

ROYAL COLLEGE OF
PHYSICIANS AND
SURGEONS OF GLASGOW

End of Year Report 2022/23

ROYAL COLLEGE OF PHYSICIANS & SURGEONS



Our President Mike McKirdy

WELCOME FROM THE PRESIDENT

The last year has been a time of both challenge and opportunity for our College, our Fellows and Members.

While the UK has continued to recover from the impact of the Covid-19 pandemic, we have experienced the effects of difficult economic conditions and a substantial increase in the cost of living. At the same time, healthcare professionals have remained under intense workforce pressures.

Despite the ongoing challenges, our College community has responded with confidence, commitment and resilience.

We have continued to build back our education offering post-pandemic, utilising the technology we have all become so familiar with, to offer both online and hybrid events.

We have returned to many of our international assessment centres, ensuring our exam centres provide clinicians with the 'gold standard' postgraduate qualifications they and their patients deserve.

And we have brought our community together, sharing ideas, best practice, influencing policy, and driving up standards for our patients in the UK and around the globe.

As the UK's only multidisciplinary Royal College, we have a distinctive voice in healthcare and we are continuing to use it to speak up for the professions.

This has included calling for a long-term workforce plan which I'm pleased to say, has been published by the UK Government in 2023, following the Scottish Government's

workforce plan of 2022. We have also spoken up on wellbeing support for our overworked and over-stretched community; we have continued to draw attention to issues of inclusivity, equality and diversity and environmental sustainability; and we have looked for solutions to health inequalities, which have been further exacerbated by the global pandemic.

None of this work would be possible without the support of nearly 16,000 Fellows and Members who play an active part in College life, through membership and volunteering. This includes our examiners and educators, our UK and international advisors, our trainees committee members, our mentors, our policy network and College Council. I am incredibly grateful for their hard work and valued support.

I would like to reaffirm my commitment to you that we will continue to listen, to hear, and to respond to your needs, to help you respond to those of your patients. In the year ahead, we will continue to build an influential global community that enables members to develop the skills, knowledge and influence to improve professional healthcare standards worldwide.

Mike McKirdy, President

UPDATE FROM THE CHIEF EXECUTIVE OFFICER

The Royal College of Physicians and Surgeons of Glasgow is your College. We are proud to serve you through leading-edge education, gold-standard assessment, and by speaking up on your behalf on the issues that affect you and your patients.

Our annual report highlights the significant progress that has been made in 2022/23, as we emerged from the last of the Covid-19 pandemic restrictions. Reconnecting with Fellows and Members at face-to-face events in the UK, and internationally, has been a real highlight for the whole College team, particularly celebrating the achievements of our membership at our first in-person Diploma Ceremonies since 2019.

But it has also been a year of real challenge. Our Fellows and Members have faced intense workforce pressures in the UK and internationally during post-pandemic recovery of services. And as a College, we have been operating in a period of economic turmoil and uncertainty, with extraordinary inflation. These economic pressures continue today.

To safeguard the long term financial sustainability of the College, we are working hard with the President, Trustees and Council to eliminate our recurring annual financial operating deficit and move to balanced budget position whereby we generate sufficient income to cover our costs.

Despite the challenges, there are many achievements of which our College can be proud. We have grown our global membership to over 15,800 Fellows and Members in 93

countries, and we are proud of our thriving network of over 150 national and international advisors.

We have amplified the voices of our community through over 40 consultation responses throughout the year, and our policy work on workforce related issues, wellbeing and retention has helped shape thinking on the UK and Scottish NHS Workforce recovery plans.

And we have committed to becoming a carbon net zero organisation by 2045 in line with the Scottish Government's national policy, and have set out the role we will take in addressing the climate emergency in advocacy, awareness, education, and direct work on our own carbon footprint.

Underpinning all our work is a strong commitment to improving our equality, diversity, and inclusivity – with activity supported by our Inclusivity Action Group.

The College's achievements are thanks to the dedication and hard work of our President, our Office Bearers, our clinician volunteers, our global membership and the continued commitment and hard work of our passionate staff, and I am privileged to be able to work with them.

Dr Steve Graham, Chief Executive Officer

Dr Steve Graham CEO at the College
building in the heart of Glasgow

CONNECTING WITH OUR FELLOWS AND MEMBERS

Our Fellows and Members are at the heart of everything we do as a College. With the challenges healthcare professionals are currently facing, it is more important than ever that they feel valued, connected and supported.

