



Health Education England

Revalidation

No action is required from you regarding your revalidation. When you come 'under notice*', your revalidation date may need to be deferred to align with the end of your training extension.

For any revalidation queries, please contact the Revalidation Team at revalidation.eoe@hee.nhs.uk

'Under notice' is the 120 day period before a doctor's revalidation date, during which their Responsible Officer must submit a recommendation to the GMC. This recommendation is usually either to **revalidate the doctor, or to **defer** their revalidation date.*



Health Education England

Revalidation, Performance and Assessments

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ARCP Outcome 3

Information for trainees

Outcome 3 Explained....

This leaflet is intended to help you understand your options should you have been awarded an Outcome 3 at your ARCP panel. If you have any questions about this that are not explained in this leaflet, please contact appeals.eoe@hee.nhs.uk. National guidance on ARCP panels and appeals can be found in the Gold Guide Eight Edition (March 2020).

What an Outcome 3 means

An Outcome 3 awarded by an ARCP panel is defined as:

“Inadequate progress - Additional training time required”

This is awarded if the panel have identified that a formal additional period of training is required that will extend the duration of your training programme. This will affect your expected CCT date, which will need to be adjusted to reflect the period of additional training.

The panel will give clear recommendations as to the requirements and length of additional training required. You should meet with your Educational Supervisor at the earliest opportunity to develop a remedial training plan to meet these requirements.

Options open to you after receiving an outcome 3:

- You can choose to accept the outcome 3 and work with the remedial plan of action with the goal of completing the required by the date of your next ARCP.
- You can choose to appeal the recommended outcome 3 (process summarised overleaf). If your appeal is successful then you would be awarded with either an outcome 1 or 2.

Professional Support and Well-being (PSW)

Almost all medical trainees will complete their training programme meeting educational standards and performing their role without concerns being expressed about their professional performance. However, there may be situations where a trainee's progress gives cause for concern. We believe that early intervention is essential and we aim to ensure that East of England trainees have access to a professional and confidential occupational health & medical education service

The PSW supports doctors in training whose performance has been affected by issues that may arise and prevent progression throughout the training process.

The PSW provides a consistent, single point of access to expert advice, guidance, resources and information regarding concerns to all parties involved in the management of medical trainees.

If you feel you would benefit from some extra support, we recommend that you speak with your Educational Supervisor or your Training Programme Director who will be able to determine local support for you. In some cases, where applicable, they will refer you to the PSW.



Appeal Process

This is detailed in the Gold Guide, but the essential points are:

- You have a right to appeal this decision, but must make the request to do so in writing within ten working days of being notified of the decision; this will be the date on the outcome letter sent to you.
- The Appeals Officer will arrange for a review of the original recommendation, normally within 15 days of your request for appeal. The review will be undertaken by the same panel that awarded the ARCP outcome 3. You may present additional evidence for this review.
- The panel will tell you their recommendation in writing and a meeting will be arranged with you.
- If the ARCP outcome is changed to an outcome 1 or 2 following the review, then this will complete the appeal process.
- Where the review panel does not change the ARCP outcome, and further to confirming that you wish to proceed, an appeal hearing will be arranged. This will consist of a panel of independent members.

As they involve a number of people, formal appeal hearings may take more than the recommended 15 working days from the review to arrange. However,