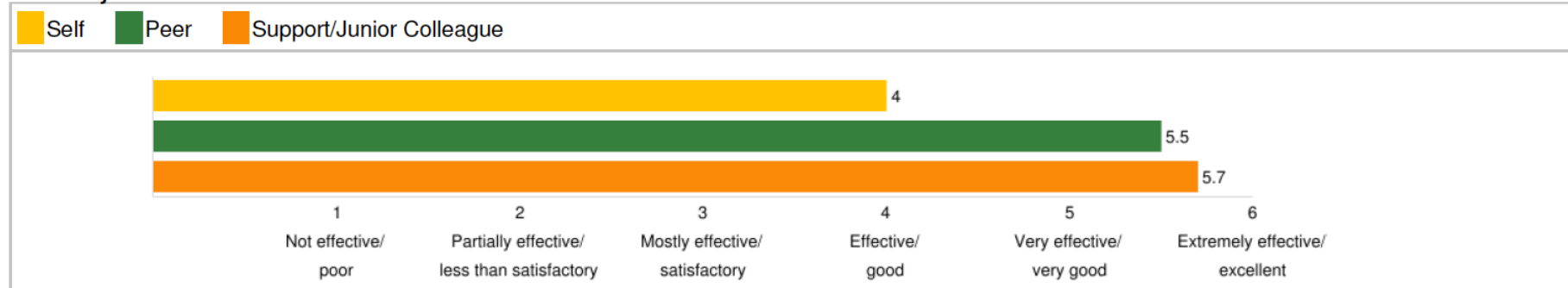
Colleague 360-degree feedback



- Self
- Peer
- Support / junior colleague

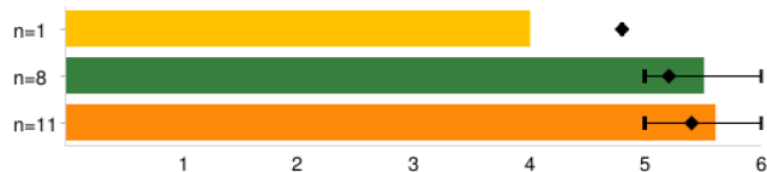
Domain 3: Communication, Partnership and Teamwork

Summary of Domain

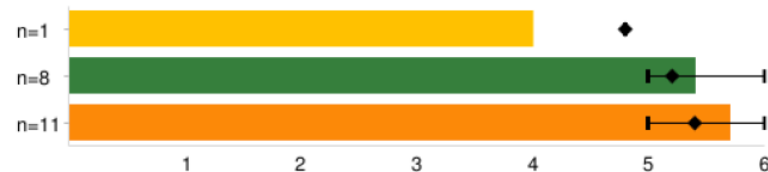


How effective/good am I at...

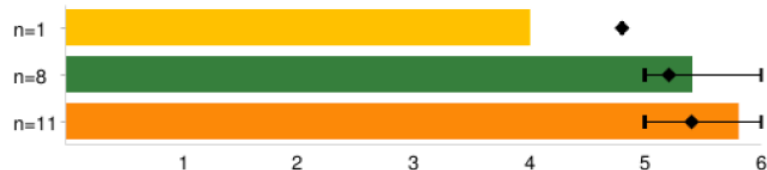
Listening to patients



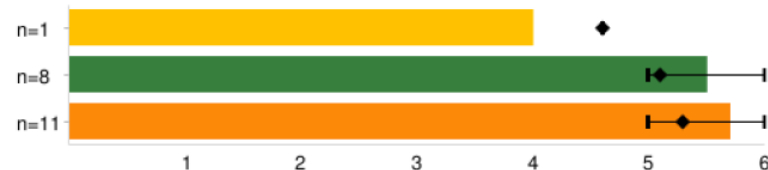
Establishing and maintaining relationships with patients



