

November 2021

## UKPHR Revalidation

### Frequently Asked Questions for Registrants

#### Revalidation

##### How will I know when I am due for revalidation?

You can view your revalidation date on your dashboard when you log in to your registrant's portal.

To provide you sufficient time to prepare for your revalidation, we will send you an email notification six months prior to your revalidation due date. This will be sent to the default email address we have for you.

Until we have received your revalidation application in full, you will receive automated reminders via email.

In order to ensure you receive information on your revalidation in good time, please ensure the contact details we have for you are kept up to date.

##### Where can I find the requirements for my revalidation?

If you are registered as a Specialist or Practitioner, UKPHR's [website](#) contains a section on revalidation which you can access from the "Registration" heading on the home page. Here, you will be able to access the policy and guidance which includes the list of requirements for revalidation as well as further information on the scheme.

Currently, revalidation for practitioner registrants has not yet been implemented and the current arrangements for re-registration still apply. Practitioner registrants will be kept informed on when revalidation will be implemented.

##### Is there any supporting information available to help me prepare for my revalidation?

Yes, we have published our policy and guidance on revalidation for Specialists which includes further information on each element of revalidation. This can be accessed [here](#).

#### Professional Appraisal

##### What is the professional appraisal requirement?

For Specialist registrants, we require you to declare that you have been engaged in annual professional appraisal during your time as a registrant. The requirement is not

retrospective, which means that the requirement for annual appraisal starts from when we introduce our revalidation scheme which is 1<sup>st</sup> April 2019.

Additionally, we require you to send us the annual professional appraisal conducted within 12 months immediately preceding your revalidation due date. This must also be accompanied by a reflective note of your experience of the most recent professional appraisal.

The reflective note must be completed using the template provided and this will be available under the “Professional Appraisal” section in your revalidation online module.

### **What kind of evidence does UKPHR require for the professional appraisal for my revalidation?**

At the time of revalidation, we will just require one copy of your latest professional appraisal completed and signed off within 12 months immediately preceding your revalidation due date.

If you are registered on SARD for your professional appraisals, we do encourage you to download the summarised version of your professional appraisal document. This is available to download as a PDF from your SARD account.

If you are registered on the SOAR professional appraisal platform operated by Public Health Scotland, you can provide a downloaded copy of the completed Form 4 summary to upload in the professional appraisal section of the revalidation module.

If you are registered on the MARS professional appraisal platform operated by Public Health Wales, you will just need to provide the agreed appraisal summary document as evidence of your professional appraisal for your revalidation.

If you are making alternative arrangements to undertake your appraisal, we have accepted the use of the MAG form as a suitable template to record your appraisal discussion. At the time of revalidation, you can provide the completed and locked down version of the MAG form to the professional appraisal section of the revalidation module. If you have used an alternative template for your professional appraisal which is equivalent to the MAG form, this is also acceptable.

### **I haven't undergone a professional appraisal since I first registered, what do I do?**

The requirement for professional appraisal (annual professional appraisal for specialist registrants and one in five years for practitioner registrants) will be effective from the start of our revalidation scheme and will not apply retrospectively. This means that you will only need to satisfy our requirements in relation to professional appraisal from the start date.

Registrants will only need to declare that they have undertaken annual professional appraisal from the date our revalidation scheme starts.

## **I am eligible for a professional appraisal with PHE and this is my first time using SARD. Where can I access support in using the professional appraisal system?**

SARD has a plethora of useful resources available on its website ranging from videos, briefings as well as guidance on how to prepare your professional appraisal ahead of your appraisal meeting. If you have a specific query relating to your professional appraisal or how to use SARD, there is an online live support facility available which is very responsive at answering queries during office hours.

You can easily access the online live support facility as well as the range of resources provided when you log on to your SARD account for your professional appraisal.

## **What happens if I miss a professional appraisal as a result of maternity leave, long term sickness or deployment?**

If you miss a professional appraisal due to maternity leave, long term sickness or deployment, you will need to notify us at your earliest convenience. As our revalidation scheme does not have a Responsible Officer, you would need to apply to our Registrar for permission to miss an appraisal due to your circumstances.

If the Registrar approves your request for an approved missed appraisal and if you are registered on SARD for your professional appraisals, an exemption will be added to the relevant professional appraisal on your SARD account and we will then notify your regional lead who is responsible for the appraiser allocations to allocate your assigned appraiser to someone else.

