



**Revalidation:  
The way ahead**

# ***Annex 1 – Good Medical Practice* Framework for Appraisal and Assessment**

**General  
Medical  
Council**

Regulating doctors  
Ensuring good medical practice



# A Framework for Appraisal and Assessment derived from *Good Medical Practice*

This annex contains the framework for appraisal and assessment based on our guidance for doctors, *Good Medical Practice*.

The UK Government's 2007 White Paper on professional regulation (*Trust, Assurance and Safety*) tasked the GMC with developing a framework, based on *Good Medical Practice*, against which doctors' practice could be appraised and objectively assessed. The *Good Medical Practice* (GMP) Framework contained in this annex was developed and published in 2008.

The GMP Framework provides a foundation to develop the system of appraisal for doctors on which recommendations to revalidate will be based. The Framework has been developed as the basis for a standardised model to be incorporated in all appraisal systems.

The GMP Framework can be used by doctors to:

- a. reflect on their practice and their approach to medicine.
- b. identify areas of practice where they could make improvements.

## Domain 1 – Knowledge, Skills and Performance

Numbers following generic standards in this framework refer to paragraph numbers in *Good Medical Practice*, except where preceded by MfD which refers to our booklet *Management for Doctors*; or Research which refers to *Research: the role and responsibilities of doctors*.

Attributes	Generic Standards	Possible sources of evidence
Maintain your professional performance	<p><b>All doctors</b></p> <ul style="list-style-type: none"> <li>• Maintain knowledge of the law and other regulation relevant to practice (13)</li> <li>• Keep knowledge and skills up to date (13)</li> <li>• Participate in professional development and educational activities (12)</li> <li>• Take part in regular and systematic audit (14)</li> </ul>	<p>Evidence from training or assessment of skills; CPD Audit Validated tools for feedback about doctors' practice</p>
Apply knowledge and experience to practice	<p><b>All doctors</b></p> <ul style="list-style-type: none"> <li>• Recognise and work within the limits of your competence (3a)</li> </ul> <p><b>Doctors with management, teaching or research roles</b></p> <ul style="list-style-type: none"> <li>• Follow appropriate national research governance guidelines (71)</li> <li>• Apply the skills, attitudes and practice of a competent teacher/trainer (16)</li> <li>• Work effectively as a manager (MfD 12, 17)</li> </ul> <p><b>Doctors with clinical roles</b></p> <ul style="list-style-type: none"> <li>• Adequately assess the patient's conditions (2a)</li> <li>• Provide or arrange advice, investigations or treatment where necessary (2b)</li> <li>• Prescribe drugs or treatment, including repeat prescriptions, safely and appropriately (3b)</li> <li>• Provide effective treatments based on the best available evidence (3c)</li> <li>• Take steps to alleviate pain and distress whether or not a cure may be possible (3d)</li> <li>• Consult colleagues, or refer patients to colleagues, when this is in the patient's best interests (2c, 3a, 3i, 54,55)</li> <li>• Support patients in caring for themselves (21e)</li> </ul>	<p>Evidence from training or assessment of skills</p> <p>CPD</p> <p>Audit</p> <p>Validated tools for feedback about doctors' practice</p>
Keep clear, accurate and legible records	<p><b>All doctors</b></p> <ul style="list-style-type: none"> <li>• Keep clear, accurate and legible records (3f)</li> <li>• Make records at the same time as the events you are recording or as soon as possible afterwards (3f)</li> </ul> <p><b>Doctors with clinical roles</b></p> <ul style="list-style-type: none"> <li>• Record clinical findings, decisions, information given to patients, drugs prescribed and other information or treatment (3f)</li> </ul>	<p>Anonymised records</p>

## Domain 2 – Safety and Quality

Attributes	Generic Standards	Possible sources of evidence
<p>Put into effect systems to protect patients and improve care</p>	<p><b>All doctors</b></p> <ul style="list-style-type: none"> <li>• Respond constructively to the outcome of audit, appraisals and performance reviews (14e)</li> <li>• Take part in systems of quality assurance and quality improvement (14)</li> <li>• Comply with risk management and clinical governance procedures</li> <li>• Co-operate with legitimate requests for information from organisations monitoring public health (14i)</li> <li>• Provide information for confidential inquiries, significant event reporting (14g)</li> </ul> <p><b>Doctors with management roles</b></p> <ul style="list-style-type: none"> <li>• Make sure that all staff for whose performance you are responsible, including locums and students, are properly supervised (17)</li> <li>• Ensure systems are in place for colleagues to raise concerns about risks to patients (45)</li> </ul> <p><b>Doctors with clinical roles</b></p> <ul style="list-style-type: none"> <li>• Report suspected adverse drug reactions (14h)</li> <li>• Ensure arrangements are made for the continuing care of the patient where necessary (40, 48)</li> </ul>	<p>Information collected for folder</p> <p>Validated tools for feedback about doctors' practice</p> <p>CPD – reflective practice</p>
<p>Respond to risks to safety</p>	<p><b>All doctors</b></p> <ul style="list-style-type: none"> <li>• Report risks in the health care environment to your employing or contracting bodies (6)</li> <li>• Safeguard and protect the health and well-being of vulnerable people, including children and the elderly and those with learning disabilities (26, 28)</li> <li>• Take action where there is evidence that a colleague's conduct, performance or health may be putting patients at risk (43, 44)</li> </ul> <p><b>Doctors with clinical roles</b></p> <ul style="list-style-type: none"> <li>• Respond promptly to risks posed by patients</li> <li>• Follow infection control procedures and regulations</li> </ul>	<p>Information collected for folder</p>
<p>Protect patients and colleagues from any risk posed by your health</p>	<p><b>All doctors</b></p> <ul style="list-style-type: none"> <li>• Make arrangements for accessing independent medical advice when necessary (77)</li> <li>• Be immunised against common serious communicable diseases where vaccines are available (78)</li> </ul>	<p>Statement about registration with GP, appropriate immunisation etc – verifiable if need arises</p> <p>Validated tools for feedback about doctors' practice</p>