Our work in supporting and engaging with our members – and prospective members – is vital to ensuring we can meet their needs and best represent their views.

This year, we grasped opportunities to reconnect with members in person once more; getting out to meet people and welcoming them to us.

For the first time since 2019, we held in-person Diploma Ceremonies. And for the first time in a decade, we used our College building for these very special occasions. This helped our new Fellows and Members connect with our home here in Glasgow, and also meant we could offer members more opportunities to come together and celebrate achievements.

Our teams were also able to get out to face-to-face events across the UK for the first time since the pandemic.

Attending conferences and other events gives us the opportunity to meet our members and engage with people who are interested in learning about or joining the College.

Our Membership and Engagement and Assessment teams were also able to reconnect with international members face-to-face. While helping to deliver our exams internationally once more, our clinicians were also able to represent the College and connect with others at member receptions.

Hearing what our members think is vital in ensuring we can properly represent and support them. Our networks and committees allow members from all faculties, at all stages of their careers, to influence the direction and priorities of our College. By listening to and understanding the views of our members, we can continue to develop the ways we support and engage with them in the future.

OUR MEMBERS

- We have **15,842** members based in **104** countries around the world
- **1%** growth in our membership
- **93.4%** membership retention rate
- **549** diplomates attended our Diploma Ceremonies in 2022/23 (**1** Virtual, **2** at the University of Glasgow, **2** at our College)
- We have **44** Boards and Committees across the College representing our members:

Cross College: **19**

Medical: **4**

Surgical: **9**

Dental Surgery: **8**

Podiatric Medicine: **4**

Travel Medicine: **4**

- We stay connected with **144** advisors:

89 UK Regional Advisors

44 International Advisors

11 Lay Advisors

- We awarded **33** grants to members, to the value of **£87,700**

USING OUR INFLUENCE

At our College, we strive to support our Fellows and Members by advocating for the issues which matter the most. Throughout the year, we have campaigned for improved working conditions to promote the highest possible standard of care.

Here are some snapshots of our policy work in 2022/23.

- APRIL 2022**

 - President Mike McKirdy met with Humza Yousaf, then Scotland’s Health Secretary, to discuss workforce issues, noting nurturing is vital to retention. Scottish Government was very committed to leading and embedding this approach across the complex landscape of public health in Scotland.
- MAY 2022**

 - We provided evidence to the House of Commons Health and Social Care Committee’s Expert Panel on Government’s commitments on the health and social care workforce in England.
- JUNE 2022**

 - President met with Robin Swann MLA alongside our sister Physicians’ Colleges to talk about workforce issues in Northern Ireland.
- JULY 2022**

 - Five blog articles published, including responses to changes to MRCP(UK) attainment rules, GMC National Training Survey results and Workforce report.
 - Meeting secured with Cabinet Secretary for Net Zero, Energy and Transport, Michael Matheson to discuss sustainability and achieving net zero in the NHS.
- AUGUST 2022**

 - Call with staff at House of Commons Health and Social Care committee to discuss workforce, recruitment and retention issues.



- AUGUST 2022 (continued)**

 - President Mike McKirdy elected Vice-Chair of Academy of Medical Royal Colleges.
- SEPTEMBER 2022**

 - President interviewed on BBC Radio Scotland regarding Prime Minister’s promise to deliver on NHS.
 - FRCS Ophthalmology 20th Anniversary event held in New Delhi, India.
- NOVEMBER 2022**

 - College responds to GMC workforce report.
 - Joint Collegiate project setting our urgent workforce solutions to keep NHS running.
- DECEMBER 2022**

 - Jackie Taylor (College President, 2018-21) awarded MBE in the New Years Honours List for services to medical education and to health.
- JANUARY 2023**

 - Joint statement released on BMA ballot for junior doctor strike action in England.
- FEBRUARY 2023**

 - College illuminated to mark second anniversary of deadly coup in Myanmar. The gesture was a tribute to the thousands of individuals who live in one of the most dangerous countries in the world to be a health worker.

SPEAKING UP FOR THE PROFESSION

As the UK’s only multidisciplinary Royal College, we are uniquely placed to comment on issues that affect clinicians and their patients. In 2022/23, we continued to amplify the voices of our Fellows and Members and submitted responses to a wide range of consultations to support positive change.

