

General  
Medical  
Council

Working with doctors Working for patients

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# Medical Appraisal and Revalidation

Navigating the two processes and local and  
regulatory requirements

May 2021

## Q1: Clarity of responsibilities

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- How clear is the demarcation of responsibilities between employers and the GMC regarding appraisal and revalidation in your view?
  - A. Very unclear
  - B. Fairly unclear
  - C. Neutral / No view
  - D. Fairly clear
  - E. Very clear

Your facilitator today

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# **hello** my name is...  


**Dan Wynn**  
GMC Liaison Adviser, Scotland

# The Panel

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- **Blake Dobson**  
Assistant Director – Revalidation, Licensing and Specialist Applications  
General Medical Council
- **Prof Ian Finlay**  
Senior Medical Officer  
Scottish Government
- **Professor Amjad Khan**  
Director of General Practice, East of Scotland Regional GP Team  
NHS Education for Scotland

## What the session will cover

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- An **overview** of the two distinct processes of **local appraisal** and GMC **revalidation** and how these processes **relate** to each other
- Common **misconceptions** relating to both processes
- What is **expected** of appraisers and appraisees

## Format of session

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- Quiz and overview - Dan Wynn (10 mins)
- Key messages from panel members (3 mins each)
- Questions, comments and discussion (20 mins)
- One more poll (2 mins)
- Last comments from panel (3 mins each)
- Close

# Quiz and overview



## Q2: Appraisal is ...

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- A. A GMC function
- B. A board function
- C. A GMC and board function
- D. Primarily to assure that doctors are up-to-date
- E. To identify doctors' development needs
- F. To assure that doctors are up-to-date and to identify their development needs

## Q2 Answer: Appraisal is ...

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### Q3: Revalidation is ...

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- A. A GMC function
- B. A board function
- C. A GMC and board function
- D. To assure that doctors are fit to practise
- E. To identify doctors' development needs
- F. Based on an annual recommendation by a doctor's appraiser
- G. Based on a five-yearly recommendation by a doctor's Responsible Officer

## Q3 Answer: Revalidation is ...

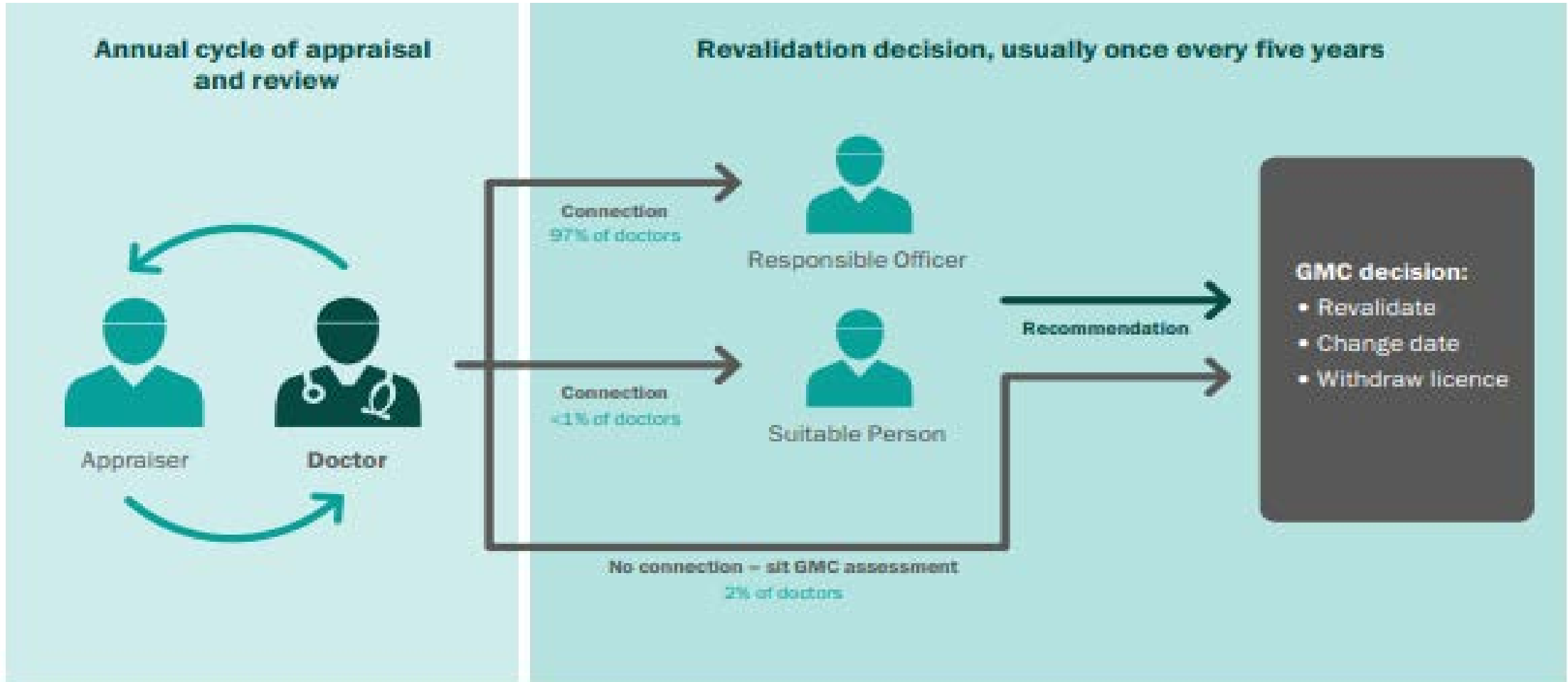
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- F. Based on an annual recommendation by a doctor's appraiser
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# Appraisal and Revalidation – Step by Step

