

ROYAL COLLEGE OF PHYSICIANS AND SURGEONS OF GLASGOW

My College • Your College • Our College

# Annual Review

## 2010/11



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**Supporting the disciplines: the UK's only multidisciplinary Royal College**

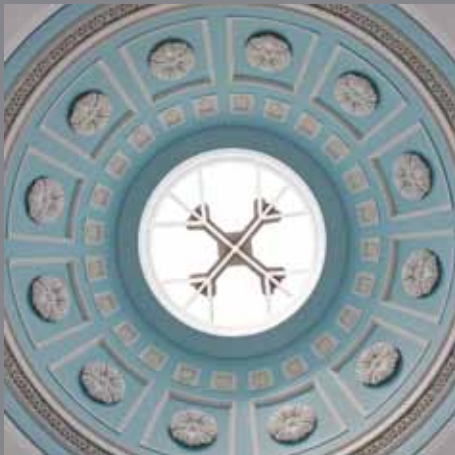
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Produced by the Office of the Chief Operating Officer and Membership Services

Editor **Angela Bennett**  
Design **Shaw Marketing and Design**  
Print **21 Colour Ltd**

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“Whatever lies ahead, College must remain a beacon of reason and fair play and above all, a strong force for good. Our commitment to the highest standards of education, training and delivery of optimum clinical care to patients must remain our abiding goal.”

## President's Foreword

Mr Ian W R Anderson

College remains in good heart and has done well in a year of challenges and uncertainties. By the year end, we will see the introduction of a new IT system which represents a significant investment by the College and one which is long overdue. We will be able to use it rather than it abuse us, and thereby radically improve our ability to serve Fellows and Members both speedily and efficiently. Visitors to the lecture theatres will be impressed by the recent upgrades to our audio-visual systems. We have also invested in state-of-the-art video conferencing which has proved very popular and has cut down on the time, inconvenience and expense of conducting meetings both in the UK and indeed, overseas.

It would be a grave omission not to comment on the trials and tribulations we continue to experience in our dealings with the Regulator and also the torrid experience of our colleagues in England dealing with their government's plans for the NHS. The Health and Social Care Bill and even the subsequent 'pause and reflect' exercise by Mr Lansley and his colleagues still promise to wreak havoc on health-care arrangements and involve very considerable cost at a time of economic austerity.

I do pray for a day when politicians revert to their predecessors' behaviour in years gone by and adopt a consensus on the crucial role of health and social care, and turn their backs on mindless ideologically-based meddling and interfering by politicians from all sides of the political spectrum. A public sector pay freeze and the threat to abandon Distinction/Clinical Excellence Awards and even discretionary points only add to a chilly relationship between the profession and government. I suspect the toxic cocktail of an adverse financial climate and political bickering will be with us for some time yet.

On the bright side, I am pleased to say that the devolved government in Scotland is at least open to discussion and debate even though their final decisions don't always meet with our approval. Dr Robin Northcote, our College Registrar, will report on progress towards Revalidation. It does seem to have taken an inordinate lengthy process for the Regulator to complete the journey, proving that what appears simple rarely turns out to be easy.

We all share particular concerns about workforce arrangements and career progression for clinicians in training, which remain daunting. Trainees entered programmes with every expectation that with the hard work necessary to complete certification, they would embark on a career as a consultant. That seems nowadays to be by no means assured. I have every sympathy that trainees feel that they have been let down by the system. The same generation endured the scourge of Modernising Medical Careers. No wonder many feel at the end of their tether.

Whatever lies ahead, College must remain a beacon of reason and fair play and above all, a strong force for good. Our commitment to the highest standards of education, training and delivery of optimum clinical care to patients must remain our abiding goal. The health and well-being of the communities in which we live and work, depends crucially on our success in all these ventures.

Mr David Galloway, Vice-President Surgical, demits office at this year's AGM. We thank him for all his contributions as Vice-President and formerly Honorary Treasurer. His experience of College business is vast and I am in no doubt that he will be kind enough to allow us to call upon his informal advice and guidance in the future.

In December 2010, Dr Lawrence McAlpine became Vice-President Medical and Dr Alyson Wray was handed the baton of Vice-President Dental. In May this year, Professor Miles Fisher and Mr John McGregor took up the additional Vice-President Medical and Vice-President Surgical posts. All are busy bringing their energy and enthusiasm to their new roles.

