

ITEM: 10/107
Doc: 08

Meeting: Trust Board
Date: 22 September 2010

Title: **Nomination of a Responsible Officer for medical revalidation for the Whittington Hospital NHS Trust**

Executive Summary: The GMC's proposals for revalidation of doctors are currently before parliament. They include the proposal that every health care organisation in England should have a Responsible Officer who will make a recommendation to the GMC regarding revalidation of doctors employed by the organisation. This paper proposes that the Trust Medical Director, Celia Ingham Clark, should be the Responsible Officer at the Whittington.

Action: To agree the nomination of Celia Ingham Clark, Trust Medical Director, as Responsible Officer for the Whittington Hospital NHS Trust

Report from: Rob Larkman

Sponsor: Rob Larkman

Financial Validation	Name of finance officer
Lead: Director of Finance	n/a

Compliance with statute, directions, policy, guidance	Reference:
Lead: All directors	GMC guidance on revalidation

Compliance with Care Quality Commission Core/Developmental Standards	Reference:
Lead: Director of Nursing & Clinical Development	GMC guidance on revalidation

Appointment of Responsible Officer for the Whittington Hospital NHS Trust

1) **Background:** The General Medical Council has put legislation before Parliament to introduce revalidation of doctors as a means of improving the assurance that doctors' performance is satisfactory. This is likely to pass into law in early 2011 and revalidation itself is likely to go live within two years after this point.

2) **Responsible Officers** will be required in every healthcare organisation in England. The Responsible Officer must be a consultant in good standing with the GMC and must be on the Trust Board. The duty of the Responsible Officer is to make an individual recommendation to the GMC every five years regarding revalidation of each doctor employed by the healthcare organisation. This recommendation is based on information obtained from the preceding five years' appraisals. The new strengthened appraisals must include more data and cover specific areas of content, generic ones decided by the GMC and specialty-specific one based on advice from the relevant Royal College. There is clearly a strong ongoing relationship between the quality assurance of doctors' performance that Revalidation is designed to provide, and other aspects of Clinical Governance.

3) **Current status:** The Whittington Executive Committee has already agreed to the appointment of a Medical Staffing Support officer to facilitate consultants collecting appropriate information for their appraisals. The current Medical Director, Celia Ingham Clark, has led a Revalidation Working Group (RWG) for the last year and has appointed 22 consultant "super-appraisers" to deliver strengthened appraisal. The RWG has surveyed consultants for feedback about previous appraisals and has also reviewed some of the content of the 2009 appraisals and fed back regarding the quality of the documentation to appraisers. 360 appraisal (multi-source feedback) has been offered to 30 consultants this year, and the intention is to offer it to approximately 30 each year to meet the requirement that each consultant should have this at least once in every five year appraisal cycle.

4) **Appointment of Responsible Officer:** The national regulations state that where a Trust Medical Director has been appointed in open competition then Trust Board may choose to nominate this person as Responsible Officer and do not need to hold a separate formal appointment procedure unless they wish to do so. The current Medical Director, Celia Ingham Clark, was appointed in open competition, and it is recommended that Trust Board agrees her nomination as Responsible Officer at the Whittington. Recent changes in Medical Directorate structure, with the joint appointment of Caroline Allum and Richard Jennings as Deputy Medical Directors, were partly designed to facilitate Celia Ingham Clark taking on the role of Responsible Officer.

5) **Training and Development of Responsible Officer:** NHS London are setting up a support network for Responsible Officers and also arranging appropriate training and development for these people. All ROs must have an external assessment of their competencies and undertake appropriate further training and development.