

RCPCH Invited Reviews Programme

Invited reviews – A guide

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RCPCH

Royal College of
Paediatrics and Child Health

Leading the way in Children's Health

5 Individual Performance Reviews

5.1 The College acknowledges that for individual clinicians, suspension or exclusion should be avoided wherever possible and that NCAS⁵ can support early intervention to achieve this. In England, the Restriction of Practice and Exclusion from Work Directions 2003 direct NHS bodies to comply with “Maintaining High Professional Standards in the Modern NHS⁶” (MHPS) which sets out a framework for management of concerns about the conduct and performance of medical employees. In Scotland guidance by NHS Scotland “Standards for Healthcare Workers” and Partnership Information Network (PIN) guidelines⁷ apply.

5.2 The College's involvement in reviews of individuals will usually be limited to a review of clinical practice against published standards and guidelines, and involve at least two reviewers, one of whom will have specific expertise in the sub-specialty of the individual under review and one of whom will have relevant training and experience in conducting Individual Performance Reviews. The review process does not usually undertake assessments of knowledge or direct observation of clinical practice, nor can it undertake occupational health or behavioural assessments which form part of the methodologies of NCAS or equivalent bodies.

6 Where serious concerns are raised

6.1 If issues of patient safety are raised at any time, the reviewers will advise the client immediately and discuss what urgent action should be taken, if any. For concerns about an individual's practice, for example, the client may want to consider restriction of the doctor's practice, as set out in the guidance for MHPS (England) and NCAS or equivalent. For concerns about service safety beyond the scope of the review the regulatory authority should be advised with consideration as to whether temporary suspension of a service is appropriate.

6.2 The College maintains good working relations with NCAS and the GMC and may discuss anonymously or specifically any issues relating to an individual doctor to establish that it is appropriate for the College to act in this capacity. Depending upon the issues under review, the College may recommend to a referring client that NCAS or the GMC is a more appropriate body to approach.

⁵ NCAS acts in England, Wales and Northern Ireland – in Scotland please refer to equivalent local arrangements.

⁶ [HSC 2003/012](#) - Maintaining high professional standards in the modern NHS: a framework for the initial handling of concerns about doctors and dentists in the NHS. DH England 2003.

⁷ NHS Scotland [Performance Management of Healthcare Workers](#)