

Faculty of Clinical Informatics Medical Appraisal and Revalidation Framework

Domain 1. Knowledge, skills and performance

To reflect GMC Good Medical Practice, the summary should consider the following:

- 1.1 Develop and maintain your professional performance
- 1.2 Apply knowledge and experience to practice
- 1.3 Record your work clearly, accurately and legibly

Relevant FCI professional attributes:

- Ensure that informatics innovations (processes, systems, policies, products and programmes) are appropriate for the proposed purposes, and that they are practical and implementable
- Ensure that standards, guidance and best practice are adhered to in clinical informatics

FCI suggests that the appraisee and appraiser consider the following examples of behaviours relevant to clinical informatics:

- Commits time to professional development and keeps own skills and knowledge up to date, across the full scope of own practice
- Works to a high standard and is respected by colleagues for their professionalism
- Looks further than immediate team and professional area for new ideas, perspectives and experiences
- Contributes to initiatives that drive innovation in health and healthcare
- Demonstrates reflection on learning and how practice has modified as a result of that reflection
- Keeps accurate clear and up-to-date records, maintaining a commitment to the Caldicott Principles and data protection legislation
- Delivers to an acceptable standard even when faced with challenging situations

It may also be useful to consider the following leadership behaviours:

- Develops with others and sustains a clear and shared vision
- Contributes to the development of plans and strategy appropriate to their role
- Recognises and embraces unplanned learning opportunities

Domain 2. Safety and quality

To reflect GMC Good Medical Practice, the summary should consider the following:

- 2.1 Contribute to and comply with systems to protect patients
- 2.2 Respond to risks to safety
- 2.3 Protect patients and colleagues from any risk posed by your health

Relevant FCI professional attributes:

- Evaluate the opportunities and limitations of informatics innovations (processes, systems, policies, products and programmes) in improving the quality of care delivery and experience
- Identify and address clinical safety issues

FCI suggests that the appraisee and appraiser consider the following examples of behaviours relevant to clinical informatics:

- Regularly and actively participates in activities that review and evaluate the quality of own work
- Seeks out and shares best practice, incorporating this to enhance quality and safety of services
- Works with others to collect and share information on patient outcomes
- Participate in clinical governance systems and processes to protect and improve patient care.
- Speaks up and challenges others when there is an opportunity for improvement
- Considers, assesses and manages potential risks when making decisions that impact clinical safety.
- Recognises that interventions may have unforeseen consequences
- Reviews and acts on significant events¹, and acts appropriately on concerns
- Reviews and acts on complaints
- Recognises own health and self-care objectives, focussing on the psychological and social aspects of keeping healthy. Health declaration must be reviewed by the appraisee and the appraiser

It may also be useful to consider the following leadership behaviours:

- Sets clear objectives and maintains regular review of the effectiveness of all relevant policies and processes
- Promotes and/or ensures a culture that allows staff to raise concerns openly and safely
- Takes steps to ensure healthy working practices and promotes healthy lifestyle for themselves and their team
- Holds people to account for the delivery of results and actively supports colleagues who are experiencing performance problems

¹ GMC says that a significant event is any unintended or unexpected event, which could or did lead to harm of one or more patients. This includes incidents which did not cause harm but could have done, or where the event should have been prevented

Domain 3. Communication, partnership and teamwork

To reflect GMC Good Medical Practice, the summary should consider the following:

- 3.1 Communicate effectively
- 3.2 Work collaboratively with colleagues to maintain or improve patient care
- 3.3 Teaching, training, supporting and assessing
- 3.4 Continuity and coordination of care
- 3.5 Establish and maintain partnerships with patients

Relevant FCI professional attributes:

- Define and prioritise the needs of clinicians and those receiving care in informatics innovations (processes, systems, policies, products and programmes)

FCI suggests that the appraisee and appraiser consider the following examples of behaviours relevant to clinical informatics:

- Is polite and respectful and seen as a role model for effective team working
- Asks others for opinions and ideas, actively listens and takes others' views on board
- Actively participates in multi-disciplinary teams in order to achieve optimal outcomes
- Establishes and maintains support networks
- Finds ways to work effectively within environments where there may be professional and political tensions
- Seeks and acts upon feedback from patients (as applicable), colleagues (both peers and those in a "client" relationship) and others regarding own effectiveness and possible development areas
- Demonstrates a people- and patient-centred approach, considering the impact of own style, decisions and actions on those affected

It may also be useful to consider the following leadership behaviours:

- Leads by example and delegates effectively, encouraging a culture that empowers others to develop and contribute
- Accessible and encourages team members to cooperate respectfully and communicate effectively
- Acts to raise or deal with any issues arising from poor communication or unclear responsibilities within or between teams
- As a team leader gives credit to the team for success, and takes personal responsibility for setbacks or failures
- Identifies opportunities for collaboration and partnership, connecting people with diverse perspectives and interests
- Engages the wider community in the teaching, training and support of own work and that of colleagues
- Willing to take on a mentoring role for health professionals and other colleagues

Domain 4. Maintaining trust

To reflect GMC Good Medical Practice, the summary should consider the following:

- 4.1 Show respect for patients
- 4.2 Treat patients and colleagues fairly and without discrimination
- 4.3 Act with honesty and integrity

Relevant FCI professional attributes:

- Identify and take appropriate action against ethical, legal, data protection and security risks

FCI suggests that the appraisee and appraiser consider the following examples of behaviours relevant to clinical informatics:

- Makes clear, evidence-based decisions that are supported with the relevant data
- Takes full accountability for actions, decisions and advice given
- Acknowledges own limitations and prepared to seek support from others in order to achieve the best outcomes
- Remains calm and objective in situations of pressure or conflict
- Manages own time effectively and is trusted to deliver against commitments
- Participates in good clinical governance processes that support the early identification of risks
- If concerned that a decision would put patients at risk of serious harm, raises the matter promptly and if necessary takes further action in raising and acting on concerns
- Makes sure that records are made, stored, transferred and disposed of in line with the duty of confidentiality and data protection legislation
- Makes sure that patients have opportunities to understand how data about them will be used and how confidentiality will be protected
- Probity declaration must be reviewed by the appraisee and the appraiser

It may also be useful to consider the following leadership behaviours:

- Demonstrates integrity, moral courage and the ability to make decisions even in a context of ambiguity and uncertainty
- Considers and responds to the needs of disabled patients and colleagues and makes reasonable adjustments so they can receive support to meet their needs.
- Engenders a climate of trust and mutual respect; open to ideas and advice
- Makes sure that an appropriate system is in place to openly manage financial or personal conflicts of interest
- Shows effective, efficient, equitable and ethical management of resources in the public interest