



**National Joint Registry**

[www.njrcentre.org.uk](http://www.njrcentre.org.uk)

Working for patients, driving forward quality

## **National Joint Registry Accountability and Transparency Model:**

### **Alert and Alarm Surgeon Process Standard Operating Procedure v2.0**



# National Joint Registry Accountability and Transparency Model

## Alert and Alarm Surgeon Process Standard Operating Procedure

Version number: 2.1

First published: 04/07/2017

Effective Date (From & To): 04/07/2017 – 31/12/2021

Updated: 04/12/2019

Date to be reviewed: 04/12/2021

Prepared by: NJR Model Development Working Group

Document Owner: NJR Director of Operations & SPC Chair

| Key Contacts   |   |
|--|---|
| National Joint Registry Steering Committee (NJRSC)           | NJR Medical Director & NJR Director of Operations   |
| National Joint Registry Surgical Performance Committee (SPC) | SPC Chair   |
| British Orthopaedic Association (BOA)                        | BOA Quality Outcomes in Orthopaedics Programme Director   |
| Care Quality Committee (CQC)                                 | <ul style="list-style-type: none"><li>• National Professional Advisor for Surgical Specialities</li><li>• Hospitals Provider Analytics Manager</li></ul>  |
| NHS Improvement (NHSI)                                       | <ul style="list-style-type: none"><li>• National Director of Clinical Quality and Efficiency &amp; GIRFT Chair</li><li>• PA to National Director of Clinical Quality and Efficiency &amp; GIRFT Chair</li><li>• Director, GIRFT Review Team</li><li>• Managing Director &amp; Deputy SRO – GIRFT</li><li>• GIRFT Policy &amp; Implementation Director and Deputy SRO, NHSI</li><li>• Chief Information Officer &amp; Epidemiologist - GIRFT</li></ul> |

**Contents**

- SECTION A: STANDARD OPERATING PROCEDURE ..... 4
- 1 List of diagrams and tables used ..... 4
- 2 About the National Joint Registry ..... 5
- 3 Background..... 5
- 4 Governance ..... 6
- 4.1 NJR governance structure ..... 6
- 4.2 NJR committee structure..... 7
- 4.3 Terms of Reference and membership..... 8
- 5 Purpose..... 8
- 6 Scope ..... 8
- 6.1 Scope of the Alert and Alarm Surgeon Process..... 8
- 6.2 Trigger points for outlier notification..... 8
- 6.3 Frequency of outlier notification..... 9
- 7 Process maps..... 9
- 8 Annual cycles..... 10
- 9 Organisational roles and responsibilities ..... 10
- 10 Forms, Templates and Memorandums of Understanding/Service Level Agreements. 12
- SECTION B: AREAS FOR CONSIDERATION ..... 14
- 11 Risk/issues and dependencies..... 14
- 12 Other points to be aware of..... 15
- 13 List of stakeholders engaged..... 15
- SECTION C: SUPPORTING INFORMATION ..... 16
- 14 Appendix..... 16
- 14.1 Appendix 1: NJR Terms of Reference ..... 16
- 14.2 Appendix 2: Process maps..... 17
- 14.3 Appendix 3: Annual cycle ..... 20
- 14.4 Appendix 4: RACI Matrix..... 22
- 15 Glossary ..... 24
- 16 Definitions ..... 25

## SECTION A: STANDARD OPERATING PROCEDURE

### 1 List of diagrams and tables used

| Reference | Name   | Description   | Page |
|-----------|--|---|------|
| Diagram 1 | NJR governance structure                       | Overview of the NJR governance arrangements   | 6    |
| Diagram 2 | NJR committee structure                        | Overview of the NJR committee arrangements  | 7    |
| Table 1   | Alert & Alarm Surgeon process map descriptions | A brief description of the Alert & Alarm Surgeon process maps produced (detailed maps provided in Appendix 2)                             | 9    |
| Table 2   | Organisational roles and responsibilities      | Outlines the key roles and responsibilities of key stakeholders   | 10   |
| Table 3   | Forms, templates and MoUs/SLAs                 | Provides an overview of and links to key documentation relating to the Alert & Alarm Surgeon Process                                      | 12   |
| Table 4   | Key risks and issues                           | Provides the top risks/issues/dependencies that will need to be managed and monitored when implementing the Alert & Alarm Surgeon Process | 14   |
| Table 5   | Key stakeholders engaged                       | Provides an overview of the key stakeholders engaged in developing the Standard Operating Procedure (SOP)                                 | 15   |

## 2 About the National Joint Registry

The NJR for England, Wales, Northern Ireland and the Isle of Man collects information on joint replacement surgery and monitors the performance of joint replacement implants. It was set up in 2002 by the Department of Health and Welsh Government, Northern Ireland joined in 2013 and the Isle of Man in July 2015.

NJR has following six goals:

1. Monitor in real time the outcomes achieved by brand of prosthesis, hospital and Surgeon, and highlight where these fall below an expected performance in order to allow prompt investigation and to support follow-up action
2. Inform patients, clinicians, providers and healthcare commissioners, regulators and implant suppliers of the outcomes achieved in joint replacement surgery
3. Evidence variations in outcome achieved across surgical practice in order to inform best practice
4. Enhance patient awareness of joint replacement outcomes to better inform patient choice and patients' quality of experience through engagement with patients and patient organisations
5. Support evidence-based purchasing of joint replacement implants for healthcare providers to support quality and cost effectiveness
6. Support suppliers in the routine post-market surveillance of implants and provide information to clinicians, patients, hospital management and the regulatory authorities

## 3 Background

The NJR and British Orthopaedic Association (BOA) met with NHS England's Medical Director (MD) on the 10<sup>th</sup> Jan 2017 to present an NJR proposal for the provision of a robust, safe and rigorous process that would enhance monitoring, management and communication of Surgeon and Unit performance using NJR data that would support patient safety.

The principles of the NJR "Accountability and Transparency Model" were accepted by the NHS MD and it was agreed that work would progress around articulating the seven processes that underpin and enable delivery of the model.

A meeting has been organised to present further detail to the NHS MD on the 26<sup>th</sup> September 2017.

The seven processes outlined were the:

1. Alert and Alarm Surgeon Process
2. Alert and Alarm Unit Process
3. Outlier Management System (OMS) Process
4. NJR Appraisal Enhancement Process

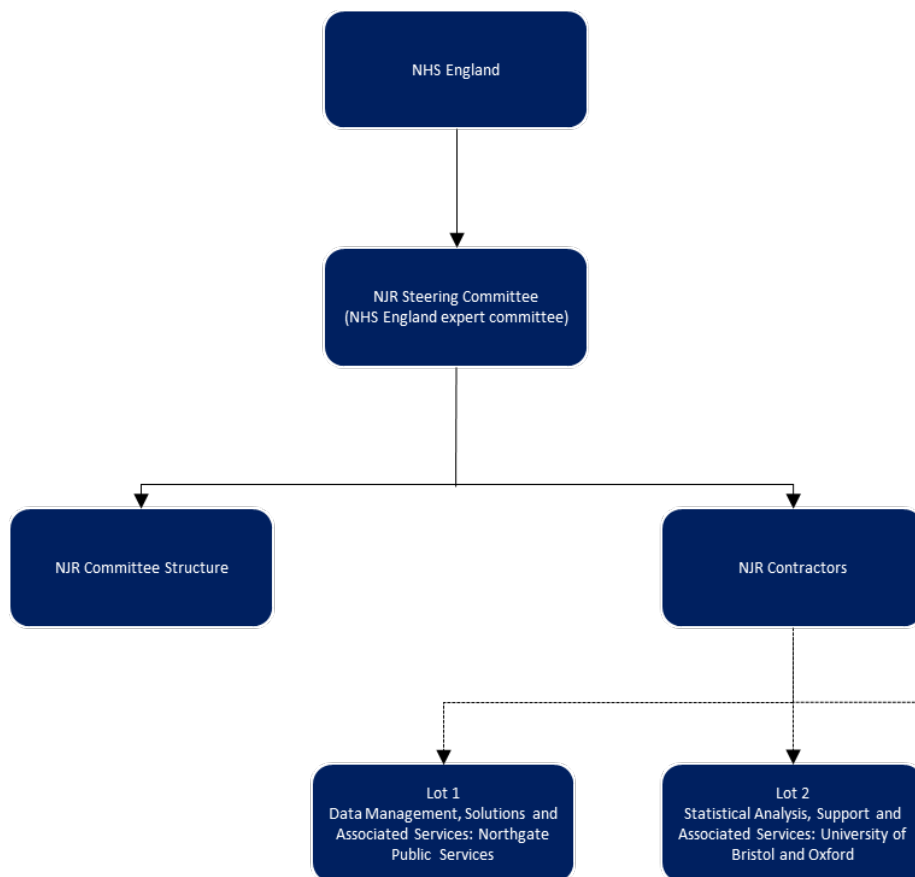
5. Annual Clinical Report (ACR) Process
6. Implant Mismatch Notification Process
7. Implant Outlier Process

