

UKPHR Update on Revalidation of registrants

This statement is applicable to all specialists and is for information for practitioners

In modern times, revalidation has become the norm for health professionals. In the case of statutory healthcare regulators it is required by law. In the case of the UKPHR, a voluntary register, it has decided that all specialists will have to revalidate to remain on the register.

The UKPHR's decision is based on:

- ✓ Level playing field for all public health specialists
- ✓ Seamless standard of public protection
- ✓ Public confidence in public health specialists
- ✓ Professionalism of the public health workforce
- ✓ Help in obtaining and retaining employment

The case for revalidation in the case of practitioners is also strong and the UKPHR intends to make this a requirement later on. Currently, the UKPHR is working with stakeholders to develop an appropriate CPD scheme for practitioners prior to establishing revalidation.

This statement sets out revalidation process for all specialists.

Some employers are designated to be responsible for conducting revalidation of their employees. These designated bodies include PH Wales and there is agreement in principle that PH England will be included. The Northern Ireland PH Agency has agreed in principle to revalidate its specialists. Confirmation is awaited as to the position in Scotland. In these cases, the Responsible Officer for the purpose of revalidation will be the employer.

The UKPHR is pleased that in the case of these designated bodies all specialists (statutory regulation as well as voluntary register) will have parity of treatment in the requirements for revalidation

Therefore, in the case of specialist registrants employed by designated bodies, their revalidation will be carried out by their employer. The UKPHR will receive confirmation of revalidation from the designated body.

For specialists not covered by the designated body route, the UKPHR will expect those who are eligible for fellowship/membership of the UK Faculty of Public Health (FPH) to be revalidated by FPH. In these cases, the Responsible Officer for the purpose of revalidation will be an officer of FPH (FPH will nominate someone for this purpose).

The UKPHR will receive recommendations of revalidation from FPH.

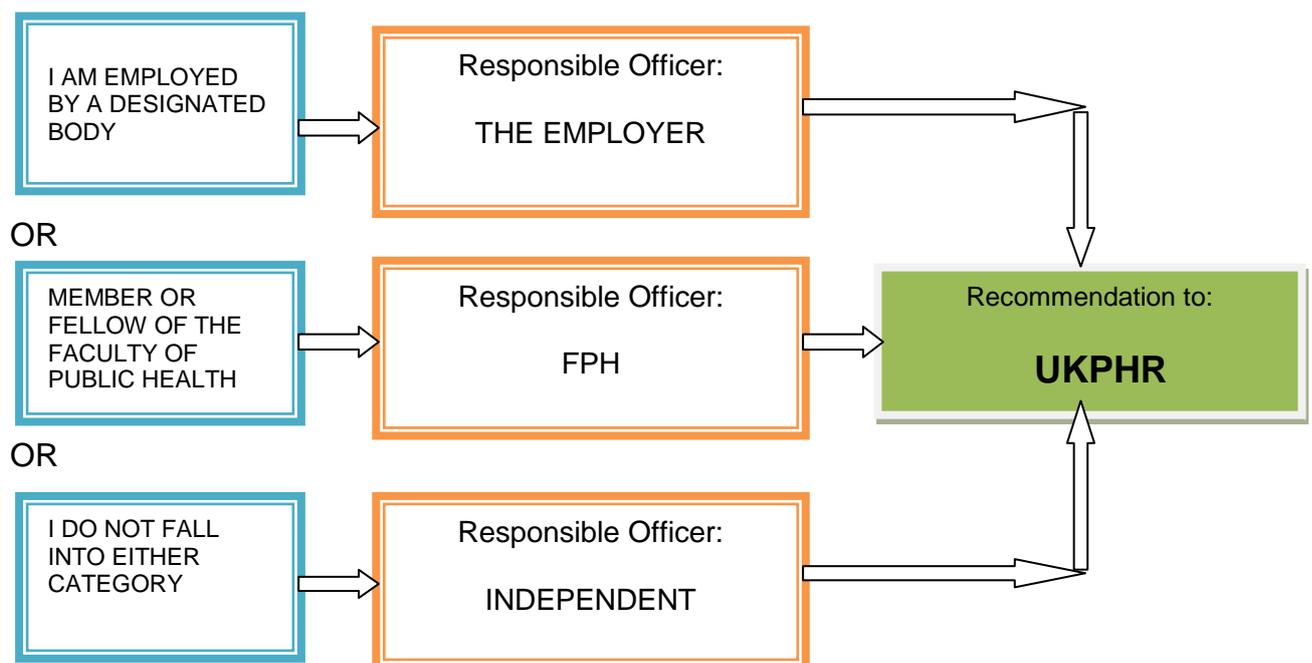
It is the responsibility of the employer to ensure that annual appraisal takes place but in the context of revalidation the FPH will arrange an appraisal by one of its trained appraisers.

For any specialist registrants not able to avail themselves of either of these two routes to revalidation, they will be required to seek revalidation independently. Registrants may use any body or individual approved by FPH for this purpose. The UKPHR will assist in the identification of competent, independent bodies and individuals and will aim always to be able to refer any specialist needing assistance to at least one body/individual.

