

BOD 87/2016

(agenda item: 15)

# Report to the Meeting of the

# Oxford Health NHS Foundation Trust

# Board of Directors

**29 June 2016**

**Medical Appraisal and Revalidation Report**

**For Information**

**Executive Summary**

This required annual report seeks to update and assure the Trust Board on work undertaken to ensure the appraisal and revalidation of established medical staff in the Trust is robust and fit for purpose.

Since the last report to the Board, further work has been undertaken to evolve systems and processes to ensure a good system for medical appraisal & revalidation continues in the Trust. This includes:

* + Maintaining an appropriate number of trained appraisers.
  + A review of all current processes including the Multi-source feedback provider.
  + Work to introduce Lay People into the Appraisal and Revalidation Process, to be implemented within the 2016/17 year.
  + Quality assurance and good governance of the appraisal and surrounding processes leading to revalidation.

As a result of the systems in place it is believed that the quality of medical care, clinical leadership, clinical quality improvement activity and the responsiveness to patient and colleague feedback remains enhanced. The opportunity for medical staff to reflect on their practice provides the foundations for continued professional development.

Reports on medical appraisal & revalidation will continue to be provided annually to the Board.

**Recommendation**

The Board of Directors is asked to note this report and thus offer its continuing support to the work of the RO, Medical Lead for Appraisal and Revalidation, Medical Appraisal and Revalidation Advisor and the Medical Appraisal and Revalidation Working Group, regarding appraisal and revalidation.

The Board of Directors is asked to consider the procurement of a new multi-source feedback provider for the next 5 year cycle. This is as an alternative to the current costly supplier.

**Author and Title: Dr Vivek Khosla, Medical Lead for Appraisal & Revalidation; Dr Mark Hancock, Medical Director; Miss Sophie Grimshaw, Medical Appraisal and Revalidation Advisor.**

**Lead Executive Director: Dr Mark Hancock, Medical Director**

1. *A risk assessment has been undertaken around the legal issues that this paper presents and there are no issues that need to be referred to the Trust Solicitors.*
2. *This paper (including all appendices) has been assessed against the Freedom of Information Act and the following applies:*

*THIS PAPER MAY BE PUBLISHED UNDER FOI*