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Dr David Vickers
Responsible Officer
Cambridgeshire Community Services NHS Trust

Dear Dr Vickers

Medical Revalidation Annual Organisational Audit (AOA) Comparator Report for: 99 - Cambridgeshire Community Services NHS Trust

I am writing to thank you for submitting a return to the NHS England 17/18 Annual Organisational Audit (AOA) exercise.

Please find enclosed a report setting out your response to the exercise. The report also compares your organisation's submission with that of other designated bodies across England, both in a similar sector and nationwide.

The AOA exercise is designed to help designated bodies assure themselves and their boards (or equivalent management bodies) that the systems underpinning the recommendations they make to the General Medical Council (GMC) on doctors' fitness to practise, and the arrangements for medical appraisal and responding to concerns, are in place and are effective. It also provides a mechanism to assure NHS England that the processes supporting medical revalidation have been implemented and work properly.

In this fifth year of the AOA, and the ninth consecutive year of monitoring medical revalidation, I am pleased to report a continuing upward trend, not only in the overall appraisal rate, but also an improvement of the system in general. This is extremely reassuring and I would like to thank you once again for your continued work to ensure that thorough revalidation and clinical governance processes are in place across the healthcare system.

On reviewing the results presented below, designated bodies should produce an action plan to address any development needs that are identified. If you need support in improving any element of your revalidation systems, your local revalidation team (contact details below) can help you.

Your higher level responsible officer	Dr David Levy
Your local revalidation team's lead contact	Helen Geall
Your local revalidation team's contact details	england.revalidation-midlandsandeast@nhs.net

Board-level accountability for the quality and effectiveness of these systems is important and this report, along with the resulting action plan, should be presented to the board, or an equivalent management body. It is also good practice to include the report in an NHS organisation's Quality Account.

This letter has been sent to the responsible officer recorded in the AOA return at 31 March 2018. If you are no longer the responsible officer, please pass this report on to the new responsible officer immediately, or to the Chief Executive of the organisation. If there are any changes to notify, or you have any queries, please contact your local revalidation team.

Please note that for transparency and openness, your submitted AOA return will be shared with your higher level responsible officer and some elements of the return will be shared with the appropriate regulatory bodies.

A more detailed report including the anonymised results of all organisations involved in this AOA exercise will be published in the autumn.

I would like to take this opportunity to thank you for providing assurance to your higher level RO, and to NHS England, of your processes.

Further information on revalidation can be found at www.england.nhs.uk/revalidation

Yours sincerely

Doctor Mike Prentice
Revalidation Lead
NHS England

cc: Your higher level responsible officer

cc: Your local revalidation team's lead contact

YOUR ANNUAL ORGANISATIONAL AUDIT

Analysis is based on the total of 834 returns from designated bodies (DBs) to the 2017/18 Annual Organisational Audit (AOA) exercise for the year ending 31 March 2018

The following information is presented as per your own AOA submission.

Name of designated body:	Cambridgeshire Community Services NHS Trust
Name of responsible officer:	Dr David Vickers
Sector:	Other NHS non-foundation trust (care trust, ambulance trust, etc)
Prescribed connection to:	NHS England (Regional Team - Midlands and East)

Please note:

a) In some instances, data was not suitable for comparative reporting. In these cases your own response may be reported, but comparative data is not. An explanation is given for this within the report. If you require further information on these areas, please contact your local revalidation lead:

Helen Geall at england.revalidation-midlandsandeast@nhs.net.

b) Only the questions asked are presented below. Please refer to AOA 2017/18 for the full indicator definitions if required.

2017/18 AOA indicator SECTION 1: The Designated Body and the Responsible Officer		Your organisation's response	Same sector: DBs in sector: 17	All sectors: Total DBs: 834
		Your organisation's response	No. of DBs in same sector and (%) that said 'Yes'	No. of DBs in all sectors and (%) that said 'Yes'
1.4	A responsible officer has been nominated/appointed in compliance with the regulations.	Yes	17 (100.0%)	823 (98.7%)
1.5	Where a conflict of interest or appearance of bias has been identified and agreed with the higher level responsible officer; has an alternative responsible officer been appointed?	N/A	This question is not applicable to many DBs	
1.6	In the opinion of the responsible officer, sufficient funds, capacity and other resources have been provided by the designated body to enable them to carry out the responsibilities of the role.	Yes	17 (100.0%)	814 (97.6%)
1.7	The responsible officer is appropriately trained and remains up to date and fit to practice in the role of responsible officer.	Yes	15 (88.2%)	819 (98.2%)
1.8	The responsible officer ensures that accurate records are kept of all relevant information, actions and decisions relating to the responsible officer role.	Yes	17 (100.0%)	826 (99.0%)
1.9	The responsible officer ensures that the designated body's medical revalidation policies and procedures are in accordance with equality and diversity legislation.	Yes	17 (100.0%)	818 (98.1%)