For specialists who are using the professional appraisal systems offered by National Health Scotland and Public Health Wales, you will need to notify the system operator in Scotland or Wales as appropriate of your approved missed appraisal so they can make the necessary arrangements in allocating your assigned appraiser to someone else. The difference in Scotland and Wales is that UKPHR does not have direct access to the system (unlike in England, where UKPHR is a SARD operator), which is why you must make the contact yourself.

If you are making alternative arrangements to undertake your appraisal, you will need to notify us so we can send you the application form to apply for an approved missed appraisal. If the Registrar approves this request, a note will be added on your UKPHR account of the exemption.

## **I am self-employed and do not have arrangements in place for my professional appraisal, what do I do?**

Registrants who are self-employed or otherwise do not have an employer or organisation who is able to arrange their professional appraisal annually, must make their own arrangement for professional appraisal to satisfy our requirement.

We appreciate that this may cause you to incur financial costs but annual professional appraisal is a necessary requirement for your revalidation to satisfy us that you have maintained your competence since you registered as well as worked to improve your quality of service and practice.

Registrants can either approach the Faculty of Public Health to access a professional appraisal, however we are aware this will incur a fee. An alternative option is to contact a colleague or someone they know who has undertaken appropriate appraiser training who is able to conduct the professional appraisal on an independent basis.

A professional appraisal must be carried out by an appraiser who has been trained to conduct professional appraisal of public health professionals.

## **Continuing Professional Development (CPD)**

### **What type of evidence is acceptable in demonstrating my Continuing Professional Development?**

For Specialist registrants, you must meet UKPHR's standard which is the standard published by the Faculty of Public Health of 50 credits of CPD each year. Each credit must be supported by a reflective note and at least 25 credits must be linked to your PDP. A maximum of 5 credits can be claimed in relation to any one reflective note.

If you use the Faculty of Public Health's CPD online diary, we will be happy to accept the Faculty's certificates of compliance as sufficient evidence. You will need to produce the Faculty's annual certificates to us in support of your revalidation.

If you do not use the Faculty of Public Health's CPD online diary, you must produce your full CPD log covering the 5-year period up to your revalidation and your reflective notes as evidence of compliance.

If you participate in a CPD scheme other than the Faculty of Public Health such as those operated for specialists by the Chartered Institute of Environmental Health or General Pharmaceutical Council, we will accept the CPD confirmation from other regulators provided this has been accepted by the Faculty as an alternative professional equivalent CPD scheme.

For Practitioner registrants, you will need to meet UKPHR's standard of a minimum of 15 CPD credits per financial year with reflective comments for each CPD activity, a total of 75 hours of CPD credits over a 5-year cycle. Of the minimum 75 hours, it is

expected that at least 25 hours will relate to the UKPHR eight areas or practice and half should relate to your Personal Development Plan.

The Faculty of Public Health has developed a practitioner category of Faculty membership which does enable you to use the Faculty's CPD online diary as a member if you wish. If you use the Faculty's CPD online diary, including the Faculty's auditing, you may produce the Faculty's certificates of compliance as sufficient evidence for the 5-year period up till your revalidation. If you do not use the Faculty's CPD online diary, you must produce your full CPD log covering the 5-year period up to your revalidation and your reflective notes as evidence of compliance.

You can find further information on our CPD policy for practitioners [here](#).

### **Does UKPHR recognise other CPD schemes alternative to the Faculty of Public Health's CPD scheme?**

UKPHR adopts the Faculty's CPD standard or an alternative professional equivalent for all specialists. The Faculty itself accepts alternative professional equivalents for CPD to exempt members from completing their own CPD return and therefore, UKPHR would adopt the same professional equivalent CPD schemes.

The Faculty maintains a [list](#) of alternative CPD schemes that are accepted for exemption purposes. Therefore, when you are due for revalidation and asked to submit evidence for CPD, we will accept evidence of your satisfactory participation in a professionally equivalent CPD scheme accepted by the Faculty of Public Health.

### **I completed my CCT with the Faculty of Public Health part way through the financial year and was told to collate evidence of CPD for the following financial year. Is there any specific evidence required by UKPHR to demonstrate this at the time of revalidation?**

We understand a lot of registered specialists who completed their CCT with the Faculty of Public Health part way through the financial year will have been advised to start collating their CPD for the following financial year. Therefore, they will have received their first certificate for their CPD return for the following financial year.