Showing respect for colleagues

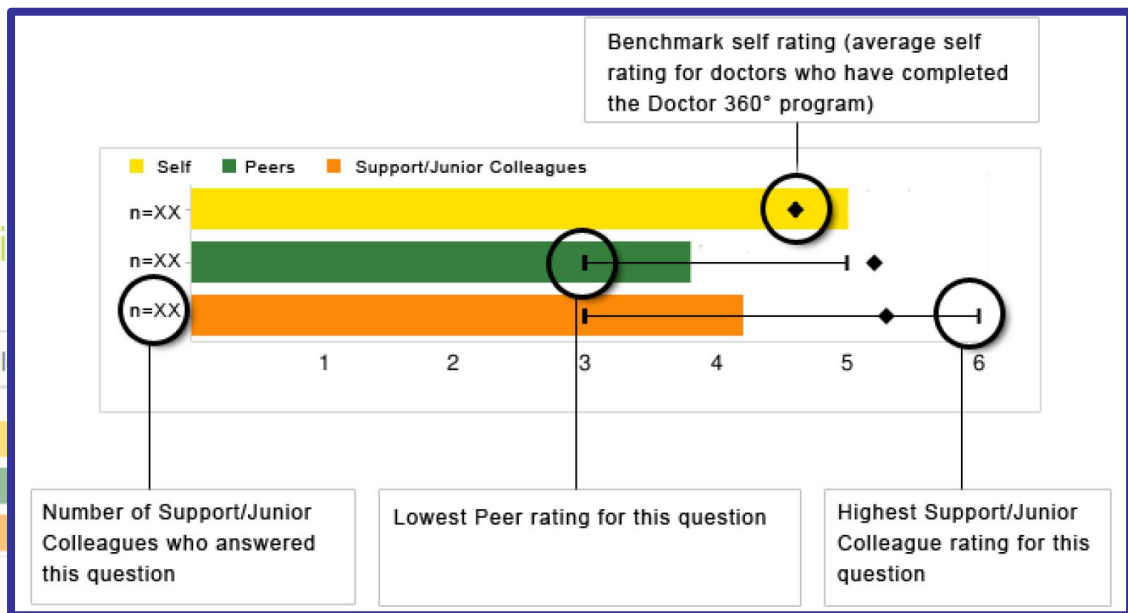
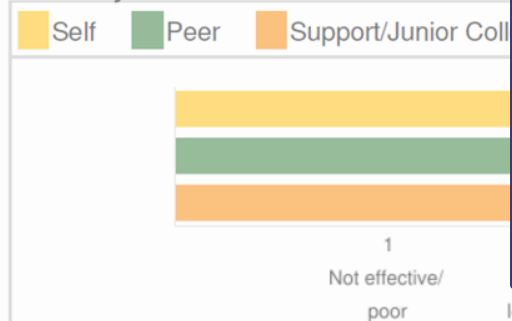


Communicating effectively with staff



Domain 3: Communication

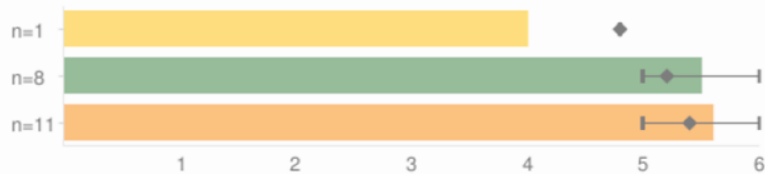
Summary of Domain



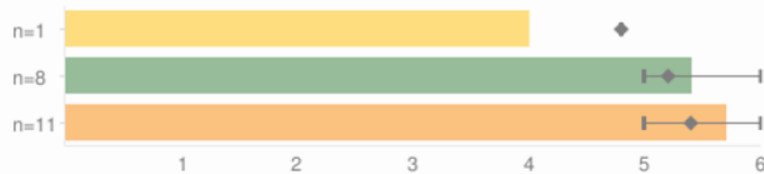
DOCTOR 360°

How effective/good am I at...

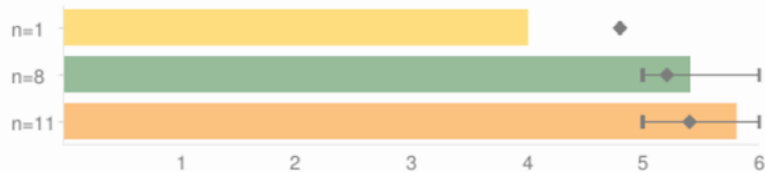
Listening to patients



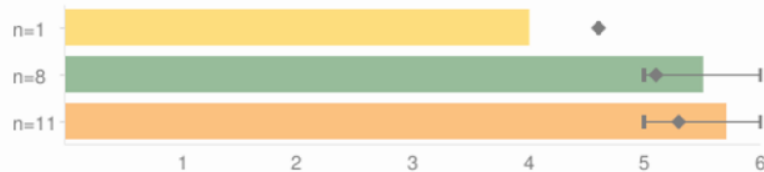
Establishing and maintaining relationships with patients



