

Summary of Domains

Domain 1: delivering and developing a high-quality service

In this section, dated, benchmarked evidence of what has been achieved should be present, specifically in relation to:

- providing and developing a safe service with measurable, effective clinical outcomes, based on delivery of high technical and clinical standards of service that provide a good experience for patients. To gain a higher score, applicants will need to demonstrate how they have cascaded their practice more widely to colleagues who have then implemented improvements based on the experience
- consistently looking for, and introducing, ways to improve their service; sharing the learning and seeing it embedded in wider NHS or national or international practice

Applicants should explain which activities relate to their clinical services where they are paid by the NHS, and to other aspects of their work as a consultant.

Applicants should include quantified measures – like outcome data – where they can. These need to reflect the whole service they and their multi-professional team provide and how they have collectively disseminated their experience. Applicants should use validated indicators for quality improvement or quality standards, and other reference data sources in England, or the Health and Care Standards for Wales, ideally providing performance data against benchmark or national indicators for their specialty, showing local and wider improvements as a result of their work.

For good patient experience, applicants should show how they ensured patients are cared for with compassion, integrity, and dignity, and how they have demonstrated commitment to their safety and wellbeing and have disseminated approaches more widely.

Further information on evidence that applicants could provide for this domain and some examples can be found in the applicants' guide.

Domain 2: leadership

In this section, assessors will look for a significant personal contribution and its subsequent impact within the last 5 years in leading and developing a service, health policy or guidelines with national or international impact. Consider work that had delivered against objectives within the 'NHS Long Term Plan'.

Applicants should describe the impact and outcomes generated in the specific roles they list. They should also include evidence of contribution, the source of any data and relevant dates, including evidence of personal leadership in the impact of change management and service innovations. National impact through committee membership should reflect the personal contribution and the impact of any output. Membership of committees alone is not sufficient evidence.

Further information on evidence that applicants could provide for this domain and some examples can be found in the applicants' guide.

Domain 3: education, training, and people development

In this section, evidence can show contributions over the last 5 years to wider education and training across the professions and to patients. If any training or lecturing is externally or separately remunerated, this should be stated.

We do not expect examples for all categories – the list set out below is not exhaustive and further detail can be found in the applicants' guide. Give evidence of the impact of work that supports the 'NHS People Plan' or falls into any of the following categories:

- teaching
- leadership and innovation in training
- educating and informing patients and public

- college or university success in teaching audits
- personal commitment to developing teaching skills
- unexpected or non-mainstream contributions

Further information on evidence that applicants could provide for this domain and some examples can be found in the applicants' guide.

Domain 4: innovation and research

This section is intended to look at innovation and its impact in any relevant setting and may include evidence relating to activities and their impact not traditionally considered as research. It can include new care pathways that have been developed and implemented, improved ways of working and process efficiencies that have been adopted widely, demonstrably making more cost-effective use of NHS resources. It can also include benefits of digital technology or other activities from projects with external partners that have demonstrated a benefit to the wider NHS, or that support the GMC's objectives of promoting research for doctors.

Applicants must be clear what evidence is over-and-above any research, academic or other expectations of their role and give evidence of the wider impact of the research and/or innovation together with dates of the work, dates of publication or presentation if relevant, and dates of its impact. This includes developing the evidence base for measuring how quality has improved.

– On a separate line, applicants should explain what they have achieved in the last 5 years and how their innovation or research has quantifiably improved health outcomes. They must give supporting evidence.

They should be clear how their research is relevant to the health of patients and the public and the clinical relevance and impact of any publications cited.

Domain 5: additional national impact

This domain gives applicants an opportunity to provide evidence of wider beneficial impacts over the last 5 years, that have not been captured elsewhere on their form in domains 1 to 4. They can also demonstrate the wider effect their work has had in areas that are national clinical priorities. In some cases, this may relate to work within their job plan, but as is the case in other domains, applicants should endeavour to demonstrate impact 'over and above' the expectations of outcomes for which they are already paid. There is added value if appropriate metrics can be included and, as usual, accurate dating is critical.

This domain can include work for charitable organisations, and work with a more direct patient or public focus, for example fostering patient involvement in research, or informing patient groups of new developments in disease management or prevention. Expanding upon (but not repeating) the national impact of research work or educational activities mentioned in (but not repeating) domain 4 or domain 3 can score well. This is particularly true if it is clear how the impact of the work has been re-enforced through social media or other channels, and how it has demonstrably influenced the quality of healthcare delivery or preventative medicine regionally or nationally. However, applicants must not merely repeat or list activities that have been described elsewhere on the form, as repeated evidence will not score any points. This domain could also describe work on how applicants have addressed health and workplace inequalities and delivered interprofessional team building and new ways of working.

Particularly important areas are NHS priority disease areas, or other areas where there is outstanding need, or identified health inequalities or disparities. Unpaid innovative work with health and social care providers outside the NHS may also be cited in this domain, but clear evidence of positive impact must be provided.

The detailed applicants' and assessors' guide will contain further information on the domains and examples of evidence that applicants could provide. We would suggest familiarising yourself with this guidance in order to fully support applicants from within your organisation in line with ACCIA expectations.