

Report title	Appraisal and Revalidation Framework for Quality Assurance report to Board
Report from	Louisa Wickham / Dilani Siriwardena
Previously discussed at	N/A
Link to strategic objectives	<ul style="list-style-type: none"> We will be an employer of choice, supporting staff to learn, develop and progress in line with our values. We will consistently provide an excellent, globally leading service.

Executive summary of report						
<ul style="list-style-type: none"> Dilani Siriwardena has commenced in the role Responsible Officer effective September 2023, taking over responsibilities from Louisa Wickham. Changes to within the Medical HR team and resignation of the Clinical Appraisal Lead have impacted the appraisal rate in earlier months of 2023. The appraisal rate has however begun to improve and has risen to 75%. Interviews for Clinical Appraisal Lead(s) will take place on 22 September 2023, with the aim that the new appointee will commence in October. The Higher-Level Responsible Officer Quality Review visit from NHS England on 23 August 2023 was positive in tone but did raise the importance of reviewing resource for appraisal and revalidation to reduce possible vulnerabilities for the Responsible Officer. It is felt that dedicated and focused resource within the Medical HR team for appraisal and revalidation is needed, and a business case/plan is required. 						
Quality implications						
<ul style="list-style-type: none"> An improved appraisal rate is necessary to support staff development and experience, it is also a key component of the evidence required for doctors to be revalidated and maintain their licence to practice. 						
Financial implications						
<ul style="list-style-type: none"> None at present. Future business case to be made for additional resource to support appraisal and revalidation. 						
Risk implications						
<ul style="list-style-type: none"> To note advice from NHS England regarding uptick in formal cases being brought against Responsible Officers and importance of dedicated resource/processes. 						
Action Required/Recommendation						
<ul style="list-style-type: none"> None at present. 						
For Assurance		For decision		For discussion	To note	✓