## 4 Governance

### 4.1 NJR governance structure

The NJR is hosted by the Healthcare Quality Improvement Partnership (HQIP) and governed by the NJR Steering Committee, an expert committee of NHS England.

The NJR Operational Management Team (OMT) supports the work of the NJR Steering Committee and all its Sub-Committees.



**Diagram 1: NJR governance structure**

## 4.2 NJR committee structure

The NJR Steering Committee is a NHS England Committee of experts and is responsible for the work and progress of the NJR.

The committee's responsibilities include:

- Setting the NJR's work programme and monitoring its progress
- Providing advice to orthopaedic Units, hospitals and implant suppliers where the information shows concerns about the performance of certain prostheses
- Setting the cost of the levy, based on the contractual costs of running the registry and the work programme agreed
- Providing an annual report to Ministers on the performance of the NJR and, following agreement, to make publicly available
- Establishing and monitoring codes of conduct for the contractor dealing with orthopaedic Units within NHS Trusts and independent healthcare providers, as well as the orthopaedic implant industry
- Facilitating, where appropriate, the use of the NJR data for research purposes

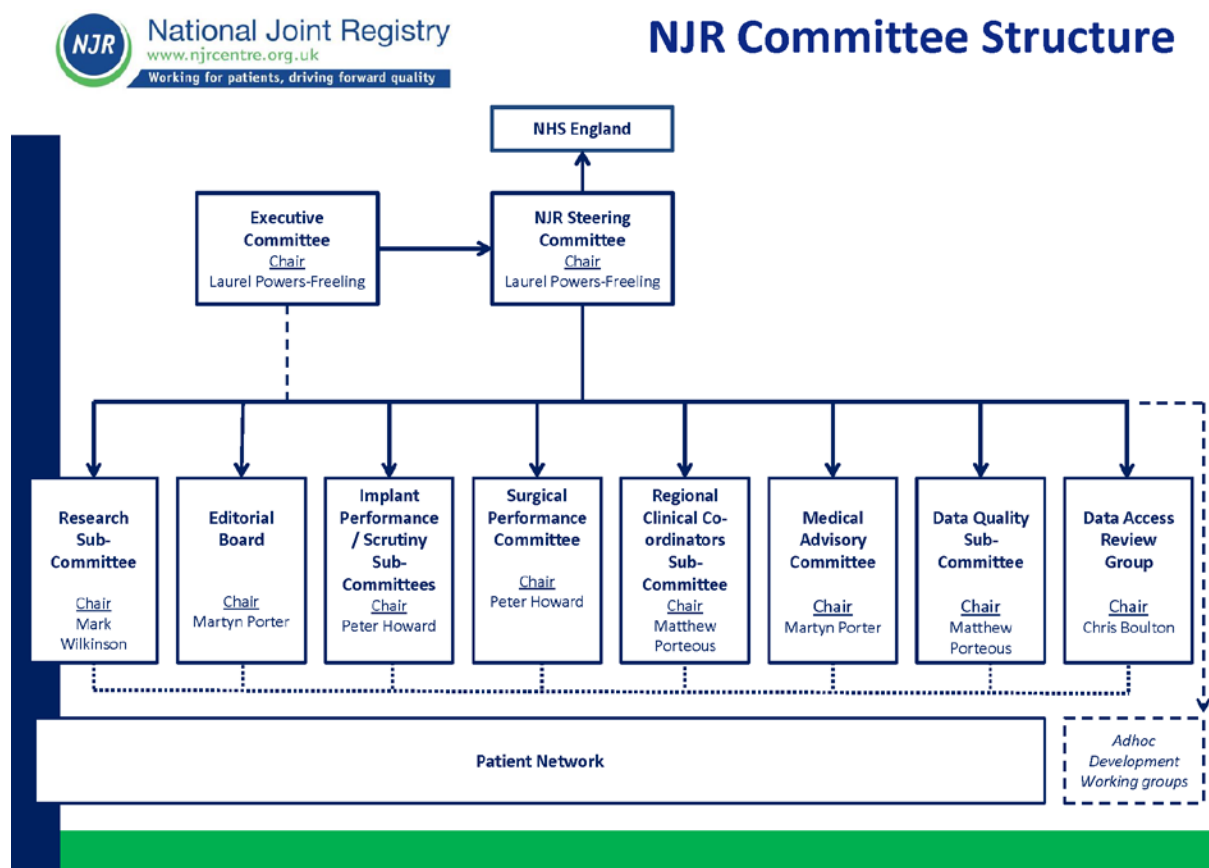


Diagram 2: NJR committee structure

### 4.3 Terms of Reference and membership

The NJR Steering Committee, the Executive Committee and each of the Sub-Committees have agreed Terms of Reference (ToR) which clearly detail:

- The scope of the Committee/Sub-Committee
- Agreed membership
- Meeting cycles

Committee ToR are published as an appendix to the NJR annual report.

## 5 Purpose

The purpose of the NJR Alert and Alarm Surgeon Process SOP is to provide clarity and confirmation on the process steps to be followed once a Surgeon with potential outlying performance has been identified. It lists out what action should be taken, who should take it, and when, in order to ensure replication and quality control.

## 6 Scope

### 6.1 Scope of the Alert and Alarm Surgeon Process

The Alert and Alarm Surgeon Process SOP currently applies to Consultant Surgeons who carry out hip and knee replacement surgery only. Other joints will be included when the NJR has at least three consecutive years of data. Inclusion will not be automatic, but will be based on a decision taken at the Surgeon Performance Committee (SPC), based on an assessment as to whether the data is sufficiently robust to be used for outlier monitoring.

The Alert and Alarm Surgeon Process currently applies to England and Wales. Northern Ireland may be included once there is sufficient data. Other geographical areas will be included when the NJR has at least three consecutive years of data and data is judged to be robust.

The inclusion of new datasets (joints or geographical areas) will be reviewed annually in January by the SPC. Any inclusions to the outlier review process will follow a recommendation to the NJR Steering Committee by the SPC Chair.

### 6.2 Trigger points for outlier notification

An **Alert [borderline outlier]** notification process is triggered for Surgeons when the revision rate for primary joint replacement, or the mortality rate, is higher than expected and lies between the 95% and 99.8% control limits (equates to approximately three standard deviations from the mean).

An **Alarm [potential outlier]** notification process is triggered for Surgeons when the revision rate for a primary joint replacement, or the mortality rate, is higher than expected and lies



above the 99.8% control limits (equates to approximately three standard deviations from the mean).