Showing respect for colleagues



Communicating effectively with staff



PaedCCF Feedback

Doctor's Name: David Evans

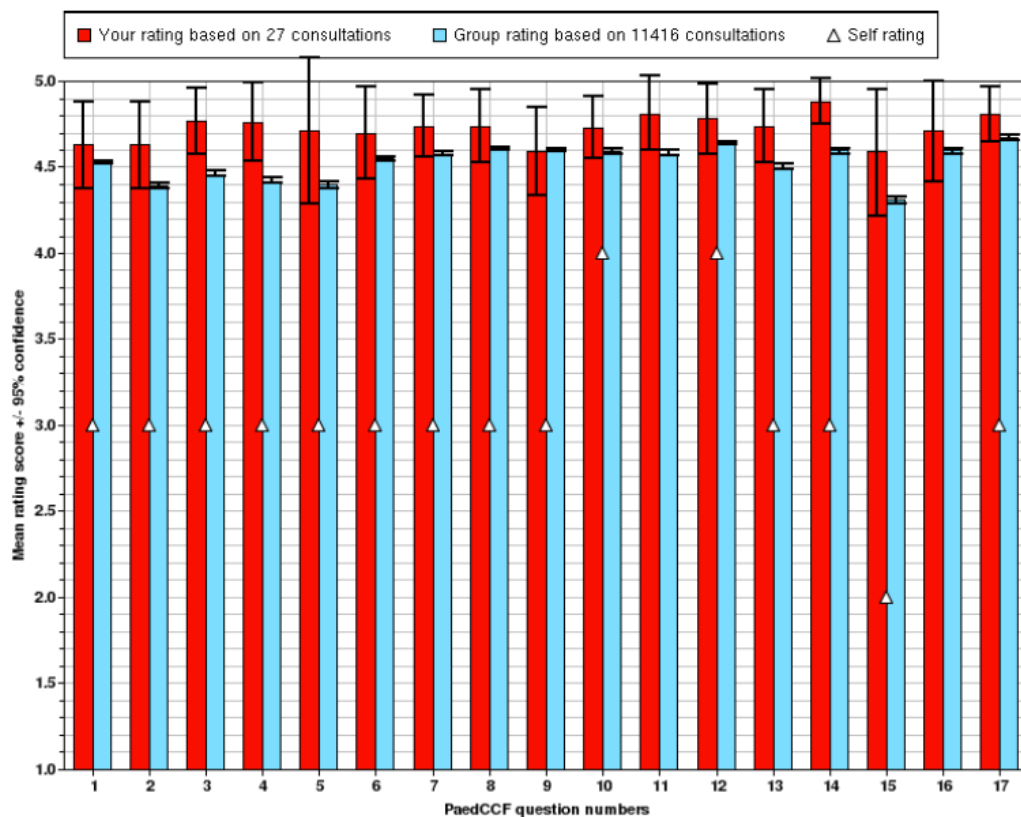
Report generated at: 02.04.2013

Doctor's self assessment mean: 3.1

Parents/carers' mean: 4.7 (27 patients)

All Parents/carers' mean: 4.5 (11416 patients)

The graph below includes error bars that represent 95% confidence interval of the mean.



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CPD Resources
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CPD Annual Audit
PROFESSIONAL DEVELOPMENT

REVALIDATION
ADVISORY COMMITTEE
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[BPSU](#) British Paediatric Society Unit
[CPD](#) CPD diary for trainees
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CONTINUING PROFESSIONAL DEVELOPMENT (CPD)

REVALIDATION

Revalidation updates
What can a doctor do to prove their RCPCH approach
Roles and responsibilities
Further information
Revalidation and CPD Committee
Revalidation portfolio
Revalidation Specialty Advice network

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Revalidation

Revalidation – Key Facts for Paediatricians

The Revalidation Process

For many doctors, revalidation will not mean any significant change in what they do now. Paediatricians will be appraised annually by designated appraisers. Appraisers will link to a Responsible Officer (RO), a statutory role, usually the Medical Director of the organisation. The RO will review documentation at the end of a five-year cycle and make the formal recommendation to the General Medical Council (GMC) as to whether a doctor should be revalidated or not. The GMC will make the final decision.

Annual Appraisal and Revalidation

The RO's recommendation will be based upon documentation from annual appraisals. This will be supplemented within the five-year cycle by Continuing Professional Development (CPD) records, multisource feedback (peer and patient), quality improvement information (e.g. clinical audit, case reviews), significant event reviews, statements about the doctor's probity and health and confirmation of resolution of any outstanding complaints/concerns. Paediatricians undertaking annual appraisal will be expected to demonstrate that they have gathered supporting information to cover RCPCH requirements based on those defined in the GMC's Good Medical Practice (GMP) Framework (see box A).

Supporting Information

Over five years, sufficient information (see Box B) will need to be collected and reviewed for a positive recommendation for revalidation to be made.

Cont. overleaf.

Box A: GMP framework for appraisal and revalidation

Domain 1 – Knowledge, skills and performance

Attribute 1 - Maintain your professional performance
Attribute 2 - Apply knowledge and experience to practice
Attribute 3 - Ensure that all documentation (including clinical records) formally recording your work is clear, accurate, and legible.

