

## **Medical Revalidation – The Recommendation**

- ✓ The RO will review the doctor’s portfolio with the outputs of appraisal in the context of any other information available about the doctor, such as fitness to practice concerns from the GMC, clinical governance, or occupational health information. Any information held by the MDO for this purpose can be reviewed by the doctor on request.
- ✓ The RO makes one of three recommendations:
  - a. The doctor should be revalidated
  - b. The revalidation should be deferred by a specified requested period (3, 6, 9 or 12 months or longer) to allow the resolution of ongoing issues
  - c. The doctor has failed to engage with revalidation, for example by not undertaking appraisal at all, for failing to present sufficient supporting information of the required nature and standard, or for refusing to participate meaningfully in the appraisal discussion
- ✓ Deferral is a confidential matter between the doctor, the RO, and the GMC. It does not affect the doctor’s licence to practice. However, the existence of the deferral mechanism is not a reason for a doctor not to comply with the requirement to provide supporting information of the right type within the required timescale.
- ✓ Failure to engage may result in administrative removal of the doctor’s licence to practice by the GMC (a process that does not require any form of hearing), which would automatically affect the doctor’s contractual relationship with the Trust.
- ✓ We do not anticipate that many, or any, of our doctors will fall into the failure to engage category, but that will be down to each of our doctors to take the processes seriously. We do not anticipate large numbers of deferrals either, but this may arise in a small number of cases. Where a doctor has not fulfilled all the requirements for a positive recommendation, the decision between the remaining two recommendations will be made by the RO taking all the circumstances into account; a “deferral” recommendation will not simply be a default to avoid one of “failure to engage” if the latter is the fundamental reason there is insufficient information.