Alert notifications (95%-99.8%) and Alarm notifications (>99.8%) are triggered based on one dataset using three time periods as follows:

- All data submitted to the NJR from April 2003 onwards;
- Data for the last five years;
- Data at other time intervals determined by the SPC where a Surgeon is already being actively monitored because of previous concerns.

A Surgeon may become an outlier based on one or more of the time periods above. The NJR will review these time periods and may add to the list e.g. data for the last three years.

If a Surgeon is identified as a persistent outlier (has previously been identified as an outlier and produced an action plan, yet remains an outlier in data after five years) they will go straight to the escalation process and a conversation will occur at the SPC regarding further action.

### 6.3 Frequency of outlier notification

Outlier notifications are triggered every six months (March and August) after each data refresh. The timetable is set so data analysis can be fed into the NJR Annual Report and the Annual Clinical Reports (ACRs) (see Appendix 3), which are available to Units in October each year. Surgeons can access their own data based on the same March dataset using NJR Clinician Feedback which is available online in July each year.

## 7 Process maps

The following three process maps have been developed. These outline the core activities relating to the Alert and Alarm Surgeon Process which is brought together within the ACR.

These process maps should be used as a reference point and considered in relation to the purpose and scope outlined in this document.

Please refer to the Appendix number referenced in the table below to view the process map.

| Reference | Name  | Description   | Appendix | Page |
|-----------|---|---|----------|------|
| 1.a       | Alert (Potential Borderline) Surgeons Process | This process map sets out the steps by key stakeholder group for Alert Surgeons | 2        | 17   |
| 1.b       | Alarm (Potential Outlier) Surgeons Process    | This process map sets out the steps by key stakeholder group for Alarm Surgeons | 2        | 18   |

|   |                         |   |   |    |
|---|-------------------------|---|---|----|
| 5 | ACR Development Process | This process map sets out the process for developing and publishing the ACR | 2 | 19 |
|---|-------------------------|---|---|----|

*Table 1: Alert & Alarm Surgeon Process map descriptions*

## 8 Annual cycles

Two annual cycles have been developed. They provide an overview of the key recurring activities that would take place in each period for the Alert and Alarm Surgeon Process and the ACR Development Process.

The annual cycles should be used as a reference point and considered in relation to the process maps outlined in this document.

Please refer to Appendix 3 to view the reporting cycle.

## 9 Organisational roles and responsibilities

The following table provides an overview of the main roles and responsibilities of key stakeholders in relation to the Alert and Alarm Surgeon Process.

The overview provided should be used as a reference point and considered in relation to the purpose, scope and process maps outlined in this document.

Note: This table provides an overview only and does not replace a Responsible, Accountable, Consulted and Informed (RACI) matrix. See Appendix 4 for the RACI matrix which has been developed and agreed by all stakeholders.

| Organisation/stakeholder group                    | Role/responsibilities  | Key contacts               |
|---|--|----------------------------|
| University of Bristol (UoB), NJR Lot 2 contractor | <ul style="list-style-type: none"> <li>Analyses and provides surgical performance data in line with NJR requirements</li> </ul>  | Contract Manager           |
| NJR Operational Management Team (NJR OMT)         | <ul style="list-style-type: none"> <li>Shares information and if necessary escalates to other key stakeholders such as BOA and regulators when required</li> <li>Manages the end to end outlier process and ensure accurate communications, follow up and escalation as required</li> <li>Liaises with NJR contractors as the system and data host, requesting data needed to communicate to Surgeons</li> <li>Responsible for supporting the SPC with the management of ongoing monitoring of Surgeon performance and action plans</li> </ul> | NJR Director of Operations |

|   |  |                                    |
|---|--|------------------------------------|
|   | <ul style="list-style-type: none"> <li>• Point of contact between the Surgeons and Units and the SPC</li> <li>• To highlight any concerns about the process in relation to individual outliers, particularly if it is felt the process cannot be followed for any particular reason</li> </ul>   |                                    |
| Northgate Public Services (Northgate), NJR Lot 1 Contractor | <ul style="list-style-type: none"> <li>• Responsible for producing data set at agreed time and providing it to the NJR Lot 2 contractor</li> <li>• Responsible for providing additional contact information when requested by NJR OMT</li> <li>• Responsible for producing and distributing the Consultant Level Reports (CLR) and Annual Clinical Report (ACR)</li> <li>• Responsible for producing funnel plots in ACR &amp; CLR documents</li> <li>• Outlier Management System (OMS) host and support</li> </ul>  | Head of Health Solutions           |
| Surgical Performance Committee                              | <ul style="list-style-type: none"> <li>• Review and ensure data provided by UoB is perceived as an accurate and fair representation</li> <li>• Responsible for all decision relating to the performance of Surgeons and Units</li> <li>• Responsible for the management of ongoing monitoring of Surgeon performance and action plans</li> </ul>   | SPC Chairman and Committee members |
| Chairman, Surgical Performance Committee                    | <ul style="list-style-type: none"> <li>• Responsible for oversight and sign off of the review and analysis of data provided by UoB. To ensure it is perceived as an accurate and fair representation</li> <li>• Responsible to the NJR Steering Committee (NJRSC) for the regular performance reporting of the outlier management process</li> <li>• To work with the NJR OMT to ensure that notification letters and follow up action is taken in accordance with the timescales set out in the process</li> <li>• To highlight to the NJR Director of Operations and MD any concerns about Surgeon outliers</li> </ul> | SPC Chairman                       |

|   |   |                                 |
|---|---|---------------------------------|
|   | where it is felt the process is not resolving the issue   |                                 |
| Vice Chairman, Surgical Performance Committee | <ul style="list-style-type: none"> <li>To support the SPC Chair in their duties and deputise for the Chair in their absence</li> </ul>  | SPC Vice Chairman               |
| NJR Medical Director                          | <ul style="list-style-type: none"> <li>To provide support to the SPC Chair and Vice Chair as necessary</li> </ul>   | NJR Medical Director            |
| Surgeons                                      | <ul style="list-style-type: none"> <li>Responsible for reviewing data, making corrections and confirming changes to NJR for follow up</li> <li>Responsible for providing accurate data</li> <li>Responsible for producing and implementing an action plan, when required</li> </ul> | Individual Surgeons in question |
| BOA   | <ul style="list-style-type: none"> <li>Supporting NJR with communication of messages and best practices to members</li> </ul>   | BOA President                   |

**Table 2: Organisational roles and responsibilities**

## 10 Forms, Templates and Memorandums of Understanding/Service Level Agreements

The following table provides an overview of key documentation relating to the Surgeon Alert and Alarm Process.

The documentation listed should be used as a reference point. Any letters sent should be amended as required based on relevant discussions.

It may be necessary to produce letters on a case by case basis for the Alarm Surgeons Process, as the causes of Alarm status will differ between Surgeons.

