

Agenda Item 2.vi

<b>Report to:</b>	<b>Board of Directors</b>	<b>Date: 7 September 2023</b>
<b>Report from:</b>	<b>Dr Stephen Webb Deputy Medical Director and Responsible Officer Dr Ian Smith Medical Director</b>	
<b>Principal Objective/ Strategy and Title</b>	<b>GOVERNANCE Revalidation Annual Report April 2022 – March 2023</b>	
<b>Board Assurance Framework Entries</b>	<b>Unable to provide safe, high quality care BAF number: 744</b>	
<b>Regulatory Requirement</b>	<b>CQC, GMC</b>	
<b>Equality Considerations</b>	<b>None believed to apply</b>	
<b>Key Risks</b>	<b>Non-compliance resulting in poor outcomes for patients and financial penalties</b>	
<b>For:</b>	<b>Approval</b>	

**Summary:**

The Trust is required by NHSE&I 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 Annual Organisation Audit (AOA) (Appendix A) has been slimmed down and adapted following the COVID pandemic and only the high-level overall rate of appraisals is required to demonstrate compliance. 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 AOA sections record the actions from last year's report and then the comments and actions for 2023/24 are detailed underneath.

Appraisal rates have fluctuated through 2022/23 sitting at 75% at the end of March 2022, rising to 81% at the end of July 2022 and currently sitting around 78%. The continuing periods of industrial action over the last 8-9 months have had a negative impact on many elements of BAU for our clinical workforce and appraisal completion has been no different. We also encountered a period of time when the system used to complete/record and sustain appraisal was not available to Trust staff and this had a negative impact on the appraisals scheduled at that time. This has now been resolved.

The Trust was able to facilitate a full day's training programme on Appraisal for Revalidation, delivered by the Royal College of Physicians on the 20<sup>th</sup> February 2023. This session was very well supported with 22 attendees, enabling refresher training for 12 current appraisers and 10 new appraisers for the Trust.

**Recommendations:**

The Board of Directors is asked to note the contents of this report and approve the Statement of Compliance.