Key priorities included workforce issues, the climate emergency and environmental sustainability, and global health.

WORKFORCE

The NHS cannot operate without its staff – but already-stretched clinicians have continued to feel the impact of intense workforce pressures post-pandemic, including major staff shortages, unfilled posts, and experienced staff leaving the workforce.

With an ageing population, changing – and increasingly complex – patient needs, and long-standing regional and specialty shortages, workforce issues have intensified.

We have continued to call for action in every part of the UK to protect our clinicians, their patients, and the healthcare system.

This included launching a joint Census of UK consultants and SAS doctors in November 2022 with the Royal Colleges of Physicians in London and Edinburgh, to illuminate the challenges being faced by doctors and to help influence NHS bodies and the government.

During the same month, we co-published the results of

a UK-wide survey of medical trainees in the BMJ with the Joint Royal Colleges of Physicians Training Board, calling for greater access to less than full time working to improve wellbeing and retention of healthcare professionals. Seventy-five per cent of respondents expressed an interest in working less than full time in their future careers.

With our sister Royal Colleges, we also continued to call for a long-term NHS workforce plan, including assessments of how many staff will be needed to keep pace with demand. The UK Government subsequently published its Workforce Plan in June 2023, the 75th anniversary of the NHS, setting out plans to train ‘record numbers’ of doctors, nurses, dentists and other healthcare staff in England, as well as actions for retaining staff and reforming the way the NHS works.

We will continue to speak up for the profession on workforce issues in the year ahead.



CLIMATE EMERGENCY AND ENVIRONMENTAL SUSTAINABILITY

The College recognises that the climate emergency is already harming health and wellbeing, with extreme temperatures, droughts, flooding, air pollution, changing distributions of infectious diseases and population displacement all threatening access to healthcare.

At the same time, healthcare delivery itself contributes to the climate emergency. The College is committed to driving down its carbon emissions, supporting work to reduce the negative environmental impact of healthcare delivery, and raising awareness of issues related to the climate emergency and health.

In 2022/23, we have been working to address the climate emergency and sustainability by becoming a member of the UK Health Alliance on Climate Change, declaring a climate change emergency, undertaking advocacy work, co-developing a green theatre checklist with our sister Royal

Colleges, running educational events, and assessing our own carbon baseline.

In November 2022, the College established a Sustainability Steering Group with representation from both College Members and staff. In the same month, we hosted the President’s flagship conference, featuring in-depth discussions on sustainability and healthcare with renowned speakers including Professor Dame Parveen Kumar, Professor Adrian Stanley, Hugh Montgomery OBE and Dr Richard Smith.

In the coming year, we will build upon the existing momentum and embed environmental sustainability further into College activities through a dedicated action plan.

OUR WIDER IMPACT

Every year, we are grateful for the opportunity to support the improvement of healthcare in the UK and across the globe. Through our HOPE Foundation, donations by our Fellows and Members have directly helped to deliver transformative health programmes. We are also proud to host the charity Obesity Action Scotland at our College, as they work to promote the interests of public health. And we continue to foster an inclusive work environment in the NHS through our Leadership Development Scholarship Programme.

LEADERSHIP AND DEVELOPMENT PROGRAMME

Now in its third year, the Leadership Development Scholarship Programme is a joint programme with the University of Glasgow, providing bespoke leadership workshops and learning to clinicians and academics who are under-represented in leadership. The small-group learning allows the cohort to share experiences and future aspirations and consider how they will apply the learning in practice. An alumni group of the 22 participants to date has been formed and will continue this learning and the links to both the College and the University in the coming years.

HOPE FOUNDATION

Over the past four years, the HOPE Foundation has donated more than £100,000 to a variety of charities in the UK and internationally, supporting people whose daily lives are affected by a lack of access to much needed care.

Through this work, in 2022/23 HOPE has funded:

- The scale up of CRADLE in Sierra Leone, a portable device which measures blood pressure and pulse to detect early signs of illness in pregnant women.
- Training workshops at the University of Benin, Nigeria, to expand the use of laparoscopic surgery in urology across Sub-Saharan Africa.

- The establishment of Paediatric Cardiac Diagnostics Services in Gambia. Funding helps to supply equipment and training for a local team at Francis Edward Small Teaching Hospital.

