NHS England

Ashford and St. Peter's Hospitals NHS Foundation Trust

Report title:	Medical Appraisal and Revalidation Annual Board Report 2025/26		
Report to:	**Public Meeting of the Trust Board**		
Date of meeting:	Wednesday, 23 September 2026	**Agenda item:**	2.4
Report summary:	This report provides an audit of compliance with the Medical Profession (Responsible Officers) Regulations 2010 (as amended in 2013) for the period 1st April 2025 to 31st March 2026 at Ashford and St. Peter's Hospitals NHS Foundation Trust. The report sets out the Trust's compliance with the Responsible Officer Regulations, identifies any shortfalls and includes an action plan to address them.		
Recommendation:	The Board is asked to receive the Medical Appraisal and Revalidation Annual Report 2025/26, receive assurance regarding compliance with the Medical Profession (Responsible Officers) Regulations 2010, as amended, and approve the Statement of Compliance at Section 4.		
Report lead:	Dr Mark Roland, Chief Medical Officer and Responsible Officer		
Report author:	Dr Mark Roland, Chief Medical Officer and Responsible Officer		

Purpose of report:	**For Noting** ☐	**For Decision** ☒	**For Assurance** ☒

Assurance level:	**Significant** ☒ High level of confidence / evidence in delivery	**Acceptable** ☐ General confidence / evidence in delivery	**Partial** ☐ Some confidence / evidence in delivery	**No Assurance** ☐ No confidence / evidence in delivery

Link to Strategic Objectives:	Harm Free care
Link to CQC Domains:	SAFE
Link to BAF risk:	SR4: Operational pressures risk avoidable harm, reduced quality of care and negative impact upon staff
Potential impact on stakeholders:	The purpose of revalidation is to assure patients and the public, employers and other healthcare professionals that licensed doctors are up to date and fit to practise.
Next steps	Accept the report and approve the Statement of Compliance at Section 4
Appendices:	Annex A Illustrative Designated Body Annual Board Report and Statement of Compliance

Supplementary Summary for Board

Key issues for Board attention

- The ongoing discussions with the LNC around Facilities Time are continuing to prevent the approval and ratification of medical policies. With regard to Medical Appraisal and Revalidation, the key policy which is affected by this is the Trust's Conduct, Capability, Ill-Health and Appeals Policies and Procedures for Practitioners (Doctors and Dentists) (MHPS). A further proposal regarding Facilities Time has been put forward by the CMO to the BMA IRO and further clarifications have been requested before the proposal is shared with the LNC.

- The country of primary medical qualification when a Doctor joins the organisation is not routinely captured and this needs to be rectified in order to monitor the impact of policies on Doctors who have qualified outside of the UK. This is being addressed within People Services at the current time.

- The delay in replacing the Medical Appraisal and Revalidation Administrator has led to a backlog in workload with only priority issues covered in the 3.5 month intervening period. The new administrator started in post on 29th July 2026. They are currently in a period of induction and beginning to work through outstanding queries.

Risks and assurance gaps

- The organisation and its medical workforce are at considerable risk as we sit between an old expired MHPS policy and a new draft policy. Having given the LNC 6 weeks' notice that it will be taking the new policy to Trust Executive Board to seek ratification, the IRO returned with further comments on the policy which are being addressed. The CMO is seeking legal advice on some of these comments. However, to bring this to an agreed conclusion the issue of Facilities Time needs to be resolved.

- The vacancy of the Medical Appraisal and Revalidation Administrator post has contributed to a greater number of missed and deferred appraisals in recent months, due to in part to less progress chasing and timely responses to Doctors' queries. This is reflected in the current Trust's appraisal rate for Medical and Dental staff and will also be reflected in next year's (2026/2027) board report. The backlog is now being addressed and a return to previous levels is anticipated.

Board assurance statement

- In 2025/2026 the level of assurance was significant with the Medical Appraisal rate for 2025/26 being 95.3% compared to 94.4% in 2024/25. Between April to July 2026 the level of assurance was partial. With the commencement of the new Medical Appraisal and Revalidation Administrator the service is returning to normal.

- As of August 2026 the key concern is getting Facilities Time agreed with the LNC and this will require some investment.

Annex A

Illustrative Designated Body Annual Board Report and Statement of Compliance

This template sets out the information and metrics that a designated body is expected to report upwards, through their Higher Level Responsible Officer, to assure their compliance with the regulations and commitment to continual quality improvement in the delivery of professional standards.

Section 1 – Qualitative/narrative
Section 2 – Metrics
Section 3 - Summary and conclusion
Section 4 - Statement of compliance

Section 1 Qualitative/narrative
All statements in this section require yes/no answers, however the intent is to prompt a reflection of the state of the item in question, any actions by the organisation to improve it, and any further plans to move it forward. You are encouraged therefore to provide concise narrative responses

Reporting period 1 April 2025 – 31 March 2026

1A – General

The board/executive management team of Ashford & St Peter's Hospitals NHS Foundation Trust can confirm that:

1A(i) An appropriately trained licensed medical practitioner is nominated or appointed as a responsible officer.

Y/N	Yes
Action from last year:	Continued attendance at RO network meetings.
Comments:	Yes, Dr Mark Roland is the nominated Responsible Officer (RO) for the Trust. This is a position that Dr Roland has held since December 2024. A representative from the Medical Appraisal and Revalidation team attends all RO network meetings.
Action for next year:	Continued attendance at RO network meetings.