## Local Process

## GMC Process



## Q4: Appraisers are responsible for appraising ...

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- A. The area of a doctor's practice that they are qualified to appraise
- B. The doctor's whole practice
- C. In order to provide a summative assessment of a doctor's practice

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## Q4 Answer: Appraisers are responsible for appraising ...

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- A. The area of a doctor's practice that they are qualified to appraise
- B. The doctor's whole practice
- C. In order to provide a summative assessment of a doctor's practice

## Q5: The role of the Responsible Officer is ...

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- A. Purely a matter of local contract
- B. To report to the GMC
- C. To ensure that systems are in place to appraise doctors' practice
- D. To ensure that procedures are in place to investigate where concerns are raised about a doctor's practice
- E. Contracted to the GMC
- F. To manage a process of referral to the GMC where this is required
- G. Outlined in regulations
- H. To manage the board Appraisal Lead
- I. To make recommendations to the GMC on revalidation of doctors
- J. To make deferral recommendations regarding doctors subject to GMC FtP investigations



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## Q6: Who sets requirements for appraisal?

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- A. The GMC sets high level categories and additional requirements
- B. Local employers set high level categories with additional requirements from the GMC
- C. The GMC sets high level categories, with additional requirements from local employers and Royal Colleges
- D. Local employers set high level categories and additional requirements
- E. The GMC sets high level categories with additional requirements from local employers

## Q6 Answer: Composition of appraisal and roles

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- A. The GMC sets high level categories and additional requirements
- B. Local employers set high level categories with additional requirements from the GMC
- C. The GMC sets high level categories, with additional requirements from local employers and Royal Colleges
- D. Local employers set high level categories and additional requirements
- E. The GMC sets high level categories and additional requirements with additional requirements from local employers

## Appraisal – clarification of GMC role 1

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- Delivery of appraisal is a matter for boards
- We have guidance on the supporting information:
  - CPD
  - any complaints or compliments
  - significant events
  - feedback from patients and colleagues (every 5 years)
  - quality improvement activities (every 5 years)

## Appraisal – clarification of GMC role 2

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- Supportive and developmental
- Employers and Royal Colleges may set additional requirements
- Local appraisal guidance
- We do not require use of any specific systems

## Appraisal - Covid Update

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- We had no role in decisions to suspend or re-start appraisal
- We *supported* the temporary suspension of appraisal
- We supported rebalancing appraisal
- We have allowed revalidation if an appraisal(s) missed due to pandemic if evidence exists from previous appraisals

## Q7: Revalidation ...

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- Is a system put in place by the GMC following the Harold Shipman case to test doctors' fitness to practise
1. True
  2. False

## Q7 Answer: Revalidation ...

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- Is a system put in place by the GMC following the Harold Shipman case to test doctors' fitness to practise
1. True
  2. False



## Revalidation

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- Supports doctors to reflect on development
- Gives patients confidence that doctors are up to date and fit to practise
- Promotes improved quality of care by driving improvements in clinical governance

## Q8: Possible RO recommendations:

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- A. To revalidate
- B. Not to revalidate
- C. Pass revalidation
- D. To defer
- E. Recommendation of non-engagement
- F. Fail revalidation

## Q8 Answer: Possible RO recommendations:

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- A. To revalidate
- B. Not to revalidate
- C. Pass revalidation
- D. To defer
- E. Recommendation of non-engagement
- F. Fail revalidation

## Revalidation – Covid Update

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- Option to defer revalidation. Deferral a *neutral act*
- Doctors can revalidate if miss appraisal(s) - if supporting information discussed at earlier appraisals
- ROs can make recommendations any time up to any rescheduled dates
- Introduced flexibility in how doctors gather feedback from their patients

# Key messages from panel members

# Questions, comments and discussion

## Q1 – the return: Clarity of responsibilities

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  - E. Very clear

# Last comments from panel



# Thank you



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