OBESITY ACTION SCOTLAND

Obesity Action Scotland continues to lead the professional discourse in Scotland around achieving healthy weight for all. Now in its eighth year of operation, it continues to influence policy and action effectively.

Highlights of this year include:

- A national event held in the College with almost 100 delegates on 'Achieving the ambition: Can we halve childhood obesity by 2030?' including an address from the Minister for Public Health and Women's Health.
- Supporting nine local areas to deliver a Whole System Approach to Diet and Healthy Weight.
- Undertaking focus group research to gather descriptive data on opinions and beliefs of the Scottish public on diet and weight.
- Responding to 12 consultations from Scottish and UK Governments including many joint responses with the College.
- Publishing a range of reports, briefings and factsheets including Weight of the Nation; an in-depth analysis, and first of its kind, analysing Scotland's population weight data over two decades.





Candidates use a range of medical models to simulate clinical scenarios in our exams

ASSESSMENT

As a multidisciplinary Royal College, we offer assessments across medical, surgical and dental disciplines, both in the UK and internationally.

During 2022/23, we offered a full programme of examination delivery once again, including international exams. This is vital to the continued support of the healthcare workforce, and underpins the core purpose of our College.

We are hugely grateful to our Fellows and Members, and other healthcare professionals, who act as examiners. They continue to generously give their time to enable exam delivery, and have gone to incredible lengths to be involved in this important role, to facilitate trainee progression.

Approximately 1,439 examiner days were required to deliver the clinical examinations across the year. In addition, many volunteer days were put into the question writing, standard setting and governance of written and clinical examinations.

Our written exams continue to evolve, both those delivered only by our College, and those which are part of intercollegiate arrangements with other Royal Colleges. Technological advancements bring opportunities, allowing candidates to avoid significant travel time and costs, but also challenges as we work with providers to combat more advanced attempts to circumvent systems.

We delivered 26 written examination diets to 697 candidates during 2022/23. All written exams are now delivered online, either from the candidate's home, office or at a test centre. Our candidates also sat MRCP exams remotely with the Federation of Medical Royal Colleges

and through intercollegiate arrangements for the specialty membership examinations in dentistry.

Across the year, we ran clinical examinations on average more than twice a week (in total, 136 clinical exam days were delivered), allowing 1,530 candidates to be assessed – this was an increase in candidate capacity of over 30% versus the previous year.

The clinical Objective Structured Clinical Examination (OSCE) and viva examinations have largely returned to a face-to-face delivery model both in the UK and internationally, with only a handful of exams being run remotely using technology.

The assessment team and clinicians worked together during this financial year to generate assessment income of £3.14m, a rise of £440k (16%) from the prior year.

We use the income generated to develop, prepare and deliver our future assessment offering. It also funds both our quality assurance processes to ensure the integrity of our assessments and the ongoing services provided to our candidates, Fellows and Members.

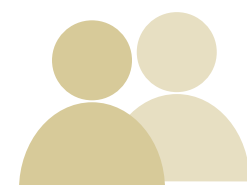
Many exam candidates have progressed to become Fellows and Members of the College and continued their career journeys with us.

ASSESSMENT IN NUMBERS



57

Exam diets delivered



12

Exams including MRCP(UK), MRCS and MFDS



41

Number of countries where exams took place



2

New exam centres launched in Cairo and Dumfries

15

Exam centres for MRCP(UK) PACES

44

Exam papers created for FRCS Ophthalmology, MFDS and ISFEs

136

Clinical examination days

800

Online exam candidates

1,427

Face-to-face exam candidates

637

Number of examiners

10,073

Hours spent by examiners on direct exam delivery

600

Days examiners spent on question writing, standard setting and governance

All figures given are for the 2022/23 financial year.



Examiners attending the MRCP(UK) PACES assessment in Glasgow in 2023



Examiners attending the MRCP(UK)
PACES assessment in Glasgow in 2023

ASSESSMENT

Our examiners consistently say how much they enjoy this interesting and valuable role, and candidates give great feedback on the role that examiners play.

“Preparing for this examination has made me a better clinician and a better doctor, and I am very grateful for this experience. Thank you very much.”
FRCS (Ophth) candidate, Nov 2022

“Brilliant faculty; friendly staff. Makes the experience worthwhile.”
MRCS Part B candidate, Feb 2023

“The College team have been so helpful, efficient and welcoming. I really appreciated the good communication and information that I received. I felt very welcomed as part of the team.”
MRCP PACES trainee examiner, 2022

“Really lovely staff and examiners. A surprisingly pleasant experience.”
MRCS Part B candidate, Feb 2023



EDUCATION

159 events, consisting of:



We want to enable our Fellows and Members to achieve their full potential as healthcare professionals. We provide a wide range of educational opportunities to support their continuing professional development throughout their careers.