I wish to thank all staff, Office Bearers, Fellows and Members who work tirelessly on our behalf. Particular thanks go to Mr John Cooper, Chief Operating Officer, whose support to me and whose dedication to College knows no bounds.

I repeat my rallying call of last year and encourage all Fellows and Members to contribute to the strength and well-being of College.





# Chief Operating Officer's Review

John Cooper, Chief Operating Officer

Against that background, the last 12 months have seen a degree of external turbulence that has affected many aspects of the wider clinical profession. The global economic situation and its impact on UK and Scottish government funding had an inevitable impact on the NHS, clinical professionals and thus College. The NHS salary freeze, changes to consultants' contracts and other financial measures have brought into stark relief the need more than ever to make College relevant and connected to its membership. Furthermore, the 'Arab Spring' disrupted several examination activities earlier in the year; we await clarity on the potential changes in states such as Egypt and Libya before deciding how to proceed. The economic climate has understandably impacted on financial plans and projections, but overall College remains ahead of its planned budget for 2010–11 and continues to benefit from robust reserves.

College has produced a three year plan that sees us growing our membership and further developing activities and benefits which meet your needs. Within this plan, we have carried out restructuring and reinforcement of staff in order to provide a better service with increased depth for members. In particular, the Membership Services Unit has been reinforced with the aim of having a team that focuses on member support at every stage of your career. In seeking to create a more commercially aware College, a Marketing and Business Development Lead has been recruited with the aim of coordinating cross-College activities and making more of College facilities. The website and database project is now in the process of delivering change; two preferred bidders have been appointed and a new website and database are being constructed.

College challenged itself to raise membership numbers by 5% in the period April 2010 – April 2012. Early indications are good, with numbers up by 7% as of 1 October 2011\*.

The key recruiters remain the members themselves, supported by College staff. The resource of which College is shortest is Faculty time and availability; the main way of increasing this valuable resource is through growing recruitment and retention activity. The increase in membership numbers is great news. However, we must continue to press home the integral importance of this activity.

On the international front, College continues to expand our activities through both the intercollegiate approach as well as individually. MRCP(UK) continues to do well internationally due to the excellence of the product and the involvement of our Office Bearers and Faculty. In both the medical and surgical fields our Fellows give generously of their time to examine abroad, sometimes in quite austere conditions. We are also deeply involved in the move to introduce an international FRCS, which we anticipate emerging within the coming year. We seek to expand and re-energise our international regional advisors and we have become accredited sponsors for the Medical Training Initiative. As a result, we are beginning to place overseas candidates in UK trainee slots to the benefit of the NHS, the individuals concerned and College itself.

Last year we carried out a Training Needs Analysis (TNA) of our membership. As a result, we have introduced several new courses, including non-clinical, such as legal advice, and clinical, such as the MRCS OSCE which was launched in September this year with significant success with delegates coming from as far afield as the Bahamas. The development of new Education, Training and Professional Development products will continue and will include online learning modules as we introduce the new website.

We are currently reviewing cross-College activities, including examination activities, with the aim of ensuring that we continue to deliver



examinations and support activities that meet members' requirements. The review continues with the aim of discontinuing obsolescent examinations and developing new ones to meet UK and international needs.

In staff terms, we welcome a new Head of Membership Services. Dr Linda Irvine joined us in July and is taking forward the work of the Unit within the construct of the Plan for 2011–14. I wish her well for the future and I thank the other Unit Heads and all my staff who have worked so hard and professionally in the past twelve months.

My final word is for our Fellows and Members. We are committed to supporting you in your professional development and advancing the aims and objectives of College. We recognise the demands on your time and we will do our best to work creatively and sensitively with that in mind. We are making significant progress and look to assist you in setting the highest possible standards of health care and ensuring the Royal College of Physicians and Surgeons of Glasgow is genuinely my, your and our College.

*\*Total figure for Fellows and Members at 1 October 2011 is 9,369 compared to 8,688 in April 2010.*



“The theme of this year's Annual Review is ‘My College, Your College, Our College’ a theme that is much more than a new College strap-line and that reflects our drive to position our membership at the centre of College activities.”



“College needs to be increasingly aware of our responsibility to our Fellows and Members. This means becoming more responsive to changing needs and having a strategy to continue the modernisation of our College.”

# Registrar's Review

Dr Robin J Northcote, College Registrar

As College Revalidation Lead, I have participated in the lengthy and ongoing process which should see the first phase of Revalidation commence in 2013.

