



SPECIALIST APPRAISAL IN MUSCULOSKELETAL MEDICINE

. . THE PATH TO REVALIDATION

Doctors have always had a duty of care to their patients. A more transparent process of appraisal is to replace the Hippocratic oath and the ethos of professional integrity in the United Kingdom, as part of the process by which the General Medical Council will grant revalidation of the medical licence.

Specialist practice outside the NHS is not formally covered and the British Institute of Musculoskeletal Medicine proposes a robust system to enable the GMC to revalidate doctors specialising in musculoskeletal medicine. This will benefit both the patients receiving musculoskeletal care and those doctors providing it.

The pattern suggested is modelled on that for NHS consultants and this document relies particularly on the Department of Health Letters (MD) 5/01 & 6/00, documentation on the DOH website (www.doh.gov.uk/nhsexec/consultantappraisal) and the Royal College of Physicians of London 'Consultant Appraisal in the NHS' (2002).

The current proposal by the GMC is for five-yearly re-validation. For each year prior to revalidation, an appraisal must take place.

Various models of appraisal exist: the current one in the NHS depends on a trained doctor, not necessarily in the same specialty, undertaking an interview ('meeting') and reviewing evidence of practice. In North America, the "360 degree survey" collects anonymous information from patients and colleagues to inform the appraisal.

GOOD APPRAISAL

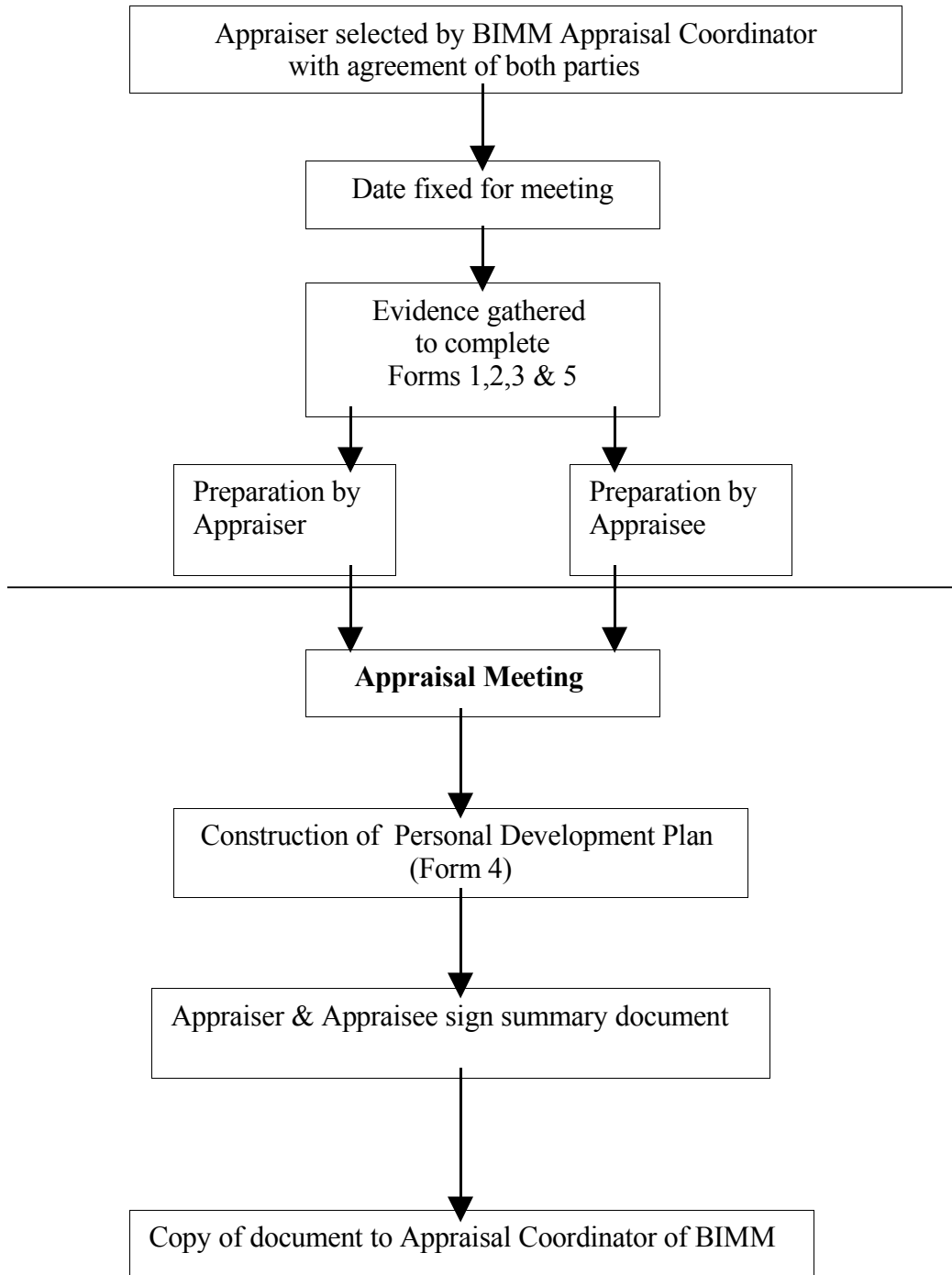
Appraisal should be a positive experience to support professional development. It should identify difficulties in practice either due to problems in knowledge, skills, interpersonal conflicts, and dissatisfactions. This should lead to a plan to achieve optimum practice to satisfaction of doctor and patient, through a personal development plan.

CONTENT OF APPRAISAL

Good clinical care - maintaining good medical practice - teaching and training - working with colleagues - relationships with patients - probity - health.

PROCESS OF APPRAISAL

We propose the following process:



(Full proposed documents including explanation of contents of the 'Forms' to be produced later)