Note letter templates are to be uploaded onto the OMS and will be reviewed at regular intervals. Memorandum of Understanding (MoUs) will also need to be developed.

| Template type                       | Template name                           | Description   |
|-------------------------------------|---|---|
| Surgeon Alert Letter & Funnel plots | 1.a_Alert Surgeon - Letter W            | Alert Letter to inform Surgeon of potential outlier status. Funnel plot appended  |
| Surgeon follow up Alert Letter      | 1.a_Alert Surgeon_Follow up - Letter X  | Alert follow up Letter to inform Surgeon of potential outlier status, if no response received from Letter W. Funnel plot appended |
| Further response                    | 1.a_Alert Surgeon_Escalation - Letter Y | Extreme case Surgeon cannot be contacted over the phone to  |

|   |  |  |
|---|--|--|
| Letter from SPC Chair, as required                      |  | acknowledge Alert status, having not responded to Letters W & X  |
| Surgeon Alarm Letter                                    | 1.b_Alarm Surgeon - Letter A<br>1.b_Alarm Surgeon - Letter B<br>1.b_Alarm Surgeon - Letter C     | Alarm Letter to inform Surgeon of potential outlier status, informing that Unit CEO and MD will be informed of their Alarm status in 6 weeks<br>Letter A - Alarm based on all data<br>Letter B - Alarm based on last 5 yrs data<br>Letter C - Alarm based on all & last 5 yrs data |
| Surgeon Alarm Unit Notification Letter                  | 1.b_Alarm Surgeon_Unit notification - Letter D<br>1.b_Alarm Surgeon_Unit notification - Letter R | Alarm Letter to inform Unit MD & CEO of potential Surgeon outlier status. (Letter R for thr retired Surgeon cases)   |
| Surgeon Alarm follow up letter                          | 1.b_Alarm Surgeon_Unit Follow up - Letter J  | Alarm Letter Follow up to inform Surgeon of potential outlier status in the case of no response received from Letter A/B/C. Unit MD in copy  |
| Surgeon Alarm Confirmation & action plan request Letter | 1.b_Alarm Surgeon_Confirmation - Letter F  | Alarm Letter to confirm Surgeon outlier status. Requesting an action plan response within 30 working days  |
| Action plan response letter                             | 1.b_Alarm Surgeon_Action Plan - Letter H   | Confirmation to Surgeon informing their action plan is adequate and ongoing monitoring of performance to ensure future performance data is moving in the right direction. MD/CEO in copy   |
| Escalation letter                                       | 1.b_Alarm Surgeon_Unit Escalation - Letter G   | Escalation letter to Unit MD and CEO if no response to Letter F or action plan response received is deemed inadequate by SPC   |
| MoUs/ Service Level Agreements (SLAs)                   | To be developed  | To be developed  |

**Table 3: Forms, Templates and MoUs/SLAs**

## SECTION B: AREAS FOR CONSIDERATION

### 11 Risk/issues and dependencies

The following table provides the key risk/issues/dependencies that will need to be managed and monitored when implementing the Alert and Alarm Surgeon Process.

**Key:** 1-2 - *low impact/probability*  
 3-4 - *medium impact/probability*  
 5 - *high impact/probability*

| # | Risk/issue | Description   | Impact  | Impact (I) (1-5)<br><i>pre-mitigation</i> | Probability (P) (1-5)<br><i>pre-mitigation</i> | Overall likelihood (IxP) | Proposed mitigation   |
|---|------------|---|---|---|--|--------------------------|---|
| 1 | Risk       | There is a risk that stakeholders are unclear on their roles and responsibilities         | The processes developed and agreed are not implemented in line with timescales agreed                         | 5   | 1  | 5                        | Dedicate time to developing and implementing detailed strategy and MoU where necessary to ensure agreement from all parties   |
| 2 | Risk       | There is a risk these changes will not be effectively communicated to all Surgeons/ Units | There will be low compliance and outlier performance not addressed  | 4   | 1  | 4                        | Dedicated time to develop a communication strategy and implement ahead of next data cut   |
| 3 | Risk       | There is a risk that NJR may be perceived as policing and regulating poor performance     | Resistance by the orthopaedic community to data sharing   | 3   | 2  | 6                        | Ensure all escalation and subsequent action is carried out by regulators such as CQC and NHSI   |
| 4 | Risk       | There is a risk that processes take longer than anticipated                               | Time scales slip as key stakeholders involved in the process cannot fulfil requirements in the set timescales | 3   | 3  | 9                        | Undertake a lessons learnt workshop in Sept & undertake a high-level time in motion review to ensure actual time scales are captured and processes are amended as appropriate |

**Table 4: Key risks and issues**

## 12 Other points to be aware of

This SOP is subject to change as the Alert and Alarm Surgeon Process is continuously refined.

Please contact the NJR lead noted in this document to ensure the latest version is referred to.

## 13 List of stakeholders engaged

The following key stakeholder groups have been involved in the development, review and sign off, of the Alert and Alarm Surgeon Process SOP.

| Organisation/Stakeholder Group   | Input                            |
|--|----------------------------------|
| Northgate (NJR Lot 1 contractor)   | Development                      |
| University of Bristol (NJR Lot 2 contractor)   | Development                      |
| NJR Surgical Performance Committee (members of)  | Development, review and sign off |
| NJR Operational Management Team (members of), including Members of the Model Development Working Group | Development, review and sign off |
| NJR Executive Committee (EC)   | Development, review and sign off |
| NJR Medical Advisory Committee (MAC)   | Development, review and sign off |
| NHSI   | Review and sign off              |
| CQC  | Review and sign off              |
| BOA  | Review and sign off              |
| HQIP   | Review and sign off              |

*Table 5: Key stakeholders engaged*

## SECTION C: SUPPORTING INFORMATION

### 14 Appendix

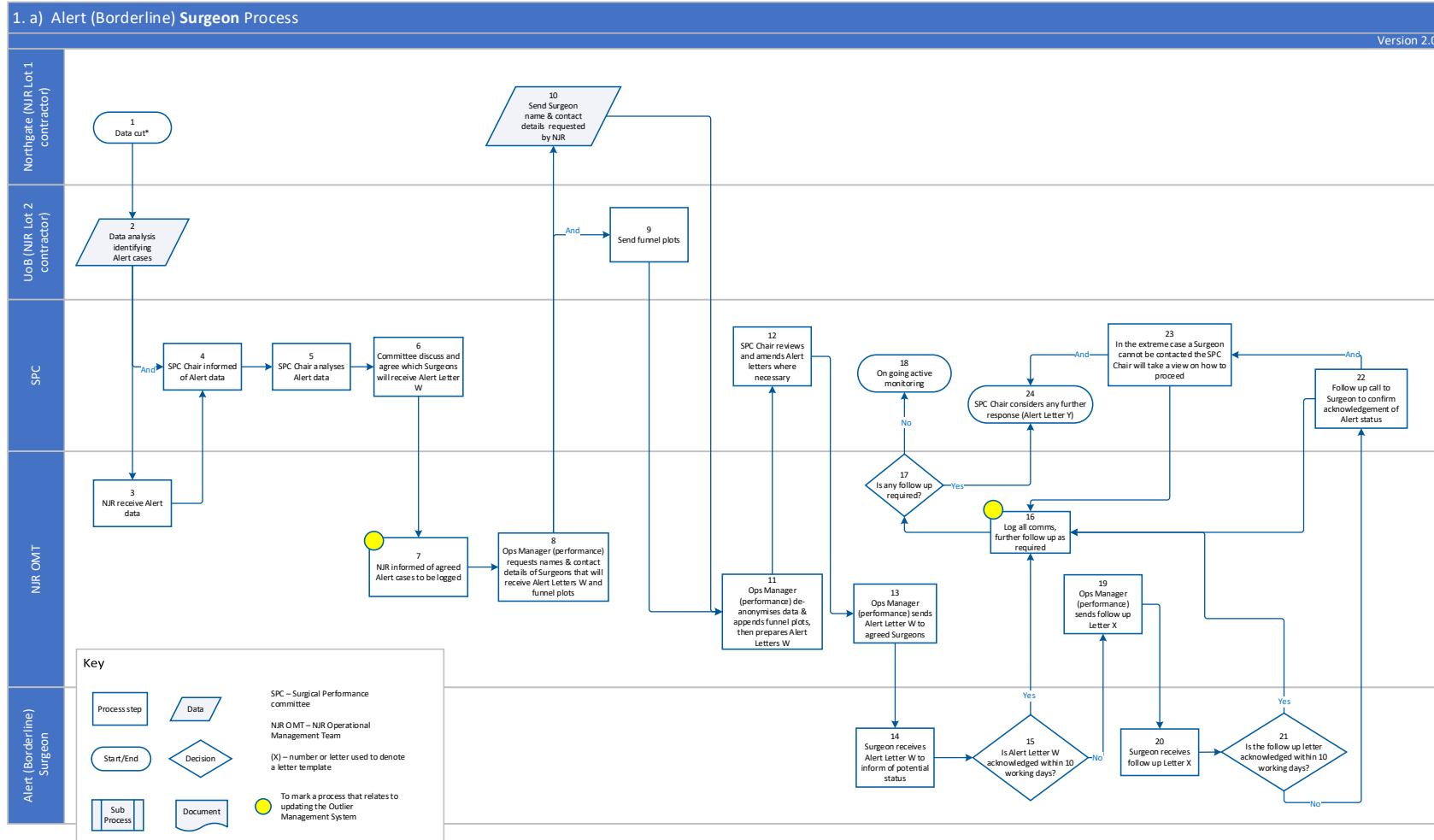
#### 14.1 Appendix 1: NJR Terms of Reference