Several issues remain unresolved and may yet delay the process. Colleges are awaiting a response from the UK government regarding Remediation and how this will be delivered. Until this is resolved we are not in a position to begin. There has been an exhaustive procurement process for the physicians e-portfolio. This involved a complex process of selecting a preferred bidder, then entering into detailed negotiation with that bidder. The process has reached the final stages and detail should be announced soon.

It would be wise for Fellows and Members to complete their Appraisal for 2011 and 2012 as decisions on Revalidation will depend on these Appraisal outcomes together with the first Enhanced Appraisal in 2013.

College needs to be increasingly aware of our responsibility to our Fellows and Members. This means becoming more responsive to changing needs and having a strategy to continue the modernisation of our College. The new website and IT facility will be 'leading edge' and lead to improved communication and educational opportunities. More importantly, we need to remain relevant to a new generation of doctors and dentists who will demand new and different support from College. I feel we all have a responsibility to introduce and involve young colleagues in College events and activities. We need enthusiastic 'fresh blood' on a regular basis, whether it be to assist specific committee work, examinations or educational events. When reading this, if you feel you can contribute, please contact me at and you can be sure that I will find something to interest you!

One of the satisfying elements of College life is witnessing the speedy conversion of ideas into reality. Last year, we proposed several changes at the AGM from which we are now reaping the benefit. For the first time, College has two Vice-Presidents for Medicine and Surgery, improving our representation at important meetings and events outwith Glasgow. The Spring General Meeting was introduced in May and proved highly successful from both a business and social perspective.

Our Glasgow Leadership Lectures have proved immensely popular and we have enjoyed several notable contributions this year. Special mention must be made of Sir Alex Ferguson's lecture in February. The audience listened spellbound. Many of us learned more of leadership in that short hour than we could imagine. The ovation was the loudest I have witnessed in College.

In March, in collaboration with our colleagues in England, College held an intensive medicine event near Lincoln, which I chaired. Over one hundred delegates attended a very stimulating programme devised by Dr Asif Naqvi, one of our Fellows from Grimsby. Such events should be supported by College in future and I look forward to what is planned for 2012. If other Fellows and Members wish College support for similar events, please let me know.



At the time of writing, the Triennial Conference promises to be another highly successful event for College and Dr Jackie Taylor should be congratulated for leading this project. College intends to devote the 2014 Conference to sport and exercise medicine in the year of the Glasgow Commonwealth Games. This will be a great opportunity for all our Fellows and Members at home and overseas to participate in an international event in Glasgow.

College recognises the importance of our international role and commitment to colleagues overseas. We have strengthened our International Committee and appointed an International Affairs Coordinator, Liam Meehan, who will assist the International Committee to develop our strategy. While there are clear mutual benefits to our involvement with our traditional partners in the Commonwealth, new links with our colleagues in Europe, the Middle East and North Africa should be forged. Our Fellows and Members in Iraq, Egypt and Libya to name but three, need our support.

The international role and respect which our College has earned is evidenced by the Admissions Ceremonies which take place in the University of Glasgow in June and November. More than two hundred diplomates attend these events and carry our message round the globe.

The professions that we represent seem to be continually challenged. In the last year or so, this has taken the form of Revalidation, NHS targets and management, and diminishing returns for the work that we do. As a College, we must remain resolute in our objectives and not allow these challenges to disrupt our activities. Some have found difficulty in having College professional contributions recognised. College will continue to impress upon employers and government the crucial importance of College work in the fabric of British medicine and dentistry.

Finally, I would like to thank the superb team with whom I work in College. I will not mention by name, but they will know who they are, and I will give my personal thanks when this review is published.

We look forward to 2012 with great relish and I look forward to hearing from you and meeting you in College next year!



# Treasurer's Report

Mr Paul N Rogers, Honorary Treasurer

The financial functions of the College exist solely to support our organisation in the service of the Fellows and Members. Ultimately our success or failure is determined by the wider activities and these depend on the involvement of the whole collegiate body.

The financial results for the year unsurprisingly reflect the wider economic environment. The reasons for this are varied and predictable. Candidate numbers have fallen in Examinations and Assessment, resulting in a 20% decrease in income in the year. Global unrest has contributed to this. Normally one would expect costs to also decrease in this situation, but increasing travel costs and charges for previously free NHS services have resulted in an increase in costs. Despite this, the cost of providing examinations and assessments by the College compares favourably with those of our sister Colleges.

