

“Be open minded, flexible and enjoy your time working”

Introduction

General Medical Council (GMC) confirms the continuation of a doctor’s licence to practise in the UK. All doctors who wish to retain their licence to practise need to participate in revalidation. My role involves supporting doctors with this process, both in understanding what is required and personal guidance. Core duties consist of gathering documents and evidence from many areas of the Trust so that a positive recommendation on the individual can be made to the GMC, as well as producing the Trusts national quarterly reports and statistics.

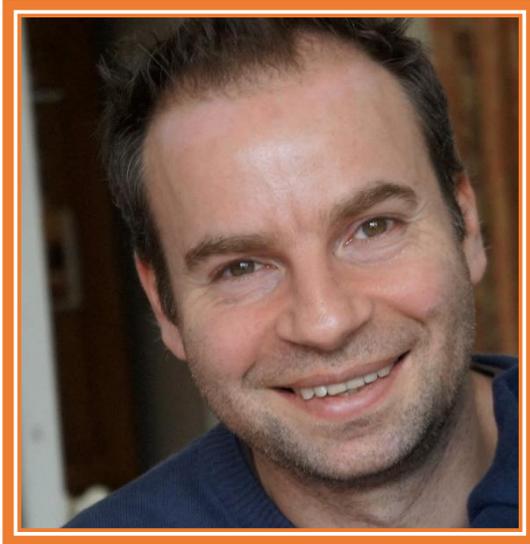


Image: **Matt McKee**, Revalidation & Appraisal Manager – Royal Cornwall

How did you get started in your career?

“Originally I started as an eLearning Tutor, after a couple of years I moved into eLearning Development and web design. Later in my career a national pilot project emerged to improve medical appraisal using a web based portal and they needed someone with applicable experience. The appraisal web tool pilot ended after a year as expected, and a further pilot was put forward. This next one was the beginning of Revalidation. All of the different skills I have used over the last decade are not lost. They have all contributed to the successful implementation of our systems here at Royal Cornwall Hospitals NHS Trust. It just goes to show that where you start you may not end up. The NHS is a very diverse organisation”.

Can you outline a typical work day?

“Each day I will work with 20 or so people locally and nationally, communicating by email and other forms of media to ensure we have good assurances for a positive recommendation on whether a doctor should retain their license. This can obviously be a sensitive time for some doctors and so I will visit and reassure ones that may be daunted by the process. It is quite a desk orientated job, but it still has the freedom to go and work 1:1 in a part co-ordinator, part support role, when it feels needed”.

What do you enjoy most about your job?

“There are probably two things that I enjoy the most. I like to be able to support doctors who might be new or having a hard time with getting to grips with what’s involved. Some doctors approach me and are quite open about being behind with their appraisals or that they are a little naïve regarding what is expected of them. This makes working with them to build up their portfolio over 5 years and then seeing them successfully renew their license quite satisfying. Also, having worked in revalidation since its early conception, I’ll often be visited or do site visits to trusts who want to learn from my experiences and mistakes of course. This provides a great opportunity for me to really understand how far we have developed and how far I have come as an individual, both personally and career wise. I really appreciate that reflection”.

What main personal attributes do you think is important for your type of job?

Be resourceful. Have a process minded attitude but the flexibility to think differently when needed.

Sensitivity... There is a need to be mindful of an individual's situation, however doctors can be very strong minded so you also have to be able to match that when needed to get things done in a timely fashion. Good business admin skills are a must as along with IT dexterity.

Do you have any tips or suggestions on how young people and adults can enter your industry?

The job you apply for might not be the one you end up loving. Be open with what you want to do as a role, and the opportunities that are put in front of you. Some might be scary at first but one of those changes could lead to a whole new world of skills.

What career progression opportunities are available in your business/sector?

Direct career progression in this area can be a little limited as you are already doing the lead job. However, the ability to progress to other roles locally, nationally and regionally is very high. This will always lead to other things if you want it to. Possibly one of the scary opportunities.

Why is it important for your sector to attract and train young people and new entrants?

The NHS needs fresh thinkers and innovators. The opportunities to modernise, develop and put your own identity into the NHS are immense along with being able to educate longer standing staff on new ways of working.

What trends do you predict for your industry within the next 10 years? E.g. is it a growing market requiring more young entrants

Efficiency will be key to the NHS's survival. Finding ways of cutting back on long winded and laborious tasks or identifying old practices that can be brought into the 21st century is essential if the current government's plans continue as they are.

General words of advice

Be open minded, flexible and enjoy your time working. Keep a keen eye on your goals but don't be fixed on one particular role or route!

Further contact/information

Further information about Royal Cornwall Hospital Trust can be found on their website www.rcht.nhs.uk

For the latest information on Work Experience, Voluntary Work, Apprenticeships & Careers opportunities across Cornwall's Healthcare Sector visit www.getincornwall.com.

If you want to know about the range of careers and learn more about what it is like working in the NHS, please visit www.nhscareers.nhs.uk