

Agenda Item 02

Report to:	Trust Board Part 1	Date: 02 October 2025
Report from:	Dr Stephen Webb Deputy Medical Director and Responsible Officer Dr Ian Smith Medical Director	
Principal Objective/Strategy and Title	GOVERNANCE Revalidation Annual Report April 2023 – March 2024	
Board Assurance Framework Entries	Unable to provide safe, high quality care BAF number: 744	
Regulatory Requirement	CQC, GMC	
Equality Considerations	None believed to apply	
Key Risks	Non-compliance resulting in poor outcomes for patients and financial penalties	
For:	Information	

Summary:

The Trust is required by NHSE to submit an annual report to the Board in order to provide assurance that patient care is being supported by fulfilling the statutory obligation of the Responsible Officer for the Trust. The aim is for the Designated Body (Royal Papworth Hospital NHS Foundation Trust) not only to demonstrate basic compliance but also continuing improvement over time.

The Framework for Quality Assurance and Improvement (FQAI) (Appendix A) has recently been adapted to include a greater focus on EDI and culture alongside the Trust values. There is also now a greater emphasis on verbal reflection and discussion in appraisal meetings in order to support and underpin the mental health and wellbeing of our clinical staff. The Trust has also enhanced the support for our Locally Employed Doctors (LED's) with greater collaboration between the Revalidation Administrator and the Lead for Medical Education and team with monitoring of timelines, focussed appraiser allocation for this group of staff and greater guidance on the whole appraisal process for LED's.

The AOA sections record the actions from last year's report and then the comments and actions for 2025/26 are detailed underneath.

Appraisal rates have fluctuated through 2024/25 from between 76% - 85% across the year. As with all Trusts, there were further periods of industrial action across 2024 which had a negative impact on many elements of BAU for our clinical workforce including appraisal completion.

The Trust provided a further full day's training programme on Appraisal for Revalidation, delivered by the Royal College of Physicians to ensure an appropriate cohort of trained appraisers was available for the Trust and we plan to deliver further training and support in 2026.

As outlined in last year's report, NHSE had developed a Peer Review process for the appraisal and revalidation function for all Trusts. This process is for designated bodies to undertake a structured self-assessment with one or more other Designated Bodies in the region. The aim of this is to support good governance and provide assurance primarily to the RO, the Trust Board and NHSE. This is separate from formal Designated Body reviews which may be carried out from time to time by

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NHSE but would provide useful information in the event of a formal review. In 2024 NHSE defined Royal Papworth Hospital's matched designated body as Norfolk and Norwich University Hospitals NHS Foundation Trust. This peer review process will be undertaken in alternate years and we therefore anticipate carrying out a further peer review in 2026 with a Trust defined by NHSE.

Recommendations:

The Board of Directors is asked to note the contents of this report.