2017/18 AOA indicator SECTION 1 (cont.): The Designated Body and the Responsible Officer		Your organisation's response	Same sector: DBs in sector: 17	All sectors: Total DBs: 834
		Your organisation's response	No. of DBs in same sector and (%) that said 'Yes'	No. of DBs in all sectors and (%) that said 'Yes'
1.10	The responsible officer makes timely recommendations to the GMC about the fitness to practise of all doctors with a prescribed connection to the designated body, in accordance with the GMC requirements and the GMC Responsible Officer Protocol.	Yes	17 (100.0%)	826 (99.0%)
1.11	The governance systems (including clinical governance where appropriate) are subject to external or independent review.	Yes	17 (100.0%)	820 (98.3%)
1.12	The designated body has commissioned or undertaken an independent review* of its processes relating to appraisal and revalidation. (*including peer review, internal audit or an externally commissioned assessment)	Yes	13 (76.5%)	656 (78.7%)

2017/18 AOA indicator		Your organisation's response	Same sector: DBs in sector: 17	All sectors: Total DBs: 834
SECTION 2: Appraisal				
2.1	Number of doctors with whom the designated body has a prescribed connection as at 31 March 2018	No. of doctors (in organisation)	Total no. of doctors (in SAME sector)	Total no. of doctors (across ALL sectors)
2.1.1	Consultants	38	271	51297
2.1.2	Staff grade, associate specialist, specialty doctor	23	136	12060
2.1.3	Doctors on Performers Lists	0	7	46972
2.1.4	Doctors with practising privileges	0	0	2065
2.1.5	Temporary or short-term contract holders	5	18	21455
2.1.6	Other doctors with a prescribed connection to this designated body	0	18	6325
2.1.7	Total number of doctors with a prescribed connection	66	450	140174

2017/18 AOA indicator SECTION 2 (cont): Appraisal		Your organisation's response	Same sector: DBs in sector: 17	All sectors: Total DBs: 834
		Completed appraisals (Measure 1a & 1b)		
2.1	Number of doctors with whom the designated body has a prescribed connection on 31 March 2018 who had a completed annual appraisal between 1 April 2017 – 31 March 2018	Your organisation's response and (%) calculated appraisal rate	Same sector appraisal rate	ALL sectors appraisal rate
2.1.1	Consultants	34 (89.5%)	94.1%	92.7%
2.1.2	Staff grade, associate specialist, specialty doctor	19 (82.6%)	91.2%	88.9%
2.1.3	Doctors on Performers Lists	N/A	100.0%	94.7%
2.1.4	Doctors with practising privileges	N/A	N/A	93.0%
2.1.5	Temporary or short-term contract holders	5 (100%)	94.4%	82.8%
2.1.6	Other doctors with a prescribed connection to this designated body	N/A	88.9%	87.1%
2.1.7	Total number of doctors who had a completed annual appraisal	58 (87.9%)	93.1%	91.3%

2017/18 AOA indicator SECTION 2 (cont): Appraisal		Your organisation's response	Same sector: DBs in sector: 17	All sectors: Total DBs: 834
Approved incomplete or missed appraisal (Measure 2)				
2.1	Number of doctors with whom the designated body has a prescribed connection on 31 March 2018 who had an Approved incomplete or missed appraisal between 1 April 2017 – 31 March 2018	Your organisation's response and (%) calculated appraisal rate	Same sector appraisal rate	ALL sectors appraisal rate
2.1.1	Consultants	4 (10.5%)	5.9%	4.3%
2.1.2	Staff grade, associate specialist, specialty doctor	4 (17.4%)	8.8%	7.5%
2.1.3	Doctors on Performers Lists	N/A	0.0%	4.8%
2.1.4	Doctors with practising privileges	N/A	N/A	5.5%
2.1.5	Temporary or short-term contract holders	0 (0%)	5.6%	11.2%
2.1.6	Other doctors with a prescribed connection to this designated body	N/A	11.1%	9.8%
2.1.7	Total number of doctors who had an approved incomplete or missed appraisal	8 (12.1%)	6.9%	6.1%

