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18 July 2019

Our Ref: 557
Publications Approval 000740

Dr Roger Hall
Responsible Officer
Royal Papworth Hospital NHS Foundation Trust

Dear Dr Hall

Medical Revalidation Annual Organisational Audit (AOA) Comparator Report for: 557 - Royal Papworth Hospital NHS Foundation Trust

I am writing to thank you for submitting a return to the NHS England 18/19 Annual Organisational Audit (AOA) exercise.

Please find enclosed a report setting out your response to the exercise. The report also compares your organisation's submission with that of other designated bodies across England, both in a similar sector and nationwide.

The 2018/19 slimmed down version of the AOA was designed to concentrate primarily on the quantitative measures of previous AOAs, the number of doctors with a prescribed connection and their appraisal rates. In this the sixth year of the AOA, I am pleased to report a continuing upward trend in the overall appraisal rate. This is extremely reassuring and I would like to thank you once again for your continued work. There is emerging evidence that creating the right environment for doctors to reflect on their clinical practice through appraisal is one which enables them to thrive and develop professionally. This benefits the patients that they look after and allows doctors to have confidence in their professional practice.

As well as revising the AOA, a review of reporting the other important aspects of the responsible officer function (monitoring of practice, responding to concerns, and identity/language checks) have moved to the annual Board report. The Board report, combined with the annual Statement of Compliance, has been re-designed to support a conversation within the designated body to review all the responsible officer's obligations and to agree an action plan for areas where further development is identified.

Assurance of the totality of the designated body's work on the responsible officer's duties will therefore be provided to the higher level responsible officer through both completion of the AOA and the statement of compliance, as signed off by the designated body's Board or equivalent management body.

Board-level accountability for the quality and effectiveness of appraisal rates is extremely important and this report, along with the resulting action plan, should be presented to your board, or an equivalent management body. It is also good practice to include the report in an NHS organisation's Quality Account.

If you need support in improving any element of your revalidation systems, your local revalidation team (contact details below) can help you.

Your higher level responsible officer	Dr David Levy
Your local revalidation team's lead contact	Christopher Parsons & Sharron Hogan
Your local revalidation team's contact details	england.revalidation-midlandsandeast@nhs.net

This letter has been sent to the responsible officer recorded in the AOA return at 31 March 2019. If you are no longer the responsible officer, please pass this report on to the new responsible officer immediately, or to the Chief Executive of the organisation. If there are any changes to notify, or you have any queries, please contact your local revalidation team.

Please note that for transparency and openness, your submitted AOA return will be shared with your higher level responsible officer and some elements of the return will be shared with the appropriate regulatory bodies.

A more detailed report including the anonymised results of all organisations involved in this AOA exercise will be published in the autumn.

I would like to take this opportunity to thank you for providing the required assurance to your higher level RO, and to NHS England.

Further information on revalidation can be found at www.england.nhs.uk/revalidation

Yours sincerely



Doctor Mike Prentice
Revalidation Lead
NHS England

cc: Your higher level responsible officer
cc: Your local revalidation team's lead contact

YOUR ANNUAL ORGANISATIONAL AUDIT

Analysis is based on the total of 862 returns from designated bodies (DBs) to the 2018/19 Annual Organisational Audit (AOA) exercise for the year ending 31 March 2019

The following information is presented as per your own AOA submission.

Name of designated body:	Royal Papworth Hospital NHS Foundation Trust
Name of responsible officer:	Dr Roger Hall
Sector:	Acute hospital/secondary care foundation trust
Prescribed connection to:	NHS England (Regional Team - Midlands and East)

Please note:

a) In some instances, data was not suitable for comparative reporting. In these cases your own response may be reported, but comparative data is not. An explanation is given for this within the report. If you require further information on these areas, please contact your local revalidation lead:

Christopher Parsons & Sharron Hogan at england.revalidation-midlandsandeast@nhs.net.

b) Only the questions asked are presented below. Please refer to AOA 2018/19 for the full indicator definitions if required.