Whilst income from Education, Training and Professional Development has fallen in comparison to last year, the Unit achieved the target set for it and increased the number of events taking place. New courses developed during the year include Practical Assessment of Clinical Examination Skills (PACES) demonstration evenings and MRCS OSCE preparation courses. College continues to increase the number of free events open to its Fellows and Members and the wider community. Costs within the Education Unit continue to be tightly controlled.

College continues to be responsible for costs relating to the joint project with the Glasgow School of Art. These remained high in the year past, but will drop considerably in the current year. We do retain a significant interest in the intellectual property rights and should commercial exploitation emerge in the future, College will benefit.

Against this background, College reluctantly raised subscription rates for the first time in two years by an average of 6%.

In the coming year you will see and benefit from the investment College is making in its IT provision. Plans are well under way for a new website, designed to meet the needs of Fellows and Members in the 21st century. Behind the website will sit a new membership database that will allow a much more extensive and personalised experience of our services online. We are also investing in web-based education and will be streaming lectures and courses. There will also be the facility to download podcasts of selected events. As part of this project College has already spent over £130,000 upgrading our audio-visual equipment.



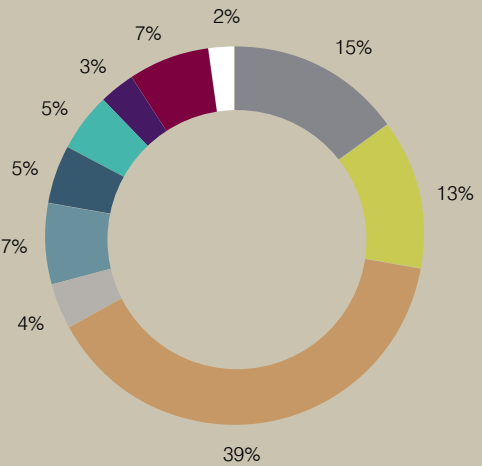
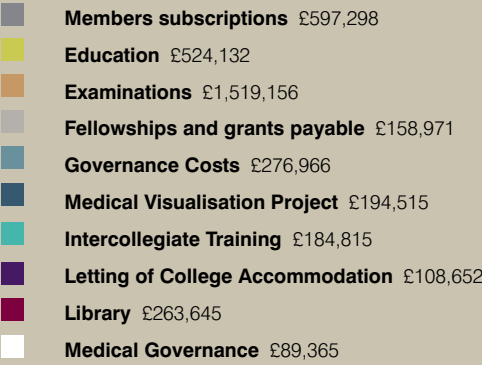
As always, College relies on investment income to support its operating activities. Investment income in the year dropped by 10%, meaning it is now 50% of the amount received in 2008. The investment strategy devised by my predecessor and Mike Wilson of Speirs & Jeffrey has been successful in protecting our capital base. I wish to express the College's gratitude to Mike Wilson and his partners, who continue to give prudent advice to the College on a pro-bono basis.

My thanks go to Mr Kevin Sweeney and his colleagues on the Audit and Remuneration Committee for their thoughtful guidance on governance, enabling us to comply with the ever increasing regulatory requirements facing charities.

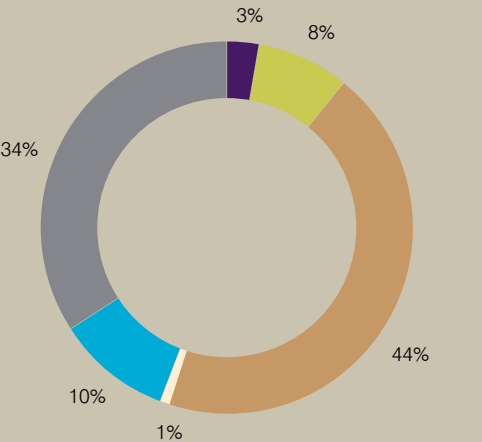
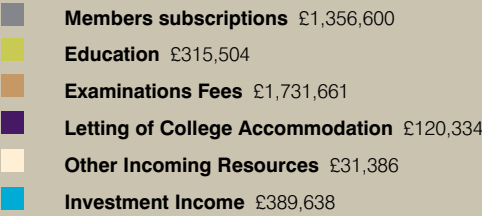
My thanks also go to the College Auditors, Wylie & Bisset LLP, and especially to their Audit Partner Jenny Simpson and her team, for provision of an efficient audit service during the past year.

