

REVALIDATION 'INFO BITES'

HEALTHCAREevents 'Strengthening Appraisal and Revalidation' 30 June 2010 meeting

I attended this well constructed meeting and the following were the most relevant points:

- The GMC *Good Medical Practice* will almost certainly be replaced by the GMC's *Four Domains** and *Twelve Attributes* concept as a basis for the Appraisal template
- A new Appraisal framework should be available by April 2011 in time for the first revalidations to take place in 2012 (no month stated!) according to the Revalidation Support Team
- Appraisers and paired Appraisees should work in the same disciplines wherever possible; however, there will be situations where this will not be achievable
- Appraisals will become much more judgemental and less reflective 'chummy' events, and appraisers should not be afraid to be critical when necessary
- There are ten Revalidation pilots currently under way involving 3,000 doctors using the new GMC Domains and Attributes concept
- A colour-coded Form 4 (green/orange/red) is being designed to contain summary details of the five years' appraisals so as to give the ROs a composite and easily understandable overview of the doctor's five years appraisals
- There were several software companies exhibiting at the meeting and costs seem to be coming down; I was quoted a MSF at £90 and a Revalidation toolkit at £60 per doctor per year

The main 'take-away' message was that we are still a fair distance from live Revalidations and the only certainty is that Revalidation will be based on 'robust' Appraisals which have not yet been finalised, and they will have to be carefully bench marked.

*The Four Domains are:

1. Knowledge, skills and performance
2. Safety and quality
3. Communication, partnership and teamwork
4. Maintaining trust

And each Domain will contain three Attributes making a total of twelve Attributes.

Stuart Sanders

5 July 2010