

TRUST BOARD – 30 October 2014

Appointment of Responsible Officer

DIRECTOR:	Dr Kevin Harris – Medical Director
AUTHOR:	Dr Kevin Harris – Medical Director
DATE:	30 October 2014
PURPOSE:	To describe the process for strengthened appraisal and revalidation, outline progress to date, and describe the role of the Responsible Officer (currently the Medical Director). To recommend to the Trust Board the appointment of Dr Peter Rabey as the Responsible Officer for the University Hospitals of Leicester NHS Trust.
PREVIOUSLY CONSIDERED BY:	N/A
Objective(s) to which issue relates *	<input checked="" type="checkbox"/> 1. Safe, high quality, patient-centred healthcare <input type="checkbox"/> 2. An effective, joined up emergency care system <input type="checkbox"/> 3. Responsive services which people choose to use (secondary, specialised and tertiary care) <input type="checkbox"/> 4. Integrated care in partnership with others (secondary, specialised and tertiary care) <input checked="" type="checkbox"/> 5. Enhanced reputation in research, innovation and clinical education <input checked="" type="checkbox"/> 6. Delivering services through a caring, professional, passionate and valued workforce <input type="checkbox"/> 7. A clinically and financially sustainable NHS Foundation Trust <input type="checkbox"/> 8. Enabled by excellent IM&T
Please explain any Patient and Public Involvement actions taken or to be taken in relation to this matter:	None
Please explain the results of any Equality Impact assessment undertaken in relation to this matter:	Not applicable
Organisational Risk Register/ Board Assurance Framework *	<input type="checkbox"/> Organisational Risk Register <input type="checkbox"/> Board Assurance Framework <input checked="" type="checkbox"/> Not Featured
ACTION REQUIRED *	
For decision <input checked="" type="checkbox"/>	For assurance <input type="checkbox"/>
	For information <input type="checkbox"/>

- ♦ We treat people how we would like to be treated
- ♦ We do what we say we are going to do
- ♦ We focus on what matters most
- ♦ We are one team and we are best when we work together
- ♦ We are passionate and creative in our work

* tick applicable box

RESPONSIBLE OFFICER

1.0 INTRODUCTION

This paper is to seek the Trust Board's endorsement for the appointment of Dr Peter Rabey as the Responsible Officer (RO) for the University Hospitals of Leicester

2.0 BACKGROUND

Doctors with a license to practice have a prescribed connection to a designated body and relate to the RO appointed by the designated body.

The Department of Health in July 2010 produced guidance on the Role of the Responsible Officer (The Role of Responsible Officer; Closing the gap in medical regulation – Responsible Officer Guidance) and this is attached in full at Appendix 1. Responsible officers must have regard to this guidance under the Medical Profession (Responsible Officers) Regulations 2010. It relates to the role of responsible officers to be nominated or appointed by those bodies designated under the Medical Act 1983 (as amended by the Health and Social Care Act 2008). The regulations came into force on 1st January 2011

The roles of the RO include:

- to protect patients by ensuring that the GMC's standards are met by licensed doctors.
- Ensure doctors are properly supported and managed in sustaining and, where necessary, raising their professional standards
- For the very small minority of doctors who fall short of the high professional standards expected, ensure that there are fair and effective local systems to identify them and ensure appropriate remedial, performance or regulatory action to safeguard patients; and
- Increase public and professional confidence in the regulation of doctors.
- Provide recommendations to the GMC about the revalidation (or otherwise) of doctors with a prescribed connection to the designated body over a 5 year cycle.

The RO must be appropriately trained and participate in appropriate on-going RO training and development and have a PDP related to the role of RO as part of annual appraisal.

The designated body has a statutory responsibility to provide the necessary resources to support appraisal and revalidation.

The University Hospitals of Leicester NHS Trust has a well established and effective system for the appraisal and revalidation of its doctors. Annual reports of the performance have been provided to the Board. Currently the appraisal revalidation process is overseen by NHS England Regional Areas Teams who full fill the role of the designated body for an RO

The University Hospitals of Leicester NHS Trust is a designated body and currently its RO is the Medical Director Dr Kevin Harris.

3.0 ISSUE

Initially the majority of designated bodies appointed their Medical Director as their RO.

When the RO regulations were introduced there was discussion about the potential conflict of interests between the role of Medical Director (who has a primary responsibility to the Trust) and the role of Responsible Officer (who has a primary responsibility to the GMC and to maintain patient safety). However, in reality this potential conflict has not emerged.

However what has become clear, especially in large organisations with a large number of doctors, is that by combining the two roles the workload implications for the Medical Director can become unmanageable due to the time consuming nature of the RO role. As a result a number of large Trusts (eg Leeds Teaching Hospital) have now dissociated the role of Medical Director and RO.

4.0 PROPOSAL

UHL appoints Dr Peter Rabey Deputy Medical Director as its RO moving forward. The Medical Director would no longer be RO but would retain the accountability to the Board for the performance of doctors.

Dr Rabey has undertaken RO training from NHS England in June 2014, and is fully connected to UHL's governance systems. He attended the national RO conference organised by NHS England in Spring 2014, and is familiar with the East Midlands RO Network. He is thus a completely suitable individual for such a role. This has been discussed with both the GMC and NHS England who would support the appointment subject to the Board's approval.

5.0 RECOMMENDATION

The Trust Board approves the appointment of Dr Peter Rabey as the RO for the University Hospitals of Leicester NHS Trust.

If this recommendation is accepted NHS England and the GMC would be informed of the change in RO for UHL with immediate effect.