When you are completing your revalidation application, you will just need to submit evidence of your CPD return from when the Faculty advised you to collate this if you are using their CPD service. For example, if you completed your CCT in October 2015 and were advised to start collating your CPD from the following financial year, you will then submit your certificates of CPD starting from the financial year 2016/2017. We will accept the Faculty's decision in allowing you to collate your CPD from the following financial year.

## Quality Improvement Activity

### What time frame is acceptable for a Multi-Source feedback tool to be utilised for my revalidation? OR how many Multi-Source feedback tools are required for my revalidation?

For the purposes of revalidation, you will be required to provide supporting information of quality of service. Your professional appraisal will produce some illustrative and confirmatory information which will demonstrate how you are showing that you are meeting the professional values set out in Good Medical Practice and/or Good Public Health Practice.

This information will most likely include a Multi-Source feedback and may be framed within a recognised Multi-Source feedback tool.

You will be expected to provide one Multi-Source feedback that has been approved by UKPHR in every five-year revalidation cycle. Your Multi-Source feedback will need to be completed within the five years of your revalidation date.

### Which Multi-Source feedback tools do you accept for revalidation?

Currently, we have approved the following Multi-Source feedback tools for use by UKPHR specialists for their revalidation:

England	Wales	Scotland
Resource Management Services Ltd (RMS Doctor 360)*	Equiniti 360 clinical	SOAR Appraisal MSF tool (NES Colleague MSF)
Talent Innovations 'Inspiring Leader'*	Orbit 360 MSF tool	PILAT 360
Psychologica 360 (can be used only if your line manager is also selected as a rater)		
		COMPASS 360 tool
ADPH Future Directors of Public Health programme survey tool		
NHS Healthcare Leadership Model 360 feedback model		
DFID 360 Light MSF tool		
Civil Service 360 provided by YSC consulting		
Developmental Feedback for Leadership and Management Narrative 360 Degree (provided 10 raters are obtained)		
GMC Colleague Feedback report		

Strengthscope Leader 360		
Leadership 360 operated by Northeast Leadership Academy		
Pulse 360 report operated by Worcestershire Acute Hospitals NHS Trust		
EQi360 degree feedback tool provided by NHS England and NHS Improvement (provided feedback from 10 raters are obtained)		
PHE Teams and Leadership 360		
JCI Global 360 degree assessment		
Thomas 360 MSF tool provided by Wiltshire Council		
Real World Group MSF tool provided by Durham County Council		
West Midlands Employers (People & Leadership Solutions 360)		
NIHR Leadership Programme 360 feedback provided by Ashridge Consulting		

### **When is it recommended to complete a 360-feedback report for my upcoming revalidation?**

We strongly recommend starting your 360-feedback process as soon as you receive your 6-month notice informing you of your revalidation, if you have not already started it by then. This is because we understand it can take a few weeks to complete the entire process from identifying raters, requesting feedback and receiving the finalised feedback report.

Ideally, you should plan to conduct the 360-feedback report in advance of your revalidation due date to provide you with enough time to complete the process.

### **I do not use a Multi-Source feedback tool, is there an alternative option available?**

If you do not have access to a Multi-Source feedback tool, you can provide feedback as an alternative for the Supporting Information element of your revalidation. For Specialists, you will be required to produce:

- Feedback from two professional colleagues

- Feedback from two other professionals who have experience of your public health practice
- Feedback from one manager or one commissioner of your services
- Feedback from one recipient of a service you have been responsible for delivering
- Your review of complaints, comments and compliments received within the preceding 5 years relevant to your public health practice
- Your reflective accounts reflecting on the evidence from the above categories and on the previous 5 yearly appraisals.

### **Where can I access the templates to be used for the feedback of Quality Improvement Activity?**

For a Specialist, we are expecting you to use a Multi-Source feedback tool to fulfil the quality of service element of revalidation. However, if you are experiencing difficulty accessing a multi-source feedback tool, you can supply feedback to us using the templates we have provided. You will be required to seek the Registrar's permission before using the templates.

## **Confirmation of Compliance**

### **Why do I need to supply contact details of a referee for my revalidation?**

As UKPHR's register is non-statutory, we do not have the benefit of the Responsible Officer system that Parliament granted the General Medical Council (GMC). We therefore propose that we will check your revalidation application ourselves but crucially we will seek the assistance of the referee in making a judgement that your revalidation evidence is satisfactory.