Council is focussed on improving and extending services to all of us, but can only target its efforts accurately if we all become involved. Let us know what you want!

## 2010/11 Expenditure (£3,917,515)



## 2010/11 Income (£3,945,123)



“Council is focussed on improving and extending services to all of us, but can only target its efforts accurately if we all become involved. Let us know what you want!”





# Education, Training and Professional Development

Dr Lawrence McAlpine, Vice-President (Medical)  
Chair of the Education, Training and Professional Development Board

College aims to offer education, training and professional development support which is relevant and useful to our membership. To that end, we have been developing new events for trainees and redesigning our main events programme, including symposia.



This year commenced with the Training Needs Analysis (TNA), which received a positive response and set out a number of new areas for educational development. It has indeed been a time for great progress in the educational programme, with particular reference to providing 'career journey' relevant education, supporting our members throughout their career and beyond.

College lectures to the public have grown in numbers and diversity; our Glasgow Leadership Lectures have been extremely popular this year, including a lecture from Sir Alex Ferguson which attracted our biggest audience to date.

Our evening Question Time event proved once again to be very popular, attracting a mixed audience across the profession and evidenced our commitment to engage with a number of stakeholders, including our members.

The Ill Medical Patients' Acute Care and Treatment (IMPACT) course, which started in College, has grown considerably, with courses now running monthly and attracting delegates from across the UK – a testament to the quality of the educational programme provided by College.

The Practical Assessment of Clinical Examination Skills (PACES) preparation courses have grown in popularity and we now have video-linked centres across the UK and internationally.

College continues to engage with our trainees and we are working towards a new set of curriculum enhancing medical and surgical evening update courses to assist in their career journey. We recognise the significance of increasing our profile to medical trainees and undergraduates, and once again hosted the Glasgow University Surgical Society Symposium, GEMS conference and 'What Speciality is for Me?' career events, all of which were well supported. Our Head of Education, Training and Professional Development, Susan McMahon, has now been in post for a year and is working closely with the profession and our members, to ensure your needs are being met.

## Education, Training and Professional Development 2010/11 key achievements

- Delivered over 100 educational events (an increase of 20 over the previous year), including collaborative events with other Medical Royal Colleges and special interest events for health-care providers.
- Achieved a significant increase in attendance at College events.
- Developed a new MRCS OSCE preparation course, which will run three times a year in advance of the examination diets.
- Ensured College continues to influence the strategic development of curricula by representations on collaborative bodies including Joint Royal Colleges of Physicians Training Board (JRCPTB), Joint Committee on Surgical Training (JCST) and Joint Committee for Specialist Training in Dentistry (JCSTD).
- Developed a number of new skills based courses in direct response to the TNA.
- Developed a number of non-clinical skills courses, again in direct response to the TNA, including medico-legal events, presentation/interview skills events and many more.
- Transferred the highly successful Glasgow Travel Medicine Foundation and Diploma Courses from Health Protection Scotland to our Faculty of Travel Medicine.
- Continued to extend health education and learning to the wider community.
- Continued to engage with those interested in medical sciences at secondary school via The Young Peoples Lecture, National Science Week and So You Want to Be a Doctor Symposium.
- Added to the prestige of the Glasgow Leadership Lecture Series with lectures from Sir Alex Ferguson and Douglas Flint.
- Engaged with members of the public by delivering lectures in College on various medical topics including heart disease, vascular issues, orthopaedic issues and diabetes.
- Held a successful Question Time event in collaboration with Membership Services and the Lay Advisory Board.

## The year ahead

College will soon have a new website and IT system, and this will bring further improvements in our ability to engage with your education and training needs. E-learning, web-streaming, podcasts, targeted communications, mobile apps, and the rest, will be a great stride forward. We will continue to develop events suitable for e-learning and blended learning, alongside preparing for the launch of the new College website. We will also expand the number of video-linked meetings and preparation courses to remote and rural areas in the North of Scotland, across the UK and internationally.



# Examinations and Assessment

Mr David Galloway, Vice-President (Surgical)  
Chair of the Examinations and Assessment Board

Co-operation with Education and Membership Services representatives has increased, with cross-College consensus achieved on how best to provide for the lifelong learning of trainees and members at all stages of the career journey. Trainee involvement remains crucial in informing our plans, highlighting needs and shaping our examination portfolio.