Our members can keep up to date with the latest knowledge and skills in their area through our clinical courses. Our programme of conferences provides opportunities to learn from experts in their field. Following the adjustments we put in place during the pandemic, our move to hybrid delivery is our new normal for conferences – giving our members more flexibility in how they join the discussion.

We also provide a range of non-clinical skills courses, to bolster their development as they progress through their careers. And our wide variety of e-learning modules and resources are designed to support our members to learn as and when it suits them.

We strive to build on our education programme to reflect the needs of our membership.

This year, we ran our inaugural SIMposium Conference. This included discussion of a wide variety of simulation-related topics, including mastery learning, cobriefing and innovations.

We offered hands-on training for trainees through to consultants, including our high-quality cadaveric training.

In 2022/23, we also added two new Dental courses to our offering – Sedation in an Increment and Endodontic Microsurgery. Both were well subscribed, with Endodontic Microsurgery selling out, and both are back in the diary for 2023/24 with the aim of running annually. We launched the first cohort of our PG Diploma in Travel Medicine, designed to develop and support healthcare professionals in their role as travel medicine practitioners.

We also continued the development of our programme to fit the needs of trainees as they progress through the GMC curriculum.

Working closely with our Fellows and Members, we will continue to ensure our education programme delivers for the needs of health professionals today.

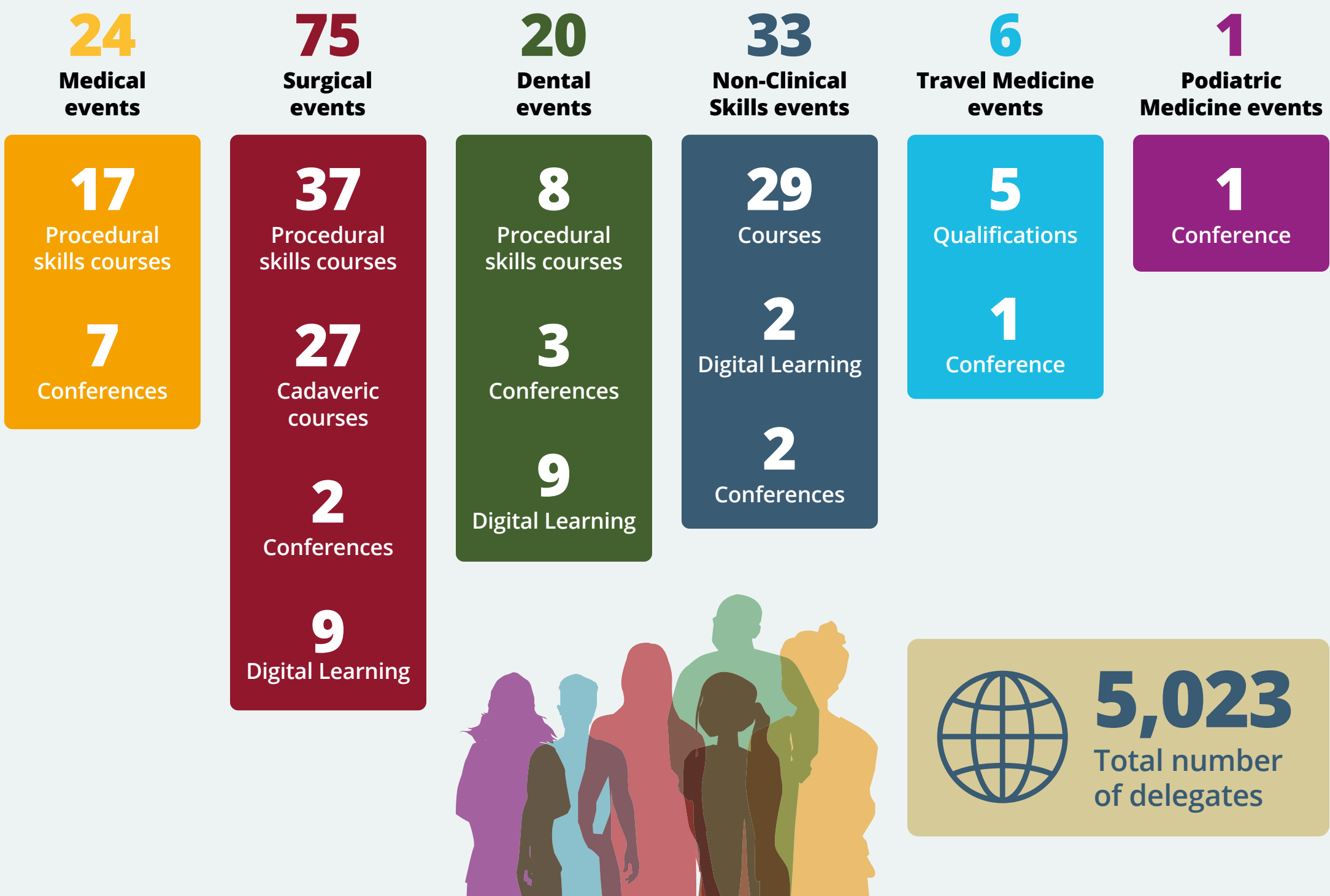
Delegates at our March 2023 IMPACT Course





