The Department of Health

Evaluation of Medical Revalidation Pilots

What our client wanted

The Department of Health (DH) and NHS Revalidation Support Team (RST) required Frontline to carry out an evaluation and quality assurance of medical revalidation pilots across 10 sites. Specifically they wanted to test whether the proposed components of medical revalidation, such as strengthened medical appraisal, are practical and as efficient as possible, whilst at the same time achieving the desired outcome. In addition to this they wanted an evidence base regarding costs and benefits of each element of medical revalidation, as well as the whole, to shape the development of the policy and inform a full business case to HMT for the implementation of medical revalidation.

What Frontline did

In order to meet the specific needs of the DH we carried out the following phases:

- **Plan for Engagement** – we developed a clear engagement plan with milestones and agree the plan with DH / RST
- **Assessment of Pre-Pilot Plans** – we provided a critique of the pre-pilot plan developed by DH/RST
- **Assessment & Review of Execution of Pilots** – we collected information from participants via interviews and focus groups and combine this with the information collected by DH/RST to evaluate the processes and impact of the pilots along with estimates of their costs and benefits
- **Post-Pilot Assessment of Execution of Pilots** – we produced a final report and provide commentary on the limitations of the findings and learning points

What difference we made

Successful completion of this project has helped the DH draw robust conclusions from the pilots and learn the lessons for any future roll out of medical revalidation. Ultimately, it has provided the DH/RST with a means of ensuring that all practising doctors remain up to date and fit to practice. Our final published report from this evaluation provided insight into the costs and benefits along with recommendations for improving the appraisal system:

http://www.bma.org.uk/images/revalidationpathfinderpilotsreportjuly2011_tcm41-208758.pdf