

Evaluation Framework

General
Medical
Council

Regulating doctors
Ensuring good medical practice

Evaluation Framework

CHRE Good Practice Seminar

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The need for an evaluation framework

The GMC's Council has identified the need to move beyond measures of operational outputs, to focus on the outcomes and impacts of our work as they relate to our statutory purpose – *to protect, promote and maintain the health and safety of the public by ensuring proper standards in the practice of medicine.*

Evaluation – a two-stage process

1. Identify the outcomes we are seeking through our work and the measures to assess whether they have been achieved.
2. Assess our progress towards those outcomes.

This enables us to be confident that we are achieving our key aims and objectives, and to identify areas where corrective action may be required.

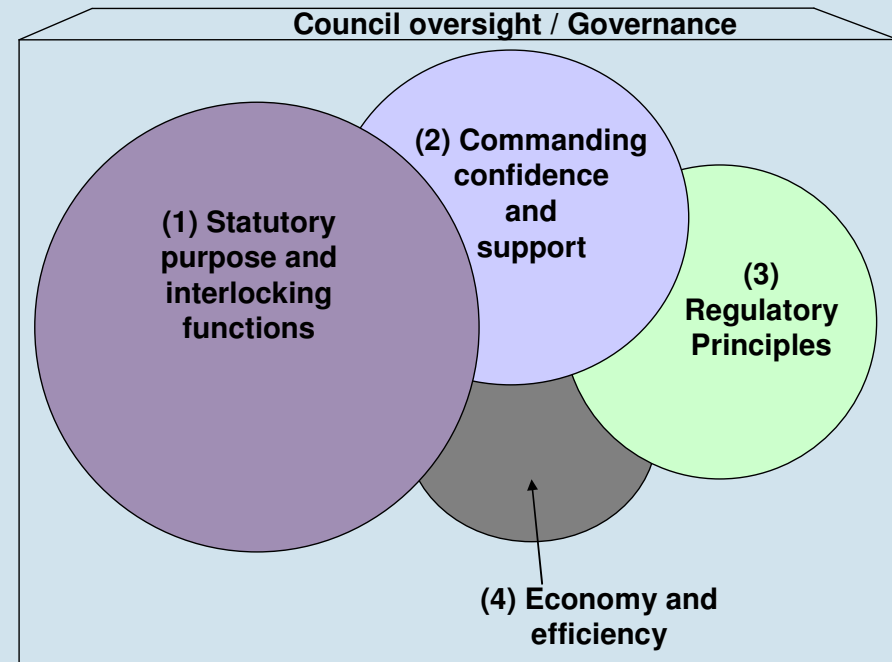
Our approach

- The evaluation framework was developed by an Evaluation Framework Review Group.
- The framework comprises a hierarchy of four criteria.
- This reflects the fact that there is no single or obvious measure of patient safety or healthcare quality, hence we need to evaluate our performance from a range of perspectives.

The evaluation framework

Criteria in order of importance are the extent to which we:

1. Achieve our statutory purpose
2. Command the confidence and support of our key interest groups
3. Adhere to accepted principles of better regulation
4. Deliver economy and efficiency



Piloting the framework

- The framework was endorsed by Council in March 2009, and then piloted across four important work programmes in our 2009 Business Plan:
 - The merger of PMETB with the GMC.
 - The introduction of the licence to practise.
 - Developing guidance on standards and ethics.
 - The GMC Affiliates pilot studies.

Principles

- The pilots were useful in demonstrating the practical application of our evaluation framework.
- They showed that evaluation needs to be:
 - Flexible in approach, utilising a range of methods and measures.
 - Implemented at the planning stage before work is underway.
 - Aligned with and built on existing management information where possible.

Putting it into practice – planning

- We have embedded evaluation in our corporate planning processes and will use the framework to identify:
 - The high-level outcomes we seek to achieve through our medium-term Corporate Strategy.
 - The key outcomes associated with each objective in our 2010 Business Plan.
- The evaluation framework has also been used to develop critical success factors and measures for use in project managing the merger of PMETB with the GMC, and the transition to OHPA.

Putting it into practice – reporting

- From 2010, Council will receive quarterly evaluation reports on progress towards the outcomes in our Business Plan.
- We will also report to Council at least annually on progress towards the high-level outcomes in our Corporate Strategy.

Expected benefits

- A clearer, shared understanding of what we are trying to achieve through our work, and how this contributes to enhancing patient safety and improving the quality of healthcare.
- A richer understanding of our performance, resulting in enhanced confidence, stronger accountability, and more effective decision-making.