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| **Directorate for Chief Medical Officer** Dr Gregor SmithChief Medical Officer for Scotland |  |

16 March 2021

Dear Colleagues,

**Purpose of this letter**

1. To provide an update to doctors regarding the current requirements for appraisal and revalidation in the context of Covid.
2. To explain the flexibility which currently exists in the system to take account of the challenging year that doctors have experienced.

**The current situation regarding Revalidation**.

3. All decisions relating to the timing and processes for revalidation are made by the GMC.

4. The GMC has paused revalidation until the 1st August 2021 when it will recommence.

5. Doctors are reminded that the core requirements for revalidation are unchanged.

**Doctors who are due to Revalidate in 2021**

6. Doctors who are due to revalidate this year will be given the opportunity to undergo an appraisal.

7. Doctors who are unable to fulfil these requirements may defer revalidation for a period of 12 months. This will be viewed as a “neutral act” by the GMC.

8. The GMC has also indicated that, for this year, doctors who have missed an annual appraisal but have otherwise fulfilled the core requirements for revalidation may proceed with revalidation.

9. It is recognised that many doctors will have found it challenging this year to obtain supporting information for appraisal. It has been agreed therefore that flexibility will be shown by ROs and appraisers regarding the supporting information presented for appraisal*.*

10. It should be noted however that this flexibility does not extend to the GMC core requirements for appraisal dealing with patient safety issues such as the discussion of serious adverse clinical incidents and complaints.

11. It has been agreed that well-being will be an important component of appraisal for 2021.

**Doctors who do not require to revalidate this year.**

12. Doctors who do not require to revalidate must continue to participate in annual appraisal. The appraisal will provide an important opportunity for doctors to reflect on the challenges of the past year.

13. It is recognised that it may have been challenging to collect supporting information. As such, flexibility will be shown by Appraisers regarding this aspect of the appraisal.

14. Doctors who are able and wish to submit evidence in preparation for their next revalidation date will be able to do so.

15. It has been agreed that well-being and reflection should continue to be an key component of appraisal beyond Covid.

16. Appraisals take place over a 12 month cycle. This allows Responsible Officers the flexibility to defer appraisals for a short period of time. If a doctor is facing specific challenges therefore in preparing for appraisal this should be discussed with their Appraiser/Appraisal Lead/Responsible Officer as appropriate.

I hope that this has been helpful.

Yours sincerely



**DR GREGOR SMITH**

CHIEF MEDICAL OFFICER FOR SCOTLAND