Domain 2 – Safety and Quality

Attribute 1 - Contribute to and comply with systems to protect patients.
Attribute 2 - Respond to risks to safety
Attribute 3 - Protect patients and colleagues from any risk posed by your health

Domain 3- Communication, Partnership and Teamwork

Attribute 1 - Communicate effectively
Attribute 2 - Work constructively with colleagues and delegate effectively
Attribute 3 - Establish and maintain partnerships with patients

Domain 4 - Maintaining Trust

Attribute 1 - Show respect for patients
Attribute 2 - Treat patients and colleagues fairly and without discrimination
Attribute 3 - Act with honesty and integrity

RCPCH CPD Guidelines 2015/6

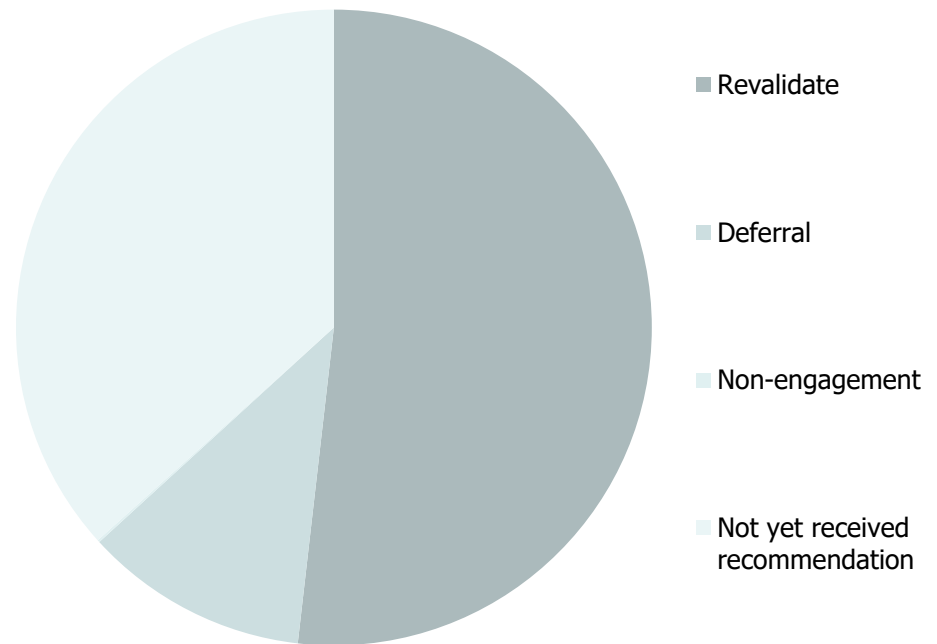
- The focus on credits is reduced: they are no longer a requirement and set limits on CPD credits for key activities have been removed
- There is a greater emphasis on flexibility, balance and self-accreditation – any activity that you learn from can be recorded as CPD
- There is a greater expectation that doctors should reflect on their learning, in line with GMC requirements
- The CPD categories have been simplified

Is Revalidation effective?

- What are the benefits?
 - To doctors
 - To the public and patients

Where are we now? The numbers

- Doctors subject to revalidation in the UK: 228,609
- recommendations received by the GMC: 144,777
- number of doctors revalidated: 118,448
- number of deferrals: 26,061
- number of notifications of non-engagement: 268



GMC figures, as at 31 August 2015

Dr Una Lane, Director, Registration and Revalidation, GMC

Early evidence of impact?

- 94% of licensed doctor in the UK now connected to a designated organisation/Responsible Officer
- Appraisal rates for all doctors have increased significantly
 - e.g. from 64% (2011) to 87% (2015) for NHS consultants
- Anecdotal claims of earlier identification of concerns – strong support among Responsible Officers
- 24,795 doctors have chosen to give up their licence to practise
- Suspended approval of recommendations in three organisations
- Removed 1,890 licences due to failure to engage with the process as a whole (e.g. providing no information to GMC)



Costs (time and training)

PULSE At the heart of general practice since 1960

Who is your Pantomime villain of the year?

The Department of Health has published a long awaited impact assessment for revalidation, revealing that the scheme will cost doctors over £450 in 'opportunity costs' per revalidation cycle and will only prevent 0.75% of cases of death, severe harm and moderate harm per year.

The impact assessment reveals the scheme will cost a total of £97m a year, the majority of which accounts for the added pressures on doctors' time.

The impact assessment said that there will be two main costs for revalidation: those associated with undertaking appraisals and making revalidation decisions.

revalidation decisions.

talks

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The outcomes/effectiveness of revalidation in the United Kingdom: evaluating the regulatory impact of medical revalidation

Julian Archer, Niall Cameron, Katie Laugharne, Martin Marshall, Sam Regan de Bere, Kieran Walshe, Richard Wright

Summary

- Revalidation has been implemented in the UK with numerical success
- CPD is an essential component of revalidation
 - demonstrate knowledge and skills necessary
 - show relationship to Good Medical Practice
- Revalidation portfolio should demonstrate professional attitude to working life
- Best outcome for patients is likely to relate to how seriously clinicians engage with the process
- Highlights the need for reflective practice