Thanks are extended to those Fellows and Members who contributed to our assessment provisions, and to Valerie Hogg and the examinations team for their support of collegiate and intercollegiate examinations.

## Examinations and Assessment 2010/11 key achievements

- Collaboration with the UK Colleges of Physicians to support increases in availability of centres in the UK and abroad, particularly for the PACES examination, and support for ongoing professionalisation to ensure high academic quality and consistency of service delivery.
- Collaboration with the Surgical Colleges of Great Britain and Ireland in reviewing the structure and content of the MRCS Part B (OSCE), issuing proposals to enhance the reliability and validity of the examination to stakeholders for comment, establishing a panel of Assessors and introducing the MRCS (ENT), linked with the Diploma of Otolaryngology – Head and Neck Surgery (DO-HNS) examination.
- Enhanced training of Intercollegiate Specialty Fellowship (Dental) examiners through increased involvement of assessment specialists in training and validation of assessment components to ensure maintenance of standards and validity of assessments.
- Collaboration with the dental faculties of the UK Colleges of Surgeons in developing new Tricollegiate Specialty Membership Examinations, initially for oral surgery, paediatric dentistry and special care dentistry.
- Increased international activity, extending assessment opportunities in Asia for both FRCS Ophthalmology candidates and MFDS Part 2 candidates. Despite the uncertainty of events in other geographical areas leading to some cancellations, most candidates were able to access an alternative examination location.

The Examinations and Assessment Board, comprising senior examinations representatives, Council members and a trainee member, has responsibility for overseeing the achievement of the College’s strategic assessment objectives. Faculty members across all disciplines remain highly dedicated to supporting our activities, despite the challenges posed by continuing change in the workplace and the demands of increasing compliance, accountability together with the reliability and validity requirements of assessment.



## The year ahead

- College is keen to participate throughout the postgraduate career journey, and to offer services that are efficient and seamless. The next year will see a major development of our IT systems, introducing a broad range of online services to facilitate all aspects of our interactions with Fellows, Members and examination candidates, including online applications and payment for examinations, enhanced communications, online access to results, linkage to relevant educational events and so on, all available through a single portal and personal log-in facility.
- In response to the requirement for those entering medical specialties to have obtained MRCP(UK) prior to entering ST3 posts, we will issue results to candidates within approximately ten days of the examination date.
- Further to consultation with stakeholders on the outcome of the Surgical Colleges’ review of the MRCS Part B (OSCE) examination, we will participate in consideration of feedback and delivery of agreed changes.
- Examiner panels will be enlarged to reduce pressure on individuals while ensuring sufficient participation to retain expertise.
- College will continue to meet growing demand by extending clinical assessment activity at the Golden Jubilee National Hospital to include cycles of the MRCP(UK) PACES examination.
- Cross-College co-operation will continue to ensure more complete professional and educational support. It is a particular concern that our examinations are reviewed, remain fit for purpose and appropriate to member needs and career progression.





# Membership Services

Dr Jackie Taylor, Honorary Secretary  
Chair of the Membership Services Board

Membership Services continues to be the most diverse of College operations. Accountable to the Membership Services Board its remit and responsibilities include: membership support and growth, administration of all admissions to College and Faculties, Library and Heritage, administration of both the Dental Faculty and the Faculty of Travel Medicine, College and Faculty elections, College communications and publications including College Matters, and travel awards and scholarships.

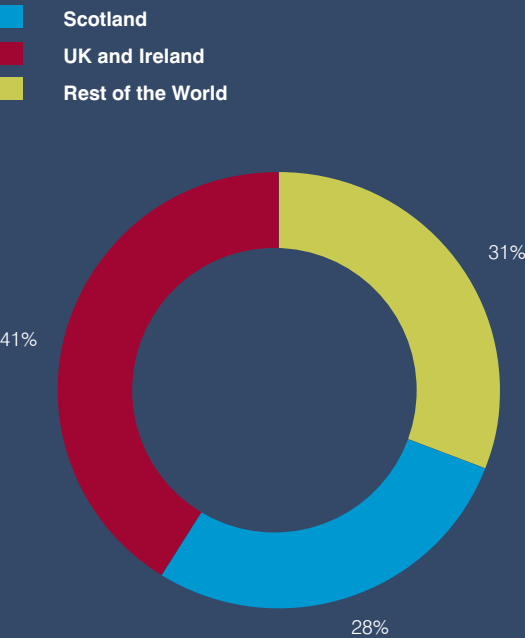


Membership of College means joining a unique worldwide community of almost 10,000 health-care professionals. Working with our colleagues across College, Membership Services is committed to putting members and their career development at the core of College activities. With that aim in mind we have achieved a number of key objectives in the last 12 months and importantly have laid the foundations which will ensure we are well positioned to further enhance the benefits gained by being a member of the only multidisciplinary Royal College in the UK.

