

REVALIDATION FOR GENERAL PRACTITIONERS

(Paul Roblin March 2009)

- Much of the detail may change.
- First meeting of GMC UK Revalidation Programme Board held on 10.2.09
- Autumn 2009: all GPs need a licence to practice (all registered doctors will be entitled)
- Licence to practice to be introduced before 5 yearly renewal (Revalidation)
- Only licensed doctors will be subject to Revalidation
- Revalidation is the name for the whole process
- One set of processes with two outcomes: Relicensure and Recertification)
- Relicensure
Demonstrates doctors practice in line with the generic standards set out by GMC
- Recertification
Confirm that GP continues to meet standards that apply to his/her discipline.
- Timescales for relicensure and recertification unclear
- Annual “Enhanced” appraisal will be central (appraisal content under discussion).
- RCGP proposes and GMC approves
- Portfolio of evidence for annual appraisal and a portfolio of evidence for revalidation.
- Common requirements for evidence (all doctors assessed on a consistent basis).
- Good Medical Practice is being updated to define the qualities required of a good GP
- New GMP will guide the range of annual and 5 yearly evidence
- 4 domains (currently 7) become 12 generic standards from which assessment criteria are developed
- PHR feels the translation is questionable (measurable rather than important)
- Four Future Domains
 - Knowledge, skills and performance
 - Quality and safety
 - Communication and teamwork
 - Maintaining trust
- The RCGP are proposing that every 5 years, every GP, in whatever environment, should be able to provide (see table at end of document)
- RCGP CPD Learning Credit Scheme “Impact and Challenge Model” developed by the RCGP
- Self-accreditation of learning credits
- Minimum of 250 over the 5 year revalidation cycle
- Credit value based on the effort required (challenge) and impact on patient care (not time based)
- Credits are self-attributed and verified at appraisal.
- Impact and Challenge encompass the value of the learning, not simply the time spent in CPD
- Impact on patients, the individual, the service
Positive weighting of impact compared to challenge
- Challenge is related to effort expended, to circumstances and to personal ability
- Un-answered questions Is this definition of a credit acceptable?
 - Is the system easy to understand and use?
 - Are GPs able to produce evidence easily?
 - Are the examples of credits self-accredited justifiable?
 - Are appraisers easily able to verify an individual’s credits in terms of challenge or impact?
 - What if an appraiser disagrees with the doctor?
 - Are appraisers comfortable with this system?

- Are GPs comfortable with this system?
 - Are we seeing diversity of subject?
 - Are we seeing diversity of method?
 - Is this an appropriate system for all GPs (sessional, OOH, overseas)?
 - Are there further training issues for GPs or appraisers?
 - What are the local resource issues of the system?
- Pass or Fail (Traffic Lighting of appraisals): Who Judges?
 - Appraiser Judges
 - Quality of a PDP
 - Adequacy of a CPD folder
 - Whether PDP of previous year's appraisal has been completed
 - Whether and how learning needs have been identified / prioritised
 - Credits scoring
 - And
 - Guides future learning needs
 - Suggests upskilling or remedial action where required
 - Responsible Officer (RO) in every NHS Trust (final say on the revalidation of doctors).
 - Four tiers of assessment and appeal
 - RO
 - Local Group (RO, RCGP and Lay assessor)
 - National RCGP
 - GMC
 - Possible Curriculum and Optional Exam
 - Essential Knowledge Update (RCGP six monthly)
new and changing knowledge that every UK GP should have assimilated
 - Essential Knowledge Challenge will be a voluntary assessment
(to provide evidence of keeping up to date)

Websites

<http://www.gmc-uk.org/about/reform/Revalidation.asp>

http://www.rcgp.org.uk/practising_as_a_gp/revalidation.aspx

Evidence	Conventional portfolio
Description of roles	✓
Exceptional circumstances	✓
Evidence of 5 appraisals	✓
Five PDPs	✓
Four reviews of PDPs	✓
250 Learning Credits	✓
Two MSFs from Colleagues (360 degree)	✓
Two Patient Surveys	✓
Review of Complaints	✓
Five significant event audits	✓
Two conventional audits	✓
Statement of probity and health	✓