

Medical Revalidation

meet the NHS Revalidation Support Team

The Revalidation Support Team (RST) is a Department of Health-funded body which exists to support the implementation of Revalidation. That's what their website says, so it must be true - and readers may have noticed at the time it was set up in mid-2008 that a substantial-sounding financial package was included to get it going. So what do we do, who are we, and what sort of relationship can this body have with BAMM?

Aims

The aims of RST are to:

- Provide expert professional leadership for the design and delivery of new appraisal arrangements in England.
- Work with stakeholders on the piloting, evaluation and implementation of appraisal.
- Ensure professions, employers, commissioners are informed and involved in design and rollout of the new arrangements.
- Work closely with the Devolved Administrations to ensure consistency of approach where possible and appropriate.

This is a big programme, and the start-up funding suddenly doesn't seem all that large in the light of it! If we were asked to

sum those four points up in one sentence, it might be to ensure that - after all interested parties have had their say and produced the guidance and standards for which they are responsible - the implementation of medical revalidation is based on a sound, quality-assured, properly piloted and evaluated appraisal process.

The RST core group was based on the experience of the now defunct NHS Clinical Governance Support Team (the Appraisal Support Team part of that). It inherited from the start that group's commitment to grounding revised appraisal arrangements firmly within the broader clinical governance framework of the NHS, and keeping the well-trusted emphasis on support and development as the primary goal of appraisal. This is a tough task, not least because many of the factors that will influence how appraisal and revalidation work in practice are still being developed. Our focus therefore has been threefold: engagement with other major stakeholders: the GMC, the Academy of Medical Royal Colleges and the individual Colleges, Strategic Health Authorities, and many others including BAMM; implementation of first-stage pilots to test the revised appraisal process as it is developed; and working with partners to develop a quality-assured framework for clinical governance and appraisal supporting revalidation which can inspire confidence in the profession and the NHS among the people we all serve.

So who are we?



Maurice Conlon, National Director of Revalidation, has been a General Practitioner in Birmingham since 1993, joined the NHS Clinical Governance Support Team (CGST) in 2001, and became their Appraisal Lead when he ran the CGST Training the Appraisers Programme. In the same year he set up the appraisal support website: . In 2006, Maurice became a founding member of the Career Grade Doctors' Appraisal Forum (CGDAF), which produced a series of 5 papers on appraisal, subsequently cited by the Royal College of Physicians.

Martin Shelly, National Clinical Lead, has been a General Practitioner in Leeds since 1987. He has worked with the NHS Clinical Governance Support Team [CGST] on a range of quality issues since 2000, including the work to support the introduction and development of appraisal and revalidation. He chaired the CGST Expert Group on Quality Assurance of Medical Appraisal and produced the Group's report. He is a member of the RCGP Recertification Steering and Technical Groups. Martin's previous roles include Medical Director of the NHS Performance Support Team providing customised support to the most challenged hospital and Primary Care Trusts nationally.





Lucy Warner, Chief Executive, has over 20 years NHS experience ranging across many aspects of primary care, working with practices, local and national teams and including a stint in Gibraltar. Alongside her work with the Revalidation Support team, she also works as independent advisor on quality to the Department of Health and was a member of the Chief Medical Officer's working party on Medical Revalidation.

Jo Anthony, Medical Director, is a consultant in Obstetrics and Gynaecology, and is Associate Medical Director responsible for Appraisal and CPD at Northampton General Hospital NHS Trust. She has a major interest in appraisal as a means of personal and professional development, devising and managing a successful Trust appraisal scheme since 2001, and teaches locally and nationally on appraisal, performance assessment, and support for doctors in difficulty. Until recently Jo was Secondary Care Director for the Clinical Performance Support Unit in LNR/East Mids Deanery and has many years experience at College Tutor and Clinical Director level.



Keith Judkins, Medical Director, is a Consultant Anaesthetist, appraiser and until recently Medical Director, at Mid Yorkshire Hospitals NHS Trust. He is also an appraiser for NHS Professionals. He has a special clinical interest in non-surgical aspects of the management of major burns, has served on national and international burn care associations, and has 25 years consultant experience at the coalface. He has more than 14 years experience in medical management, as a clinical then medical director, and more recently as Clinical Director for a managed clinical network. He was active in setting up consultant appraisal in his Trust, and was for a while a member of the appraisal training faculty at BAMM. Keith has been active with SCHIN in widening the scope of the Appraisal Toolkit to include doctors in secondary care, and was a member of the DH Appraisal Implementation Steering Group and later of the NHS CGST's appraisal work stream.

Nick Lyons, Medical Director, is a General Practitioner in rural Dorset. He also works as Primary Care Taskforce Lead for NHS Education South Central, a role that involves developing educational schemes for the many professionals that deliver primary care. He has long had an interest in appraisal, developing this in his roles as Vice-Chair of the National Association of Primary Care Educators, and until recently as GP Associate for the NHS Clinical Governance Support Team.



Mike Pringle, Medical Director, is Professor of General Practice in the University of Nottingham. He is revalidation lead for the RCGP, and a board member of UKBiobank. He was Chairman of the RCGP from 1998-2001. Mike helps to run CHEC (Collingham Healthcare Education Centre), an innovative primary care development project. In 2007 he completed a secondment as part-time National Clinical Lead for General Practice in NHS Connecting for Health and is now Strategic Director of PRIMIS+.

Kerry Ball, Research Lead, is in the process of completing her PhD designing a model and tool to develop professionalism in medical educators, by encouraging reflective thinking, and guiding educators to a deeper level of reflection using formative feedback. She has a degree in Psychology from Exeter University, and a Masters in Health Psychology from Southampton University. Kerry has also contributed significantly to the Senior House Officer Educational Audit project.