

**ID Medical**

**Revalidation survey**

**4 July 2014**

**Survey reveals revalidation ambiguity among locum doctors**

*The results of a survey, conducted by leading healthcare recruiter ID Medical, indicated that locum doctors feel that there is uncertainty and difficulties faced when it comes to the revalidation and appraisal process.*

ID Medical’s qualitative survey polled 250 registered doctors not currently connected to any agency as their designated body. The survey was conducted to gain insight into what doctors truly feel when it comes to revalidation.

Almost 79% responded ‘Yes’ to the open question - ‘Do you find there is uncertainty in the locum market on how to revalidate?’ with one doctor commenting, “As a locum doctor it is extremely difficult to collate all details required for revalidation since you are not permanently employed.”

The need for more support from locum agencies and the General Medical Council (GMC) is a particularly strong opinion among respondents with doctors stating there is not enough information provided, especially for overseas doctors.

Additional recurring themes include the challenge of gaining patient and colleague 360 ° feedback, with one locum doctor commenting, “Who will ever get to know me long enough to truly evaluate me?”

When asked ‘Is revalidation considered burdensome?’ 74% responded ‘Yes’, with one respondent expressing, “It [revalidation] takes several manpower days away from the frontline of healthcare,” reiterated by further comments; “I have to put my medical practice aside for days on end to chase bureaucratic paperwork” and, “We are constantly required to do things to prove our practices instead of concentrating on our patients.”

The survey also looked at the career development, reflection and quality improvement gained as a result of engaging in revalidation and although 59% responded ‘No’ to the question, ‘Does revalidation encourage reflection and quality improvement?’ commentary was generally positive…

* *“Strict and honest feedback helps in professional development and makes doctors think about their career goals and objectives.”*
* *“Revalidation is one of the very important elements of Total Quality Management.”*
* *“Routine work is busy and you need prompting to focus on quality.”*

Responding to the survey’s findings, Deenu Patel, managing director at ID Medical said, “Locum doctors’ service to the NHS is invaluable and for revalidation to work, every doctor, regardless of whether they are in a substantive or temporary position, needs to fully understand revalidation, be provided with the support they need and be able to revalidate when the time comes.

“Many locum doctors have expressed the need for clarity when it comes to gathering supporting information and feedback from their patients and colleagues. As a locum agency it is our responsibility to provide comprehensive information, supplementary to that of the GMC, and guide doctors through the principles and stages of revalidation.

“Many of our respondents stated in our survey that revalidation is all about good medical practice and quality improvement – and we certainly agree. Revalidation is essential but time is a precious commodity for doctors, so with the aim of reducing some of the pressures faced, ID Medical’s Revalidation Support Team works closely with doctors on a one-to-one basis to simplify the process, provide continual support and ensure they can focus their attention on delivering excellent patient care.

“Our focus now is to raise awareness of our additional revalidation support within the doctor community.” he said.

**Notes to editors**

Revalidation began in late 2012 and is the process whereby all licensed doctors have to demonstrate to the General Medical Council (GMC) that they are up to date and fit to practise.

**Summary of methodology**

ID Medical’s qualitative survey was conducted 9 – 27 June 2014 and 250 doctors took part. Those doctors are currently registered with ID Medical to work but not connected to the agency as their [designated body](http://www.gmc-uk.org/help/list_of_designated_bodies.htm#I_DB) for revalidation.

The results will be used to inform ID Medical’s dedicated Revalidation Support Team and the service it currently provides its connected doctors.

**Survey questions**

* How important is revalidation to you?
* Is revalidation considered burdensome?
* Do you feel that revalidation will benefit you in your career development?
* Does revalidation encourage reflection and quality improvement?
* Do you find there is uncertainty in the locum market on how to revalidate?
* Are you aware of the services available to you to prepare for revalidation?
* In your opinion, would engaging in revalidation be of benefit to you?

**ID Medical**

Find out more about ID Medical’s Revalidation Support Team and service [here](http://www.id-medical.com/locum-doctor-gmc-revalidation).

A model of revalidation will be introduced to the nursing and midwifery professions in 2015 and as a result, ID Medical will be extending its revalidation support.

Award-winning, multi-discipline healthcare recruiter ID Medical was formed in 2002 and is a superior quality supplier of locum doctors, nurses, allied health professionals and clerical staff, holding preferred supplier contracts with over 90% of NHS hospitals and private medical sector organisations.

From its headquarters in Milton Keynes as well as its Central London office, ID Medical provides practical, cost-effective and **innovative workforce solutions**, supplying over 3 million hours to the NHS per annum. Within each of its professional divisions, ID Medical has dedicated client and candidate teams covering the multitude of medical specialties and roles to ensure every valued customer receives its premier level service, ultimately ensuring patients are always put first.

ID Medical wholly embraces the 6 key values and behaviours of the NHS - Care, Compassion, Courage, Communication, Commitment and Competence which represent care at its very best, and promotes these across its multi-discipline candidate staffing groups.

Since its foundation, the company has earned itself industry-wide accreditation and success with an amounting collection of accolades. These include the Recruiter FAST 50, Investec Hot 100, Recruitment International Top 250 and The Sunday Times Virgin Fast Track 100. Most notably, through an abiding focus on employee satisfaction, ID Medical was crowned Recruitment International’s ‘Best Recruitment Company to Work for 2013’ and made its debut in The Sunday Times Best Companies to Work for 2014 at list position 33.

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