### **Does my referee need to be registered as a Specialist?**

No, not necessarily. Your referee may be registered at Specialist level on either the GMC's Public Health Specialty Register (regardless of licence to practice), the GDC's specialist list for dental public health or UKPHR's register (quoting his/her registration number). Your referee can also be a Chief Executive of a Local Authority, NHS Trust or CCG or equivalent. They can also be a Vice Chancellor of a University or an individual working in public health.

Your referee will need to be someone who is able to provide confirmation that the information you have provided is an accurate reflection of your work to maintain and enhance your professional competence during the past 5 years of your registration.

### **Can my referee be my most recent appraiser?**

No, your referee cannot be your most recent appraiser. Your referee and your most recent appraiser must be two different persons. Please see our revalidation policy and guidance on who can be your referee for your revalidation application.

## **What happens to my application once you have received the completed reference from my referee?**

When you have completed and submitted the relevant evidence for all elements of the revalidation application and informed us of your referee, we will email your referee to obtain a completed reference from your referee. We will check that the reference is satisfactory. As soon as we receive your completed and satisfactory reference, your application is then processed and taken to the next available Registration Panel and Registration Approvals Committee. The Panel and the Committee both meet once every month to consider new applications for registration as well as applications for revalidation.

Please note, if your application is taken to a Registration Panel which is after your revalidation is due, this will not have an effect on your registration and your status on the register will remain current as we will have received your completed application in full.

## **What happens if my referee does not provide my reference confirmation in time for my revalidation?**

Once we have received your revalidation application and checked that we have received all the required components, we will contact your referee to request the reference confirmation using the contact details you have supplied to us.

Once we have received the reference confirmation from your referee, your application will then be processed as normal through the next available Registration Panel and Registration Approvals Committee.

If we have not received your reference confirmation in time for your revalidation, this may cause a delay in your application being processed. Your status will automatically lapse and your name will no longer be visible on the publicly viewable register. Therefore, we do recommend advising your chosen referee of this to ensure that there is no delay in processing your application for revalidation. We have power to defer your revalidation if we have not received all the required components in time for your revalidation due date. Once the reference has been received before the revalidation is due, your status will then be reverted back to current on the register.

## **Submitting your application to UKPHR**

### **How do I submit my application for revalidation to UKPHR?**

Once you have all the documents required for your revalidation, you will then submit your application online via your registrant portal.

If you are not able to access your registrant portal, please email [register@ukphr.org](mailto:register@ukphr.org) and we can arrange for your login details to be reset for you.

## **When does UKPHR require my completed application for revalidation?**

We will usually assign the revalidation module to your UKPHR registrant portal six months prior to your revalidation due date. If you have all the information ready to upload in the revalidation module, you can do this as soon as the module is assigned to you. However, you do have six months to complete your application and submit this to us.

You do have up until your revalidation due date to submit your application to us. However, as we do require the completed reference from your referee, and to allow sufficient time for your referee to submit this to us, we do suggest avoiding submitting your revalidation application too close to the deadline as this will not provide enough time for us to contact your referee and receive the reference before your revalidation is due.

## **Will I still continue to receive reminders when I have completed my revalidation application and before UKPHR have received the completed reference from my referee?**

You will only receive reminders for your revalidation if all elements of the application have not been completed in full. Once your revalidation application has been checked and marked as satisfactory, the system will stop sending you monthly reminders. We will then proceed to contact your referee requesting completion of the reference form. Once we have a satisfactory reference your application will be processed for the next available Registration Panel and Registration Approvals Committee.

## **Can my revalidation be deferred if I am unable to meet all UKPHR's deadlines on time?**

Under new revalidation rules to be adopted by UKPHR, the Registrar will have the power to defer a registrant's revalidation in circumstances defined by the rules. A deferral may be for no longer than 12 months.

## **Who can I contact if I have any queries related to my revalidation?**

If you have any queries related to your revalidation, you can contact Zaira Ejaz who is the Revalidation and Registration Services Officer at UKPHR. Zaira will be able to help answer any queries you may have related to your revalidation and her email address is [z.ejaz@ukphr.org](mailto:z.ejaz@ukphr.org)

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