2017/18 AOA indicator SECTION 2 (cont): Appraisal		Your organisation's response	Same sector: DBs in sector: 17	All sectors: Total DBs: 834
Unapproved incomplete or missed appraisal (Measure 3)				
2.1	Number of doctors with whom the designated body has a prescribed connection on 31 March 2018 who had an Unapproved incomplete or missed annual appraisal between 1 April 2017 – 31 March 2018	Your organisation's response and (%) calculated appraisal rate	Same sector appraisal rate	ALL sectors appraisal rate
2.1.1	Consultants	0 (0%)	0.0%	3.0%
2.1.2	Staff grade, associate specialist, specialty doctor	0 (0%)	0.0%	3.6%
2.1.3	Doctors on Performers Lists	N/A	0.0%	0.6%
2.1.4	Doctors with practising privileges	N/A	N/A	1.5%
2.1.5	Temporary or short-term contract holders	0 (0%)	0.0%	6.0%
2.1.6	Other doctors with a prescribed connection to this designated body	N/A	0.0%	3.1%
2.1.7	Total number of doctors who had an unapproved incomplete or missed annual appraisal	0 (0%)	0.0%	2.7%

2017/18 AOA indicator SECTION 2 (cont.): Appraisal		Your organisation's response	Same sector: DBs in sector: 17	All sectors: Total DBs: 834
		Your organisation's response	No. of DBs in same sector and (%) that said 'Yes'	No. of DBs in all sectors and (%) that said 'Yes'
2.2	Every doctor with a prescribed connection to the designated body with a missed or incomplete medical appraisal has an explanation recorded.	Yes	This question is not applicable to many DBs	
2.3	There is a medical appraisal policy, with core content which is compliant with national guidance, that has been ratified by the designated body's board (or an equivalent governance or executive group).	Yes	16 (94.1%)	810 (97.1%)
2.4	There is a mechanism for quality assuring an appropriate sample of the inputs and outputs of the medical appraisal process to ensure that they comply with GMC requirements and other national guidance, and the outcomes are recorded in the annual report template.	Yes	16 (94.1%)	815 (97.7%)
2.5	There is a process in place for the responsible officer to ensure that key items of information (such as specific complaints, significant events and outlying clinical outcomes) are included in the appraisal portfolio and discussed at the appraisal meeting, so that development needs are identified.	Yes	16 (94.1%)	809 (97.0%)
2.6	The responsible officer ensures that the designated body has access to sufficient numbers of trained appraisers to carry out annual medical appraisals for all doctors with whom it has a prescribed connection.	Yes	16 (94.1%)	814 (97.6%)
2.7	Medical appraisers are supported in their role to calibrate and quality assure their appraisal practice.	Yes	16 (94.1%)	801 (96.0%)

2017/18 AOA indicator		Your organisation's response	Same sector: DBs in sector: 17	All sectors: Total DBs: 834
SECTION 3: Monitoring Performance and responding to concerns				
SECTION 4: Recruitment and Engagement		Your organisation's response	No. of DBs in same sector and (%) that said 'Yes'	No. of DBs in all sectors and (%) that said 'Yes'
3.1	There is a system for monitoring the fitness to practice of doctors with whom the designated body has a prescribed connection.	Yes	17 (100.0%)	824 (98.8%)
3.2	The responsible officer ensures that a responding to concerns policy is in place (which includes arrangements for investigation and intervention for capability, conduct, health and fitness to practice concerns) which is ratified by the designated body's board (or an equivalent governance or executive group).	Yes	17 (100.0%)	820 (98.3%)
3.3	The board (or an equivalent governance or executive group) receives an annual report detailing the number and type of concerns and their outcome.	Yes	17 (100.0%)	818 (98.1%)
3.4	The designated body has arrangements in place to access sufficient trained case investigators and case managers.	Yes	15 (88.2%)	775 (92.9%)
4.1	There is a process in place for obtaining relevant information when the designated body enters into a contract of employment or for the provision of services with doctors (including locums).	Yes	16 (94.1%)	821 (98.4%)

2017/18 AOA indicator SECTION 5: Comments	Your organisation's response
5.1	