2018/19 AOA indicator		Your organisation's response	Same sector: DBs in sector: 96	All sectors: Total DBs: 862
SECTION 1: The Designated Body and the Responsible Officer		Your organisation's response	No. of DBs in same sector and (%) that said 'Yes'	No. of DBs in all sectors and (%) that said 'Yes'
1.4	A responsible officer has been nominated/appointed in compliance with the regulations.	Yes	94 (97.9%)	851 (98.7%)

2018/19 AOA indicator		Your organisation's response	Same sector: DBs in sector: 96	All sectors: Total DBs: 862
SECTION 2: Appraisal				
2.1	Number of doctors with whom the designated body has a prescribed connection as at 31 March 2019	No. of doctors (in organisation)	Total no. of doctors (in SAME sector)	Total no. of doctors (across ALL sectors)
2.1.1	Consultants	100	28190	53177
2.1.2	Staff grade, associate specialist, specialty doctor	0	5592	12543
2.1.3	Doctors on Performers Lists	0	35	47422
2.1.4	Doctors with practising privileges	0	1	1870
2.1.5	Temporary or short-term contract holders	43	8870	22314
2.1.6	Other doctors with a prescribed connection to this designated body	2	689	7128
2.1.7	Total number of doctors with a prescribed connection	145	43377	144454

2018/19 AOA indicator SECTION 2 (cont): Appraisal		Your organisation's response	Same sector: DBs in sector: 96	All sectors: Total DBs: 862
		Completed appraisals (1)		
2.1	Number of doctors with whom the designated body has a prescribed connection on 31 March 2019 who had a completed annual appraisal between 1 April 2018 – 31 March 2019	Your organisation's response and (%) calculated appraisal rate	Same sector appraisal rate	ALL sectors appraisal rate
2.1.1	Consultants	96 (96.0%)	93.5%	93.7%
2.1.2	Staff grade, associate specialist, specialty doctor	N/A	88.8%	88.2%
2.1.3	Doctors on Performers Lists	N/A	91.4%	95.2%
2.1.4	Doctors with practising privileges	N/A	100.0%	92.7%
2.1.5	Temporary or short-term contract holders	36 (83.7%)	77.8%	81.8%
2.1.6	Other doctors with a prescribed connection to this designated body	1 (50.0%)	72.1%	87.9%
2.1.7	Total number of doctors who had a completed annual appraisal	133 (91.7%)	89.3%	91.5%

2018/19 AOA indicator SECTION 2 (cont): Appraisal		Your organisation's response	Same sector: DBs in sector: 96	All sectors: Total DBs: 862
Approved incomplete or missed appraisal (2)				
2.1	Number of doctors with whom the designated body has a prescribed connection on 31 March 2019 who had an Approved incomplete or missed appraisal between 1 April 2018 – 31 March 2019	Your organisation's response and (%) calculated appraisal rate	Same sector appraisal rate	ALL sectors appraisal rate
2.1.1	Consultants	4 (4.0%)	4.4%	4.2%
2.1.2	Staff grade, associate specialist, specialty doctor	N/A	8.8%	8.6%
2.1.3	Doctors on Performers Lists	N/A	0.0%	4.2%
2.1.4	Doctors with practising privileges	N/A	0.0%	5.1%
2.1.5	Temporary or short-term contract holders	7 (16.3%)	17.1%	13.6%
2.1.6	Other doctors with a prescribed connection to this designated body	1 (50.0%)	22.5%	10.5%
2.1.7	Total number of doctors who had an approved incomplete or missed appraisal	12 (8.3%)	7.9%	6.4%

2018/19 AOA indicator		Your organisation's response	Same sector: DBs in sector: 96	All sectors: Total DBs: 862
SECTION 2 (cont): Appraisal		Unapproved incomplete or missed appraisal (3)		
2.1	Number of doctors with whom the designated body has a prescribed connection on 31 March 2019 who had an Unapproved incomplete or missed annual appraisal between 1 April 2018 – 31 March 2019	Your organisation's response and (%) calculated appraisal rate	Same sector appraisal rate	ALL sectors appraisal rate
2.1.1	Consultants	0 (0%)	2.1%	2.2%
2.1.2	Staff grade, associate specialist, specialty doctor	N/A	2.4%	3.2%
2.1.3	Doctors on Performers Lists	N/A	8.6%	0.6%
2.1.4	Doctors with practising privileges	N/A	0.0%	2.2%
2.1.5	Temporary or short-term contract holders	0 (0%)	5.1%	4.6%
2.1.6	Other doctors with a prescribed connection to this designated body	0 (0%)	5.4%	1.6%
2.1.7	Total number of doctors who had an unapproved incomplete or missed annual appraisal	0 (0%)	2.8%	2.1%

201, /1- AOA indicator SECTION 3:		Your organisation's response
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2018/19 AOA indicator SECTION 4: Comments	Your organisation's response
4.1	