NJR Steering Committee and its Sub-Committees ToR can be found on <http://www.njrcentre.org.uk/njrcentre/AbouttheNJR/SteeringCommittee/tabid/80/Default.aspx>

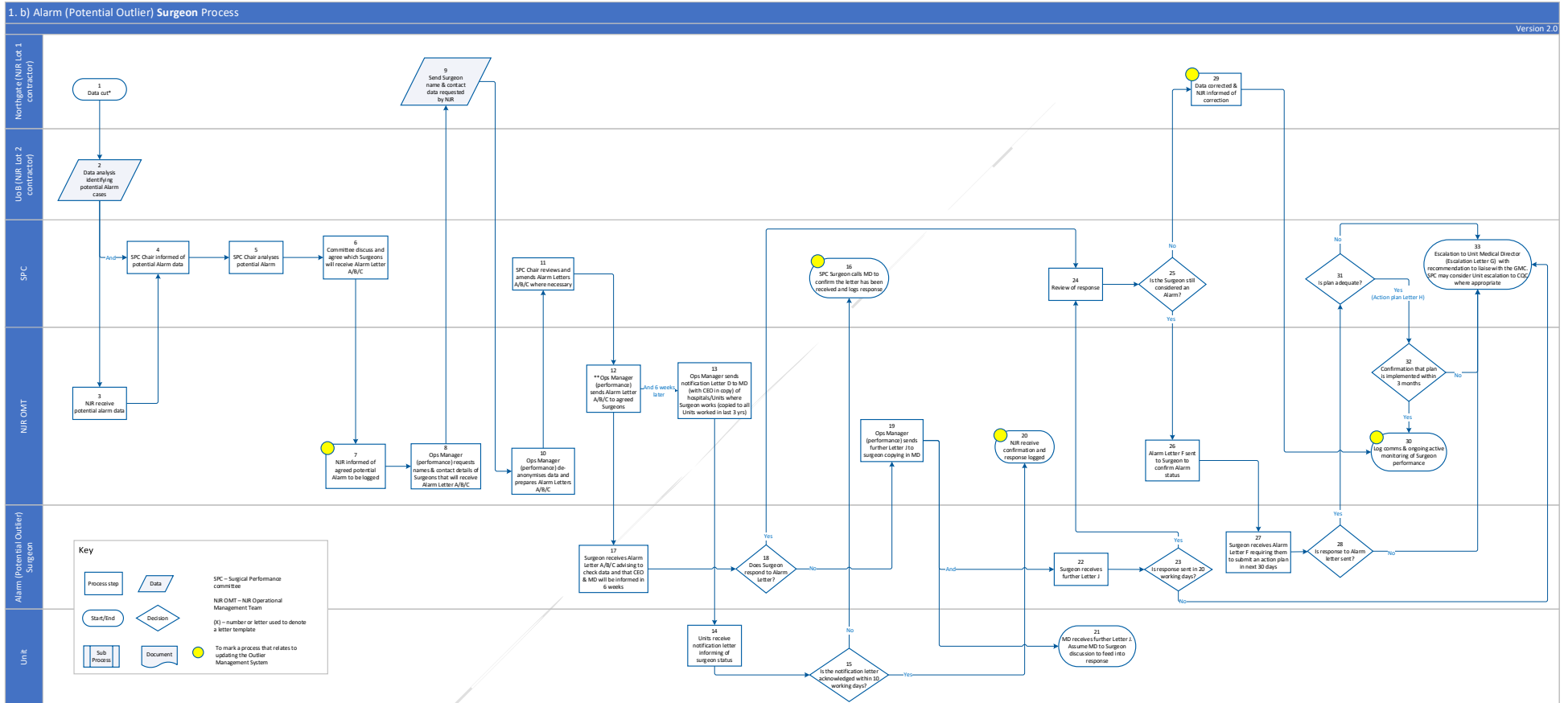


## 14.2 Appendix 2: Process maps

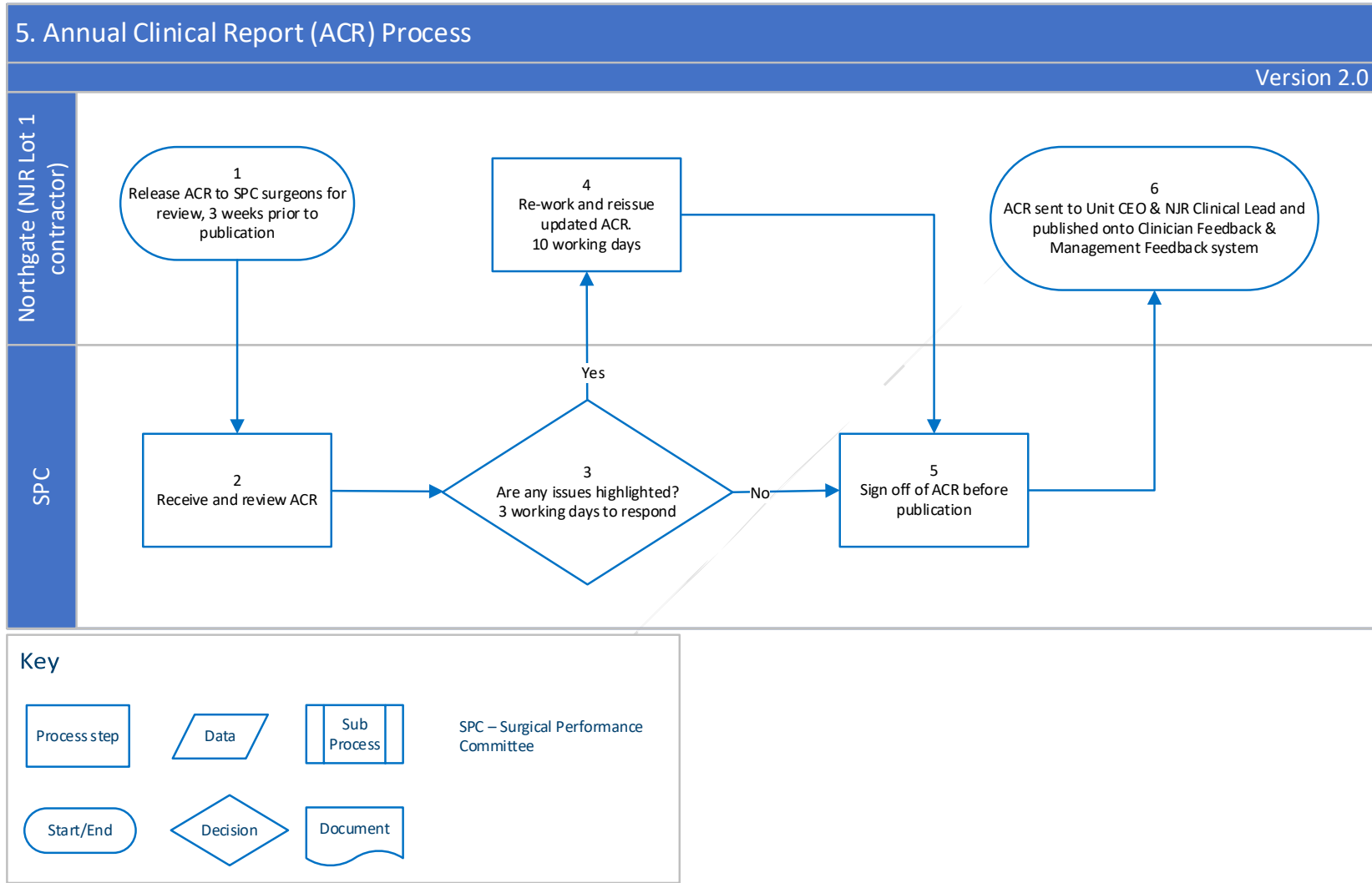
1. a) Alert (Borderline) Surgeon Process. This process map sets out the steps by key stakeholder groups for the Alert (Borderline) Surgeon Process