## Domain 3 – Communication, Partnership and Teamwork

Attributes	Generic Standards	Possible sources of evidence
Communicate effectively	<p><b>All doctors</b></p> <ul style="list-style-type: none"> <li>Communicate effectively with colleagues within and outside the team (41b)</li> <li>Explain to patients when something has gone wrong (30)</li> </ul> <p><b>Doctors with management roles</b></p> <ul style="list-style-type: none"> <li>Encourage colleagues to contribute to discussions and to communicate effectively with each other (MfD 50)</li> </ul> <p><b>Doctors with clinical roles</b></p> <ul style="list-style-type: none"> <li>Listen to patients and respect their views about their health (22a, 27a)</li> <li>Give patients the information they need in order to make decisions about their care in a way they can understand (22b, 27)</li> <li>Respond to patients' questions (22c, 27b)</li> <li>Keep patients informed about the progress of their care (22c)</li> <li>Treat those close to the patient considerately (29)</li> <li>Pass on information to colleagues involved in, or taking over, your patients' care (40, 51-53)</li> </ul>	Validated tools for feedback about doctors' practice
Work constructively with colleagues and delegate effectively	<p><b>All doctors</b></p> <ul style="list-style-type: none"> <li>Treat colleagues fairly and with respect (46)</li> <li>Support colleagues who have problems with their performance, conduct or health (41d)</li> <li>Act as a positive role model for colleagues (41)</li> <li>Ensure colleagues to whom you delegate have appropriate qualifications, experience (54)</li> </ul> <p><b>Doctors with management roles</b></p> <ul style="list-style-type: none"> <li>Provide effective leadership (MfD 50)</li> </ul>	Information for folder
Establish and maintain partnerships with patients	<p><b>Doctors with clinical roles</b></p> <ul style="list-style-type: none"> <li>Encourage patients to take an interest in their health and take action to improve and maintain it (4, 21f)</li> <li>Be satisfied that you have consent or other valid authority before you undertake any examination or investigation, provide treatment or involve patients in teaching or research (36)</li> </ul>	<p>Information for folder</p> <p>Validated tools for feedback about doctors' practice</p>

## Domain 4 – Maintaining Trust

Attributes	Generic Standards	Possible sources of evidence
<p>Show respect for patients</p>	<p><b>All doctors</b></p> <ul style="list-style-type: none"> <li>• Implement and comply with systems to protect patient confidentiality (37)</li> </ul> <p><b>Doctors with research roles</b></p> <ul style="list-style-type: none"> <li>• Respect the rights of patients participating in research (Research 2, 5)</li> </ul> <p><b>Doctors with clinical roles</b></p> <ul style="list-style-type: none"> <li>• Be polite, considerate and honest and respect patients' dignity and privacy (21a, b, d)</li> <li>• Treat each patient fairly and as an individual (38-39, 21c)</li> </ul>	<p>Validated tools for feedback about doctors' practice</p> <p>Policy/evidence about ending professional relationships with patients</p>
<p>Treat patients and colleagues fairly and without discrimination</p>	<p><b>All doctors</b></p> <ul style="list-style-type: none"> <li>• Be honest and objective when appraising or assessing colleagues and when writing references (18-19)</li> <li>• Respond promptly and fully to complaints (31)</li> </ul> <p><b>Doctors with clinical roles</b></p> <ul style="list-style-type: none"> <li>• Provide care on the basis of the patient's needs and the likely effect of treatment (7-10)</li> </ul>	<p>Validated tools for feedback about doctors' practice</p> <p>CPD, e.g. completion of equalities training</p> <p>Folder, evidence from complaints</p>
<p>Act with honesty and integrity</p>	<p><b>All doctors</b></p> <ul style="list-style-type: none"> <li>• Ensure you have adequate indemnity or insurance cover for your practice (34)</li> <li>• Be honest in financial and commercial dealings (73)</li> <li>• Ensure any published information about your services is factual and verifiable (60, 61)</li> <li>• Be honest in any formal statement or report, whether written or oral, making clear the limits of your knowledge or competence (63-65, 67-68)</li> </ul> <p><b>Doctors with research roles</b></p> <ul style="list-style-type: none"> <li>• Obtain appropriate ethical approval for research projects (Research 5)</li> <li>• Be honest in undertaking research and reporting research results (71b)</li> <li>• Ensure that your research is audited regularly (Research 43)</li> </ul> <p><b>Doctors with clinical roles</b></p> <ul style="list-style-type: none"> <li>• Inform patients about any fees and charges before starting treatment (72a)</li> </ul>	<p>Validated tools for feedback about doctors' practice</p> <p>Practice leaflets etc</p>

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