## Membership Services 2010/11 key achievements

- Completed the rebranding of College creating a new look and feel for all materials which will be used to engage more effectively with both existing and potential members. Updated the format of our electronic communications to produce a more professional and user friendly format.
- Across College the numbers of Fellows and Members grew to 9,369. In addition we now have 711 introductory members taking us to over 10,000 members at 1 October 2011.
- Staff from the Unit played an important role by attending a number of educational events, conferences and career fairs promoting the benefits of College membership. These included the British Dental Association Annual Conference in Manchester and the International Society of Travel Medicine Conference in Boston, USA.
- College and Faculty membership has continued to grow across the world, with almost 3,000 international members, 4,000 across the UK and Ireland and over 2,500 based in Scotland.
- Through our partnership with NHS Education Scotland, the SHELCA health libraries catalogue has now expanded to holdings equivalent to that of a university and members continue to benefit from a fast and efficient personalised service from our professional library staff as well as a wide range of free online resources via Athens on the Knowledge Network ([www.knowledge.scot.nhs.uk](http://www.knowledge.scot.nhs.uk)).

## College Membership World Wide



## The year ahead

The Membership Services Unit is being restructured and this work will be complete by the end of 2011. Additional staff will be in place in new roles to improve the support to existing Fellows and Members: the focus on growing membership across College and the Faculties will continue. In addition College membership categories and our processes and procedures will be streamlined and simplified. We will fully utilise the planned new IT systems to enhance the relevance and effectiveness of our communications with you our members. The Regional Advisors Network will be further developed to extend our reach. We will also be working hard to ensure that the benefits of membership are both relevant and valued.

## Awards and Scholarships

Travel awards and scholarships are open to all members and are one of the many high value benefits of College membership. This year the number of applications received has increased significantly as has the quality of applications. From 1 October 2010 to 30 September 2011 a total of £77,045 has been awarded to 33 individuals. In addition the Dental Faculty awarded £34,585 to 20 applicants and the first award has been made from the new Faculty of Travel Medicine Triennial Scholarship for £1,250. Each successful applicant must submit a report to the the Scholarship Committee following completion of the period of study.

The Committee would like to take the opportunity to acknowledge and recognise the quality of the reports received over the last 12 months. These can be found on the Awards Reports page of College website.

I would like to express my thanks to all members of the Scholarship Committee and in particular to Alison Lannigan who is stepping down from the role as Convenor after six years. Her dedication over these years is much appreciated.

“Membership of College means joining a unique worldwide community of almost 10,000 health-care professionals. Working with our colleagues across College, Membership Services is committed to putting members and their career development at the core of College activities.”

## Trainees' Committee

In March 2011, the Trainees' Committee helped primary six and seven pupils with simulated laparoscopic surgery during National Science Week and were put to shame by their natural aptitude for the technology.

In September/October 2011, Committee members ran two careers events for medical students and junior trainees, covering core and specialty training in the various disciplines. These were supported by our consultant colleagues from numerous sub-specialties, who presented their career choice with tips for success.

Members of the Trainees' Committee also arranged this year's Medical Undergraduate Symposium, and gave input to the upcoming Undergraduate Surgical Conference of the Glasgow University Surgical Society.

The Committee has also been working with the other Scottish Colleges as part of the Scottish Academy Trainees' Group to look at a growing concern: how training can best be preserved with reduced trainee numbers, shorter working hours and tighter rotas.

In 2012, the Trainees' Committee is planning an Audit Symposium to provide a forum for trainees of all specialties to present their work. This may be most useful to junior trainees hoping to gain presenting experience and a CV boost. We also hope to incorporate a social event for trainees of all specialties.

The Committee meets every three months, and is open to all trainee and introductory members who would like to contribute to our College.

Finally, I would like to record my thanks to all members of the Membership Services Board and to all the staff in the Membership Services Unit for their continued hard work and support without which we could not function.