# 1. b) Alarm (Potential Outlier) Surgeon Process. This process map sets out the steps by key stakeholder groups for the Alarm (Potential Outlier) Surgeon Process

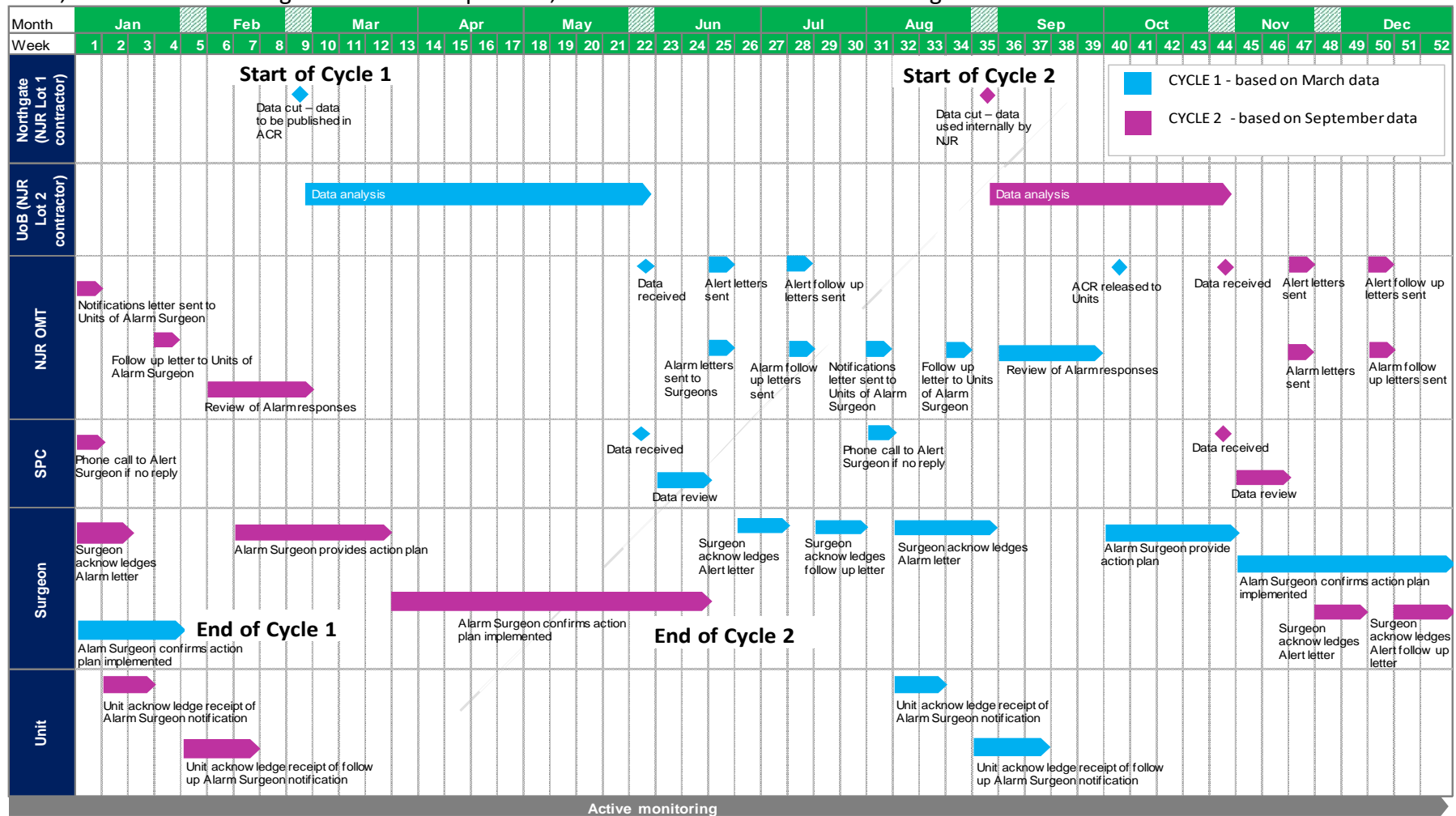


5. Annual Clinical Report (ACR) Process. This process map sets out the steps by key stakeholder groups for developing and publishing the ACR



### 14.3 Appendix 3: Annual cycle

This annual cycle shows the scheduling of key activities to be undertaken throughout any given year by Northgate, University of Bristol, NJR OMT, the SPC and the Surgeons & Units in question, in relation to the Alert & Alarm Surgeon Process





## 14.4 Appendix 4: RACI Matrix

1. a) Alert (Borderline) Surgeon Process. This RACI matrix has been developed and agreed by all stakeholders, showing who is Responsible, Accountable, Consulted and Informed at each step of the process

