

SHEFFIELD TEACHING HOSPITALS NHS FOUNDATION TRUST

EXECUTIVE SUMMARY

REPORT TO THE BOARD OF DIRECTORS

HELD ON 16th MARCH, 2016

Subject	Update on Annual Report to the Board of Directors on Medical Appraisal and Revalidation
Supporting TEG Member	David Throssell
Author	David Hughes
Status¹	N

PURPOSE OF THE REPORT

To inform the Board of Directors about progress made since the presentation of the 2014/5 Annual Report to Trust Board on Medical Appraisal and Revalidation in September, 2015.

KEY POINTS

The proportion of doctors undergoing annual appraisal has improved from 69% in 2015/6 to 82% at present. However, this falls short of the Trust target of 95% and it still less than the national average of 87% so ongoing efforts are being made to improve this.

The Appraisal Policy for Consultant, Associate Specialist, Staff and Specialty Grade Doctors and Dentists will be updated to take account of the development of the appraisal and revalidation both in the Trust and nationally over the last four years. This update will be carried out during quarter 1 of 2016/7.

IMPLICATIONS²

AIM OF THE STHFT CORPORATE STRATEGY 2012-2017		TICK AS APPROPRIATE
1	Deliver the Best Clinical Outcomes	√
2	Provide Patient Centred Services	√
3	Employ Caring and Cared for Staff	√
4	Spend Public Money Wisely	√
5	Deliver Excellent Research, Education & Innovation	√

RECOMMENDATIONS

The Board of Directors is asked to note the contents of this report.

APPROVAL PROCESS

Meeting	Date	Approved Y/N

¹ Status: A = Approval
 A* = Approval & Requiring Board Approval
 D = Debate
 N = Note

² Against the five aims of the STHFT Corporate Strategy 2012-2017

Appraisal and Revalidation of Doctors – Update on Annual Report to Sheffield Teaching Hospital NHS Foundation Trust Board for the year 2014-2015

This paper has been written to update Trust Board on progress made against the corrective actions listed in the Annual Report on Appraisal and Revalidation of Doctors presented to Trust Board in September, 2015.

Progress made against the issues raised in the Annual Report presented to Trust Board since September, 2015.

1. Low level of annual appraisal

Over 2014/5 the overall rate of annual appraisal was 69%. The appraisal rate has been monitored and reported to Clinical Management Board monthly, with a breakdown of performance by directorate and has shown an improvement to currently stand at 82%.

Doctors with overdue appraisals have been written to on two occasions since September, 2015. There are approximately thirty doctors who, at the time of writing, have overdue appraisals and are being written to individually by the Trust Appraisal Lead. A more proactive approach is being taken to the management of overdue appraisals which has included the reintroduction of a system of automatic reminder emails from the MyL2P appraisal support system and monthly reports to Clinical Management Board.

2. System of triangulation of reporting of incidents and complaints, incorporation of PROUD values and alignment of Personal Development Plans to Directorate and Corporate Objectives.

During the 2015 calendar year, 245 STH doctors revalidated and 47 were deferred. A further 46 STH doctors are due to revalidate in the first quarter of the 2016 calendar year. Because of this high number of revalidations, the Medical Director's appraisal and revalidation team have had to prioritise supporting the revalidation process for individual doctors during the 2015/6 year. In the 2016/7 year, there will be far fewer doctors going through the revalidation process because of the way that the General Medical Council chose to distribute individual revalidation dates within the first 5 year cycle. The lower level of revalidation activity will provide an opportunity for the appraisal and revalidation team to focus on updating the Appraisal Policy for Consultant, Associate Specialist, Staff and Specialty Grade Medical and Dental Staff to incorporate the developments listed above. It is anticipated that this process will be completed during the first quarter of 2016/7.