Appraisal and revalidation for Medical Educators after retirement from clinical practice

Background

All doctors need an annual NHS appraisal, and a role-specific appraisal in every role they undertake. For those in clinical practice, that role-specific appraisal should use the role-specific agreed paperwork, and the output should feed into the scope of practice section of their NHS appraisal. Medical Education should normally be regarded as a single role for these purposes, so a trainer who is also a TPD might have a single appraisal provided that it covered both aspects of their work.

An increasing number of medical educators are continuing to work after they have ceased to be in active clinical practice. This paper describes the regulations and process for them.

Regulations and process for those retired from clinical practice

- If a GP there is no need to remain on the Performers’ List
- Must maintain GMC registration and licence to practice in order to provide regulatory accountability for their work. Senior educationalists need to be compliant with the Educational Supervisor framework.
- Advised strongly to retain Defence Organisation support as HEE indemnity will not cover, e.g., attendance at GMC hearings
- If not clinically active, and if does not have any other role that would take precedence, should change their RO to Namita Kumar (Postgraduate Dean)
- Line manager should conduct an NHS appraisal
- This should be conducted using the MAAG form
- That appraisal should set SMART objectives in line with HEE policy
- The NHS appraisal using a MAG form that produces a form 4 for the RO
- This should be submitted to Claire Murray, address below
- If there is anything to declare under scope of practice, the RO will need evidence of an appraisal in every role that is declared
- Any self-declarations of incidents, complaints, investigations etc. should also be sent to Claire Murray – Claire.Murray@hee.nhs.uk