| Step | Swim Lane                            | Step Detail  | Activity Step/<br>Decision/ Data | Data<br>analytics          | System host                      | NJR     |     |               | Unit    | Surgical<br>Specialty<br>Association | Regulators |     |
|------|--------------------------------------|--|----------------------------------|----------------------------|----------------------------------|---------|-----|---------------|---------|--------------------------------------|------------|-----|
|      |                                      |  |                                  | UoB (NJR Lot 2 contractor) | Northgate (NJR Lot 1 contractor) | NJR OMT | SPC | SPC Chairma n | Surgeon |                                      | BOA        | CQC |
| 1    | Northgate (NJR Lot 1 contractor)     | Data cut   | Start                            |                            | RA                               |         |     |               |         |                                      |            |     |
| 2    | UoB (NJR Lot 2 contractor)           | Data analysis identifying Alert cases  | Data                             | RA                         |                                  |         |     |               |         |                                      |            |     |
| 3    | NJR Operational Management           |  |                                  |                            |                                  |         |     |               |         |                                      |            |     |
| 4    | Team (OMT)                           | NJR receive Alert data   | Activity Step                    | RA                         |                                  |         |     |               |         |                                      |            |     |
| 5    | SPC                                  | SPC Chair informed of Alert data   | Activity Step                    |                            |                                  |         |     |               |         |                                      |            |     |
| 6    | SPC                                  | SPC Chair analyses Alert data  | Activity Step                    |                            |                                  |         |     |               |         |                                      |            |     |
| 7    | SPC                                  | Committee discuss and agree which surgeons will receive Alert Letter W   | Activity Step                    |                            |                                  |         |     |               |         |                                      |            |     |
| 8    | NJR OMT                              | NJR informed of agreed potential Alert cases to be logged  | Activity Step                    |                            |                                  |         |     |               |         |                                      |            |     |
| 9    | NJR OMT                              | Ops Manager (performance) requests names & contact details of Surgeons that will receive Alert Letter W and funnel plots | Activity Step                    |                            |                                  |         |     |               |         |                                      |            |     |
| 10   | UoB (NJR Lot 2 contractor)           | Send funnel plots  | Activity Step                    | RA                         |                                  |         |     |               |         |                                      |            |     |
| 11   | Northgate (NJR Lot 1 contractor)     | Send Surgeon name & contact details requested by NJR   | Data                             |                            |                                  |         |     |               |         |                                      |            |     |
| 12   | NJR OMT                              | Ops Manager (performance) de-anonymises data & appends funnel plots, then prepares Alert Letters W                       | Activity Step                    |                            |                                  |         |     |               |         |                                      |            |     |
| 13   | SPC                                  | SPC Chair reviews and amends Alert letters where necessary   | Activity Step                    |                            |                                  |         |     |               |         |                                      |            |     |
| 14   | NJR OMT                              | Ops Manager (performance) sends Alert Letter W to agreed Surgeons  | Activity Step                    |                            |                                  |         |     |               |         |                                      |            |     |
| 15   | Alert (Potential Borderline) Surgeon | Surgeon receives Alert Letter W to inform of potential status  | Activity Step                    |                            |                                  |         |     |               |         |                                      |            |     |
| 16   | Alert (Potential Borderline) Surgeon | Is the Alert Letter W acknowledged within 10 working days?   | Decision                         |                            |                                  |         |     |               |         |                                      |            |     |
| 17   | NJR OMT                              | Log all comms, further follow up as required   | Activity Step                    |                            |                                  |         |     |               |         |                                      |            |     |
| 18   | NJR OMT                              | Is any follow up required  | Decision                         |                            |                                  |         |     |               |         |                                      |            |     |
| 19   | SPC                                  | On going active monitoring   | End                              |                            |                                  |         |     |               |         |                                      |            |     |
| 20   | SPC                                  | Ops Manager (performance) sends follow up Letter X   | Activity Step                    |                            |                                  |         |     |               |         |                                      |            |     |
| 21   | NJR OMT                              | Surgeon receives follow up Letter X  | Activity Step                    |                            |                                  |         |     |               |         |                                      |            |     |
| 22   | Alert (Borderline) Surgeon           | Is the follow up letter acknowledged within 10 working days?   | Decision                         |                            |                                  |         |     |               |         |                                      |            |     |
| 23   | Alert (Borderline) Surgeon           | Follow up call to Surgeon to confirm acknowledgement of Alert status   | Activity Step                    |                            |                                  |         |     |               |         |                                      |            |     |
| 24   | SPC                                  | In the extreme case a Surgeon cannot be contacted the SPC Chair will take a view on how to proceed                       | Activity Step                    |                            |                                  |         |     |               |         |                                      |            |     |
| 25   | SPC                                  | SPC Chair considers any further response (Alert Letter Y)  | End                              |                            |                                  |         |     |               |         |                                      |            |     |

\* I by exception

1. b) Alarm (Potential Outlier) Surgeon Process. This RACI matrix has been developed and agreed by all stakeholders, showing who is Responsible, Accountable, Consulted and Informed at each step of the process

| Step | Swim Lane                             | Step Detail   | Activity Step/<br>Decision/ Data | Data<br>analytics          | System<br>host                   | NJR     |         |              | Unit    |      | Surgeon<br>Specialty<br>Association | Regulators |      |   |
|------|---------------------------------------|---|----------------------------------|----------------------------|----------------------------------|---------|---------|--------------|---------|------|-------------------------------------|------------|------|---|
|      |                                       |   |                                  | UoB (NJR Lot 2 contractor) | Northgate (NJR Lot 1 contractor) | NJR OMT | SPC     | SPC Chairman | Surgeon | Unit | BOA                                 | CQC        | NHSI |   |
| 1    | Northgate (NJR Lot 1 contractor)      | Data cut  | Start                            |                            | RA                               |         | I       | I*           |         |      |                                     |            |      |   |
| 2    | UoB (NJR Lot 2 contractor)            | Data analysis identifying potential Alarm cases   | Data                             | RA                         |                                  |         | I       | I*           |         |      |                                     |            |      |   |
| 3    | NJR Operational Management Team (OMT) | NJR receive potential Alarm data  | Activity Step                    | RA                         |                                  |         | I       |              |         |      |                                     |            |      |   |
| 4    | SPC                                   | SPC Chair informed of potential Alarm data  | Activity Step                    |                            |                                  |         | RA      | I            |         |      |                                     |            |      |   |
| 5    | SPC                                   | SPC Chair analyses potential Alarm data   | Activity Step                    |                            |                                  |         |         |              | RA      |      |                                     |            |      |   |
| 6    | SPC                                   | Committee discuss and agree which Surgeons will receive Alarm Letter A/B/C  | Activity Step                    |                            |                                  |         |         |              |         |      |                                     |            |      |   |
| 7    | NJR OMT                               | NJR informed of agreed potential Alarm cases to be logged   | Activity Step                    |                            |                                  |         |         | RAC          |         |      |                                     |            |      |   |
| 8    | NJR OMT                               | Ops Manager (performance) requests names & contact details of Surgeons that will receive Alarm Letter A/B/C   | Activity Step                    |                            |                                  |         | I       | RA           |         |      |                                     |            |      |   |
| 9    | Northgate (NJR Lot 1 contractor)      | Send Surgeon name & contact data requested by NJR   | Data                             |                            | R<br>RA                          |         | AI<br>I |              |         |      |                                     |            |      |   |
| 10   | NJR OMT                               | Ops Manager (performance) de-anonymises data and prepares Alarm Letters A/B/C   | Activity Step                    |                            |                                  |         | RA      |              |         |      |                                     |            |      |   |
| 11   | SPC                                   | SPC Chair reviews and amends Alarm Letters A/B/C where necessary  | Activity Step                    |                            |                                  |         | I       |              | RA      |      |                                     |            |      |   |
| 12   | NJR OMT                               | **Ops Manager (performance) sends Alarm Letter A/B/C to agreed Surgeons   | Activity Step                    |                            |                                  |         | RA      |              |         | I    |                                     |            |      |   |
| 13   | NJR OMT                               | Ops Manager sends notification Letter D to MD (with CEO in copy) of hospitals/Units where Surgeon works (copied to all Units worked in last 3 yrs)              | Activity Step                    |                            |                                  |         | RA      |              |         |      |                                     | I          |      |   |
| 14   | Unit                                  | Unit MD and CEO receive notification Letter D informing of Surgeon status   | Activity Step                    |                            |                                  |         |         |              |         | I    |                                     | RA         |      |   |
| 15   | Unit                                  | Is the notification letter acknowledged within 10 working days?   | Decision                         |                            |                                  |         | I       |              |         |      |                                     | RA         |      |   |
| 16   | SPC                                   | SPC Surgeon calls MD to confirm the letter has been received and logs response  | End                              |                            |                                  |         | I       | R            | RA      |      |                                     | C          |      |   |
| 17   | Alarm (Potential Outlier) Surgeon     | Surgeon receives Alarm Letter A/B/C advising to check data and that CEO & MD will be informed in 6 weeks  | Activity Step                    |                            |                                  |         |         |              |         | RA   |                                     |            |      |   |
| 18   | Alarm (Potential Outlier) Surgeon     | Does Surgeon respond to Alarm Letter?   | Decision                         |                            |                                  |         | I       |              |         | RA   |                                     |            |      |   |
| 19   | NJR OMT                               | Ops Manager (performance) sends further Letter J to Surgeon copying in MD   | Activity Step                    |                            |                                  |         | RA      |              |         | I    |                                     | I          |      |   |
| 20   | NJR OMT                               | NJR receive confirmation and response logged  | End                              |                            |                                  |         | I       | I            | I       | I    |                                     | RA         |      |   |
| 21   | Unit                                  | MD receives further Letter J. Assume MD to Surgeon discussion to feed into response   | End                              |                            |                                  |         | I       | I            | I       | RC   |                                     | RAC        |      |   |
| 22   | Alarm (Potential Outlier) Surgeon     | Surgeon receives further Letter J   | Activity Step                    |                            |                                  |         |         |              |         | RA   |                                     |            |      |   |
| 23   | Alarm (Potential Outlier) Surgeon     | Is response sent in 20 working days?  | Decision                         |                            |                                  |         | I       |              | I       | RA   |                                     |            |      |   |
| 24   | SPC                                   | Review of response  | Activity Step                    |                            |                                  |         |         | C            | RA      |      |                                     |            |      |   |
| 25   | SPC                                   | Is the Surgeon still considered an Alarm?   | Decision                         |                            |                                  |         | I       | CI           | RA      |      |                                     |            |      |   |
| 26   | NJR OMT                               | Alarm Letter F sent to Surgeon to confirm Alarm status  | Activity Step                    |                            |                                  |         | RA      |              |         | I    |                                     |            |      |   |
| 27   | Alarm (Potential Outlier) Surgeon     | Surgeon receives Alarm Letter F requiring them to submit an action plan in next 30 days   | Activity Step                    |                            |                                  |         |         |              |         | RA   |                                     |            |      |   |
| 28   | Alarm (Potential Outlier) Surgeon     | Is response to Alarm letter sent?   | Decision                         |                            |                                  |         | I       |              |         | RA   |                                     |            |      |   |
| 29   | Northgate (NJR Lot 1 contractor)      | Data corrected & NJR informed of correction   | Activity Step                    |                            | I                                |         | I       |              |         | R    |                                     | RA         |      |   |
| 30   | NJR OMT                               | Log comms & ongoing active monitoring of Surgeon performance  | End                              |                            |                                  |         | RA      | I            |         |      |                                     |            |      |   |
| 31   | SPC                                   | Is plan adequate?   | Decision                         |                            |                                  |         | I       | RAC          |         | I    |                                     | I          |      |   |
| 32   | NJR OMT                               | Confirmation that plan is implemented within 3 months   | Decision                         |                            |                                  |         | I       | I            |         | R    |                                     | RA         |      |   |
| 33   | SPC                                   | Escalation to Unit Medical Director (Escalation Letter G) with recommendation to liaise with the GMC. SPC may consider Unit escalation to CQC where appropriate | End                              |                            |                                  |         |         | RA           |         | I    |                                     | CI         | I    | I |

