

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.