

Medical Revalidation Guidance for Doctors in Training

Health Education England, Wessex

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Groups consulted: Deanery Leadership Team

Equality Impact Assessment: reviewed with no changes.

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Introduction

Medical Revalidation commenced as of 3 December 2012. Revalidation for Doctors in Training relies upon the Annual Review of Competence Progression (ARCP) with supporting evidence to include:

- Continuing professional development
- Quality improvement activities
- Significant events
- Feedback from colleagues
- Feedback from patients
- Review of complaints and compliments
- Whole scope of practice

This document sets out the HEE, Wessex policy for conduct of annual reviews of revalidation evidence of doctors in training including Foundation Year 2 Trainees (FY2), Core Trainees (CT) and Specialty Registrars (STR). The policy should be applied to any other doctor in training with a “prescribed connection” to Health Education Wessex as appropriate.

General Principles

Revalidation is the process by which all doctors practising in the UK are required to demonstrate they are up to date and fit to practise and complying with the relevant professional standards set out by the GMC.

Doctors in training will continue to be assessed under the Annual Review of Competence Progression (ARCP); in the case of doctors in training the ARCP will take the place of the annual “appraisal” described in the revalidation regulations for fully qualified clinicians.

The Gold Guide sets out the standards by which all doctors in Core and Specialty training programmes should be assessed. The ARCP process has been designated as the effective “appraisal” system for doctors in training and will be “enhanced” to ensure that these doctors are accumulating the necessary evidence and achievements to set them in good stead for having a positive statement made about them at their revalidation submission date.

Live Reporting

At the beginning of 2016 it was agreed to change the way SIRI’s and complaints relating to Trainee doctors are reported to Health Education England local offices.

The RO will receive live reports from all the Trusts, and GP practices (via Local Area Teams) in which doctors in training work, relating to their **Conduct & Capability, Serious incidents requiring investigations (SIRI)** and **Complaints**.

Live reporting form

The Live reporting form will need to be completed for all doctors who have been involved in significant events including serious and/or untoward incidents. It is designed to give further detail to the ARCP panel and in turn the RO to ensure that any events have been sufficiently dealt with and resolved and to ensure that the doctor in training has received sufficient support throughout the proceedings. HEE has a responsibility to work with statutory bodies such as the Police and this document does not supersede the normal legal requirements to notify such agencies of certain incidents.

Significant Events and ARCP

During the ARCP meeting it is expected that the panel will review any significant events which have been submitted by the doctor in training by means of an Enhanced Form R, the educational or clinical supervisor, or the employer. It is essential that when reviewing any reported significant events the panel are mindful of the need to foster an open culture of reporting, and that involvement in “unresolved” investigations should not be treated as negative in themselves. The focus of revalidation is to ensure that doctors in training have the appropriate tools and support to develop sufficient skills and insight needed to reflect upon and improve their professional practice.

Extra Work Outside of Training

All doctors are required to demonstrate their fitness to practise over each revalidation cycle. The process of accruing evidence should happen throughout the cycle. In support of this, the RO for HEE Wessex has implemented a mandatory form for completion by those doctors in training who undertake work outside of their training programme.

It is not envisaged that this form should be completed for doctors in training undertaking additional shifts within their own specialty and in their “home” Trust. The TPD in the specialty should give advice upon the type of work which requires completion of a form. Any queries can be directed to the Revalidation Team.

Quality Assurance

Quality assurance of the revalidation process is based upon the current ARCP structure through programme management teams and Specialty Schools. In addition to the ARCP, the Revalidation Team carries out Revalidation observations to observe how the panels review the Revalidation evidence submitted by the Trainees. The Wessex Revalidation Governance Committee is a quality assurance group through which any relevant matter pertaining to process issues or the implementation framework of revalidation will be considered. The committee forms a main part of the governance structures created to assure the RO for doctors in training in Wessex of the quality of the revalidation process in the region. The Chair is the Postgraduate Dean.

Information governance and Data Protection

Health Education England (HEE) has a legal obligation to comply with all appropriate legislation in respect of Data, Information and IT Security. It also has a duty to comply with guidance issued by the Department of Health, the Information Commissioner, other advisory groups to the NHS and guidance issued by professional bodies.

Penalties could be imposed upon HEE, and/or employees for non-compliance with relevant legislation and NHS guidance.

This [Data Protection Policy](#) details how HEE will meet its legal obligations and NHS requirements concerning confidentiality and information security standards. The requirements within the Policy are primarily based upon the Data Protection Act 1998 as that is the key piece of legislation covering security and confidentiality of personal information.