\* I by exception

## 15 Glossary

A list of terms and abbreviations used:

**ACR** – Annual Clinical Report  
**BK** – Bruce Keogh  
**BOA** – British Orthopaedic Association  
**CEO** – Chief Executive Officer  
**CLR** – Consultant Level Report  
**CQC** – Care Quality Commission  
**EC** – Executive Committee  
**GMC** – General Medical Council  
**HDM** – Hospital Data Manager  
**HQIP** – Healthcare Quality Improvement Partnership  
**ISC** – Implant Scrutiny Committee  
**KPI** – Key Performance Indicator  
**MAC** – Medical Advisory Committee  
**MHRA** – Medicines and Healthcare products Regulatory Agency  
**MoU** – Memorandum of Understanding  
**NCAPOP** – National Clinical Audit & Patient Outcomes Programme  
**NHSE** – NHS England  
**NHSI** – NHS Improvement  
**NJR** – National Joint Registry  
**NJRSC** – National Joint Registry Steering Committee  
**NJR OMT** – NJR Operational Management Team  
**OMS** – Outlier Management System  
**PPC** – Professional Practice Committee  
**PTIR** – Patient Time Incidence Rate  
**RACI** – Responsible, Accountable, Consulted & Informed  
**RCS** – Royal College of Surgeons  
**SLA** – Service Level Agreement  
**SOP** – Standard Operating Procedure  
**SPC** – Surgical Performance Committee  
**SRR** – Standardised Revision Ratio  
**ToR** – Terms of Reference  
**UoB** – University of Bristol  
**UAT** – User Acceptance Testing



## 16 Definitions

### OMS Process case status definitions:

**New case** - A case which changes status from Clear to Alert or Alarm

**Open case** - Investigation underway (Alarm cases under investigation and Alert cases until letter confirmation received)

**Actively monitored** - All previously opened cases are followed up for a minimum of five years for Alarm cases and three years for Alert cases. The transition from active monitoring to closed is formally approved and recorded by the SPC

**Closed case** - Previously open case that has been actively monitored for a minimum of five years (Alarm) or three years (Alert) and whose recent performance is judged adequate by the SPC, or where the Surgeon has been confirmed as either dead or retired

**Clear** - A Surgeon or Unit that has never been through the Alert or Alarm Process (i.e. remained under the 95% line)

### A list of definitions of terms used:

**Model Development Working Group** - The group of key individuals who supported the development of the NJR Accountability and Transparency Model, namely: Elaine Young (NJR Director of Operations), Peter Howard (SPC Chairman), Martyn Porter (NJR Medical Director), Matthew Porteous (SPC Vice Chair), Carolina Arevalo (NJR Operations Manager).

**Lead Surgeon** - A Surgeon (usually a consultant) that is identified in an NJR submission as being the named Surgeon responsible for that joint replacement patient.

**Active Monitoring** - Any Lead Surgeon or Unit that has triggered an Alert or Alarm Process. These will be reviewed at each SPC meeting to ensure there is an improvement in their performance trajectory for a minimum period of five years (for an Alarm) or three years (for an Alert).

**Historical Outlier** - Any previously identified Alarm or Alert Lead Surgeon or Unit that is no longer deemed an Alarm or Alert after five years of active monitoring. (These cases will be passively monitored as part of the ongoing process).

**Passive Monitoring** - Continuous monitoring, on a six-monthly cycle, of any Lead Surgeon or Unit who has previously been through the Alert or Alarm Process.

**Escalation** - An open case in which final correspondence or submission deadlines have been breached or action plans in the view of the SPC are insufficiently robust to resolve the

underlying issues, or an actively monitored case whose performance fails to improve after completion of an Alert process.

**Persistent Outlier** - A previous Alarm case (unusually being actively monitored) whose performance fails to improve after completion of an Alert process.

**Data Cut** - Refers to the reporting period the data relates to.

Note - For the three reports published, the data cut periods vary depending on the report and section of report:

### **Annual Clinical Report (ACR)**

For the ACR, volumetrics are calculated based on the latest three financial years. Funnel plots are produced for the SRR life of registry and the latest five years (SMR is currently the same as the life of the registry, due to it turning five years old later in 2017).

The data cut is on 1<sup>st</sup> March for the production of funnel plots and the data for volumetric calculations is cut at the point of report (September/October 2017)

### **Clinician Level Report (CLR)**

For the CLR, volumetrics are calculated based on the latest twelve-month and thirty-six-month financial year period. The data cut is made end June/beginning of July. Funnel plots are produced for the life of registry as well as the latest five year SRR.

### **NJR Annual Report (AR)**

For the AR, part one is based on the latest financial year, part two and four are based on the latest calendar year and part three is based on the life of registry.

The data for parts two, three and four is cut on 1<sup>st</sup> March, whilst the data for part one is cut on 1<sup>st</sup> April.

### **Alert and Alarm Unit & Surgeon Process Data Analysis and Risk Adjustment**

The following factors are used in calculating the rates of revision for both Units and Surgeons and for hip and knee:

Data is adjusted for age, gender and indication for original primary (Osteoarthritis versus other indications and specifically for hip trauma).

Repeat analyses are done for various subgroups that may change but currently include:

- a. Exclusion of withdrawn implants, three years after withdrawal
- b. Primaries within five years only (i.e. within five year interval prior to cut-point for data analysis)
- c. Subgroups of hips, namely cemented, uncemented and hybrid stemmed, non-metal on metal hips, all metal on metal hips and all resurfacings
- d. Subgroups of knees, namely cemented, uncemented/hybrid, unicondylar and patellofemoral