Council, 20 May 2010

Revalidation update

Executive summary and recommendations

Introduction

This paper updates the Council about the work that is underway to further explore the need for a system of revalidation.

Decision

This paper is to note. No decision is required.

Background information

Paper approved by the Council on 10 December 2009:
Enclosure 12 at http://www.hpc-uk.org/aboutus/council/councilmeetings_archive/index.asp?id=457

Resource implications

The resource implications were outlined in the paper approved by Council on 10 December 2010.

Financial implications

This work has been funded via a Department of Health grant.

Appendices

None

Date of paper

10 May 2010

Revalidation update

1. Introduction

1.1   At its meeting in December the Council approved a project plan which outlined a three phase approach to the research on revalidation.

1.2   The project plan included details of nine projects to be undertaken during the first phase. These projects have been designed to increase our understanding of the different levels of risk posed by HPC registrants and the robustness of HPC's current systems.

1.3   The Executive will be providing the Council and Department of Health with regular updates on the progress being made. This paper outlines the progress on the projects since the Council's December meeting.

1.4   For ease of reference, a list of the projects can be found at Attachment A. Throughout this paper the project number only is used.

2. Externally commissioned projects

2.1   Four of the projects being undertaken in the first phase of revalidation work will be externally commissioned.

Pre-registration education and training projects

2.2   Researchers at the University of Durham have been commissioned to undertake two research projects over a five year period. These projects will examine different aspects of the link between conduct concerns during pre-registration education and training and subsequent fitness to practice concerns.

2.3   Project 1 is exploring perceptions about what constitutes professional and unprofessional behaviour from the perspective of educators and students.

2.4   Project 2 is exploring the use of two tools which will measure aspects of 'professionalism' in a sample of trainee paramedics.

2.5   The research team will be presenting at the July Council meeting on the projects' objectives, methodology being used, progress made to date and expected outcomes.

2.6   Council will be presented with a final report for Project 1 and an interim report for Project 2 in May 2011.

Analysis of fitness to practise and CPD audit data projects

2.8   We are in the process of commissioning a researcher undertake Projects 3 and 4. These projects will begin in June.

2.9   The HPC has fitness to practise data dating back to the opening of the Register in 2002. Preliminary analyses of this data indicate a low overall risk profile for the professions regulated by the HPC. Project 3 will involve in-depth statistical analysis to explore correlations between registrant characteristics and likelihood of contact with HPC's fitness to practise procedures.

2.10   In 2008, we began auditing the CPD profiles of a random sample of registrants. By the end of 2010, all professions except practitioner psychologists and hearing aid dispensers will have been through the audit process. Project 4 will involve analysing the available CPD profiles and audit results to identify whether any trends exist across the Register. For example, whether there are any trends regarding the different audit results (e.g. accepted, deferred, removed) and the characteristics of registrants.

3. Projects being completed internally

3.1   The remaining five projects will be undertaken internally by the Executive. Each of these projects will have a duration of approximately six months.

3.2   Three of these projects are underway and final reports will be presented to Council in December this year (Projects 5, 7 and 8). The remaining two will be started in November and be completed early next year.

3.3   Project 8 involves exploring revalidation approaches that are being developed by other UK regulators. The Executive has met with the revalidation leads for the seven other major health regulators to discuss the progress being made around revalidation.

3.4   Some of the approaches being considered by other regulators include licensing, self assessment tools and enhanced CPD processes. Most regulators are commissioning research into revalidation and through this project we will share information and resources with the other regulators to maximise our access to relevant information.

3.5   Project 7 involves learning from revalidation and quality assurance systems that have been implemented by international regulators. This project will include desk research supplemented by a visit to Toronto to meet with Ontario regulators.

3.6   It is a requirement that all health regulators in Ontario have a quality assurance programme and regulators have introduced a variety of different measures, including online testing systems and face to face practical examinations. Through this project we will learn about how the different approaches were implemented, the costs involved and how successful the systems are in increasing public protection.

3.6   The remaining three projects involve undertaking literature reviews to further increase our evidence base and knowledge around the fitness to practise of health professionals and the value of patient feedback tools.

4. Final report

4.1   Once all projects have been completed (with the exception of Project 2), the Executive will produce a final report with a summary of outcomes and recommendations for the next steps.

4.2   The final report will be presented to Council in July 2011.

5. Communication

5.1   The Executive have developed a communication plan to ensure that all external stakeholders and HPC employees are informed of the work we are undertaking.

5.2   Communication activities that have been completed to date include:

- letters sent to all professional bodies from the Chair and Chief Executive;
- an article in April edition of HPC In Focus;
- information on the HPC website;
- presentation at the April all employee meeting; and
- an article in the April edition of HPC Update (employee newsletter).

5.3   As our work around revalidation progresses, we will increase our stakeholder engagement to ensure that there is transparency in the work we are undertaking. This is likely to include a presentation at HPC Listening Events and may also include revalidation-specific events if needed.

List of revalidation projects

- Project 1: Exploring the link between conduct during pre-registration education and training and subsequent fitness to practise action

- Project 2: Piloting a pre-registration education and training 'professionalism tool'

- Project 3: Analysis of HPC's fitness to practise data to identify trends regarding fitness to practise concerns across the Register

- Project 4: Analysis of HPC's CPD audit profiles to identify trends regarding CPD profiles and assessment results across the Register

- Project 5: Literature review of the fitness to practise of the professions regulated by the HPC

- Project 6: Literature review of fitness to practise trends regarding professions other than those regulated by the HPC

- Project 7: Review of existing revalidation processes that have been implemented by international regulators

- Project 8: Review of existing revalidation processes that have been implemented or are being developed by other UK regulators

- Project 9: Explore patient feedback tools currently being developed by other health regulators