It will be the registrant's responsibility to ensure that the UKPHR receives confirmation of revalidation.

It is the responsibility of the employer to ensure that annual appraisal takes place but in the context of revalidation the FPH will arrange an appraisal by one of its trained appraisers.

Prescribed connections for specialists



Timing

It is intended that this system will come into effect for all specialist registrants from April 2014

Cost

The UKPHR is in the process of identifying the additional costs of administering these requirements for revalidation and will make an announcement about any additional fees to registrants in the autumn. The UKPHR is very conscious of the need to minimise the financial burden on registrants while ensuring that the system in place is robust.

Revalidation of registrants Q&A

Q

Why is revalidation necessary?

A

In healthcare, regulation is seen as an important element of public protection to ensure that those who have a significant influence on people's health and wellbeing are appropriately competent. Initial checks at the time of registration are robust, and revalidation is intended to ensure that an equally robust check is made from time to time afterwards. This approach also helps emphasise the professionalism of those who are regulated in this way.

Q

How frequently is revalidation required?

A

In the case of statutory healthcare regulators, revalidation is required by law every 5 years. The UKPHR has adopted the same approach and intends to require revalidation every 5 years.

Q

I am employed by Public Health Wales, who will revalidate me?

A

Public Health Wales is what is called a designated body and is therefore allowed to carry out your revalidation as your employer. Public Health Wales will confirm to the UKPHR when you have been revalidated. Your employer will also carry out an annual appraisal with you.

Q

What's the situation in England, Northern Ireland and Scotland?

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We are expecting the same arrangement as at Public Health Wales to apply in respect of Public Health England and the Northern Ireland Public Health Agency. We are awaiting news of developments in Scotland.

Q

If my employer is not a designated body, who will revalidate me?

A

We recommend that if you are eligible for fellowship or membership of the UK Faculty of Public Health then FPH should revalidate you. We have agreed arrangements with FPH for how this would be achieved. FPH will nominate a Responsible Officer at FPH to take responsibility for your revalidation. You would

have to make the arrangements with FPH direct and FPH will notify the UKPHR when the revalidation has been completed.

Q

What if I am not a member of the Faculty?

A

As a final alternative, if neither of the other routes applies, the UKPHR will accept revalidation from an independent body or individual. The FPH will set the standard for this independent revalidation and the UKPHR will expect to see evidence that the independent body or individual meets the standard set by the FPH. To assist specialist registrants in this situation, and we expect this to be a small number, we will try always to be in a position to be able to refer registrants to at least one such independent body/individual. You would have to make the arrangements with the independent body/individual you have chosen direct and you would have to ensure that the UKPHR is notified when the revalidation has been completed.

Q

When will the UKPHR's requirement for revalidation come into effect?

A

We intend to apply the requirement for revalidation from April 2014. It will apply to all specialists on the register whenever they were first registered. It will apply to those who have been through re-registration. Looking to the future, revalidation ought to enable us to phase out re-registration.

Q

Where does my personal development and my employment appraisal fit in to this system?

A

These are matters for you and your employer to work out. Annual appraisal is an important means of reviewing competence and development needs regularly and the UKPHR fully supports this approach. For the purpose of revalidation, there must be proof that appraisal has taken place. In the case of an employer which is a designated body, the employer will provide this proof. In all other cases, the FPH will ensure that an appraisal is carried out by one of its trained appraisers.

Q

Where does CPD fit into this system?

A

CPD ensures that knowledge and skills are kept up to date so that competence does not slip over time. For specialists, we require them to comply with the FPH's scheme and the FPH provides certificates as evidence of compliance. For practitioners, the UKPHR is currently working on a new statement of its requirements.

Q

How do I benefit from the UKPHR's revalidation requirements?

A

It is part of your professionalism that you should keep your knowledge and skills up to date and maintain your competence. Revalidation puts in place a system for ensuring that this is the case and helps you plan your development. It is also excellent evidence to employers and prospective employers of your competence. More generally, it underpins public confidence in your profession as well as in you personally.

Q

I am a registered practitioner, can I take it that these requirements do not apply to me?

A

Yes, this statement makes clear the requirements relating to revalidation for all registered specialists. It does not therefore apply to practitioners. However, the same reasoning in respect of revalidation applies in the case of practitioners and the UKPHR does intend to introduce revalidation for practitioners next. The revalidation system for practitioners would differ in several respects from the system for specialists. For example, relatively few practitioners are likely to be members of the FPH, but on the other hand many may be members of other bodies which operate revalidation. We have not set a date for introducing revalidation for practitioners yet. We are working on a CPD scheme for practitioners first. We hope to consult on a CPD scheme towards the end of 2013. You should already have an appraisal scheme in place in your employment.

Q

Will revalidation cost me more?

A

There are costs involved in carrying out revalidation. The UKPHR will incur additional costs in carrying out its own requirements and obviously third bodies carrying our revalidation (for example, the FPH) will incur costs. The UKPHR is working to identify these costs currently. We are conscious of the need to keep costs reasonable and to look for efficiencies wherever possible. We hope to make a further announcement about our own fees relating to revalidation before the end of 2013.