

## **Improving Professional Competence – the Way Ahead?**

**ISQua Conference – Paris  
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### **Title**

- Bridging the gap between changing professionals versus changing the organisational culture
- Professionals are simply part of society
- Society (and its expectations) are changing
- Science is changing
- People and their needs don't change
  - Trust (confidence) & humanity



### **Professional Standards**

- Accountability
- Autonomy
  - Patients
  - Doctors



### **Competence?**

- Knowledge & skills – easily assessed
- Competence – may be assessed
- **Professional Practice** – relevant, complex



### **Accountability**

- Personal to ?Regulator
  - Change the culture
  - Partnership with patients
- System/ Organisation to ?Regulator
  - Targets
  - Benchmarks



### **Options**

- USA – Physician's Profile
- Regulators



## Regulator

- Detailed functions vary
- Issue Licence to Practise
- Hold register of qualified staff
- Accountable (to Parliament in UK)



## Crisis – (*What Crisis?*)

- **Medical Scandals**
- CULTURE CHANGE
- Outcomes



## The Rise and Fall of the Medical Profession?

- Pre 19<sup>th</sup> Century
  - Quacks and patent medicines
- 2<sup>nd</sup> half 19<sup>th</sup> Century
  - ↑ science
  - Infections, surgery & anaesthetics
  - ↑ public regard but little understanding



## The Rise and Fall of the Medical Profession?

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  - science
  - Infections, surgery & anaesthetics
  - ↑ public regard but little understanding
- 1<sup>st</sup> half 20<sup>th</sup> Century
  - Public interest caused change in health services



## Now

- Information widely available
- Educated public
- Modern medicine
  - Benefits
  - Risks
  - Hype
- Consumerism / Changes in society

## Opportunity

- **Debate**
  - Financial options
  - Cultural shift
  - Male: Female
- **Doctors**
  - Unhappy (worldwide)
  - Loss of autonomy / accountability
- **Sustained public support**

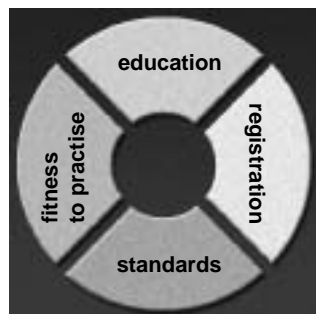
# GENERAL MEDICAL COUNCIL

*Protecting patients,  
guiding doctors*

## Credo

- Patients can be best protected
- By guiding doctors through
- 
- **Standards**
- **Education**

## Our functions: a continuum



## General Medical Council

- Explicit Standards
  - *Good Medical Practice*



## General Medical Council

- **Explicit Standards**  
– *Good Medical Practice*
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## General Medical Council

- **Explicit Standards**  
– *Good Medical Practice*
- **Educational guidance**
- **Fitness to Practise**



## The Challenge

A regulator that is fit for purpose in today's conditions, delivering professionally led regulation in partnership with the public



## How to Assess Performance?

- **Not competence**
- **Revalidation (accreditation)**



## What is Revalidation?

The regular demonstration by all practising doctors that they remain up to date, and fit to practise medicine.



## Bristol Inquiry

- **CPD** 'should be compulsory for all healthcare professionals'
- **Appraisal** 'should be compulsory for all healthcare professionals'
- **Revalidation** 'should be compulsory for all healthcare professionals'
- 'The **public**, as well as the employer and the relevant professional group, must be involved in the processes of revalidation.'



## The linked processes

- **Folders:** Doctors and organisations will collect information about performance generated by day-to-day practice
- **Appraisal:** Information will be used for annual appraisal
- **Revalidation:** Revalidation groups will review folder or appraisal summaries every five years.
- **Licence to practise:** The GMC will revalidate or refer to Fitness to Practise or Revalidation Evidence Committee.



## What should the information cover?

The information should show that the doctor is fit to practise, and cover the following areas, where relevant, of ***Good Medical Practice*** :

- Good professional practice
- Relationships with patients
- Working with colleagues
- Maintaining good medical practice (keeping up to date)
- Teaching and training
- Health
- Conduct.



## FUTURE

- **Work with others**
- **Public**
- **Profession**
- **Govt agencies**
- **Other regulators**



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