Attendees at the Medicine24 conference in November 2022

EDUCATION IN NUMBERS



In 2022/23 we also launched The Medical Take podcast

The Medical Take is a fortnightly discussion of clinical cases, non-technical factors, leadership and more. It launched with hosts Arrianne Laws (Consultant Physician) and Daniel Lynagh (Specialty Registrar) and in its first year reached just shy of 10,000 downloads.



FINANCE

	2022/23	2021/22	2020/21
Unrestricted Funds	£20.590M	£21.658M	£21.673M
Endowment Funds	£2.614M	£2.711M	£2.576M
Restricted Funds	£3.786M	£3.885M	£3.814M
Total Charitable Funds	£26.990M	£28.254M	£28.068M

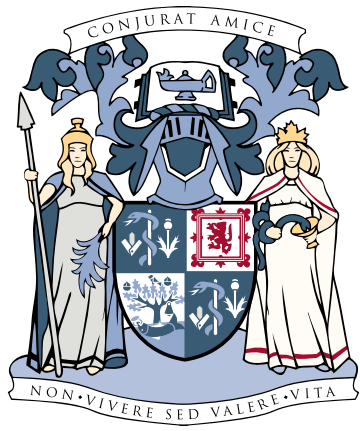
Work continues across the College to increase our operating margins and manage our costs. Here are our key financial highlights for the 2022/23 financial year.

Providing value for our Fellows and Members is at the heart of our operations. In 2022/23, we continued to invest in high-quality education and assessment for our Fellows and Members, and provide support for our growing membership in the UK and internationally. As we returned to close to normal income levels of activity post-pandemic our income grew by £855k and our commercial events arm, 1599 at the Royal College, returned to trading surplus. However, we continue to operate in an environment of economic volatility, with inflation a pressing reality. To safeguard the long-term financial sustainability of the College, we are working hard with the President, Trustees and Council to eliminate our recurring annual financial operating deficit and to move to balanced budget position whereby we generate sufficient income to cover our costs. We have also worked hard over the past 12 months on our investment strategy to ensure we secure longer term growth of our invested reserves at acceptable risk amidst the current volatility of global investment markets, and

- in line with our CSR aims of reducing the hydrocarbon footprint of our investments.
- Our total charitable funds (**£26.99M**) saw a reduction of **£1.264M** in the year, reflecting both a fall in investment values (**-£0.704M**) and a consolidated deficit for the year (**-£0.559M**).
 - Income continued to grow as activities returned to more normal levels, following the ending of Covid-related public health restrictions. Total charitable income of **£6.869M** was **+£0.774M** higher than 2022/23, and our total consolidated income of **£8.153M** was **+£0.880M** higher.
 - A consolidated deficit before gains in investments of **£0.559M** was similar to the previous year's deficit, but behind budget.
 - The investment portfolio fell by **-£1.335M** to **£16.196M**. This reflected a loss in investment values of **-£0.704M** in line with general market movements, and net sales of **£0.631M**.



Stairway leading up to the College Hall



ROYAL COLLEGE OF PHYSICIANS AND SURGEONS OF GLASGOW

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- p12 Ian Marshall
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