# Library and Heritage Services

Dr Elaine Morrison, Honorary Librarian

This has been an enjoyably busy year for the Library and Heritage service. The team remain fully committed to improving and extending access to College's modern information resources and to all aspects of its historical collections. Education and training remain a key priority.

Our out-reach activities and collaborative work with other institutions continues and we are immensely grateful for the enthusiasm and expertise of our Library volunteers.



## Library and Heritage Services 2010/11 key achievements

- Access to the College Library is being improved by upgrading the accommodation of the 18th and 19th century works and by the short term appointment of a Rare Books Cataloguer. We aim to provide a comprehensive online catalogue of the College Library, from its earliest works to its most up-to-date publications.
- Preparation and delivery of a redesigned daily Media Update and monthly President's newsletter.
- Library Conversations, open to all, continue on Wednesday mornings in the Library Reading Room.
- Educational events included: a Medical History course in collaboration with Glasgow University's Department of Adult and Continuing Education (DACE); historical resource sessions given to Glasgow University students studying medicine, economic and social history, museum and archive studies and bioengineering; Faculty of Travel Medicine students received online resource training.
- The Goodall Memorial Lecture was delivered by Samuel Cohn, Professor of Medieval History, University of Glasgow on 'Debate on the Plague: the Black Death Disease'.
- The Incorporation of Gardeners' Lecture on 'Impressionist Gardens' was given by Dr Clare Willsden, History of Art, Glasgow University.
- Collaboration with Glasgow University's Club 21 student work experience scheme, led to the creation of a Microsoft Office Access database for College's digital images. Three young unemployed people were recruited as Library and Heritage Assistants under the government's work experience scheme.
- Organisation of Doors Open day when 711 members of the public visited College, and National Science and Engineering Week involving 130 children from 20 schools.
- A book conservation workshop, led by Mr James Vallance from City of Glasgow College resulted in the formation of a Thursday morning volunteer book cleaning group.
- The oil paintings in College were photographed by the Public Catalogue Foundation and will be available on the BBC Your Paintings website at [www.bbc.co.uk/arts/yourpaintings](http://www.bbc.co.uk/arts/yourpaintings) later this year.
- The Adopt a Book scheme and the annual College Concert continue to raise much needed funds for conservation.

## The year ahead

College aims to provide an easy to access, up-to-date information resource to Fellows and Members, and to conserve and make widely available our outstanding historical collection. We will continue to support educational initiatives and to enhance the cultural life of College.



# Fellowship

Dr Frank G Dunn, Convenor of the Fellowship Committee

I am delighted to have been asked to take on the role of Convenor of the Fellowship Committee. I am especially indebted to Dr Colin Semple FRCP(Glasg) for his outstanding service to the Committee over the past six years and for his most helpful handover. I am also very grateful to Mrs May Lovell for her support as I take over the reins.

# Senior Fellows' Club

Dr J Douglas Briggs, Honorary Secretary

In October 2010, Dr Morag Timbury gave the first talk of the session entitled 'Lousy, the Doctors' Dilemma'. It concerned *Pediculus Hominis Corporis*, the louse which is the vector for *Rickettsia Prowazeki* and thus responsible for Typhus. Dr Timbury's talk centred on typhus in the Jewish ghettos in Poland in World War II. The later part of the talk provided insight into the activities of German doctors in the ghettos, almost half of whom were members of the Nazi Party and whose conduct in many cases was incompatible with ethical medical practice.

Numbers for the past year have shown an encouraging increase with 412 applications being considered for fellowship and membership, with 293 being invited to proceed to admission. As always we encourage Fellows to use their right to consider others for advancement. The importance of this cannot be overstated as the future of our College is very much dependent on an active and committed fellowship and membership.

The regulations for promotion to fellowship are available from the College website to remind Fellows of the criteria set out.

Over the past year, College has conferred its Honorary Fellowships on a number of distinguished individuals who have contributed to health care and society. We are pleased to welcome the following individuals recognising their positions at the time of their formal admission:



**The Fellowship *qua* Surgeon *ad eundem* – FRCS(Glasg) *ad eundem***

Dr H Richard Alexander, Jr  
Mr Mark G Coleman  
Surgeon Captain Mark J Midwinter  
Professor Lai Bo San Pauland  
Professor Roy AJ Spence

**The Fellowship *qua* Physician *ad eundem* – FRCP(Glasg) *ad eundem***

Professor Napier Maurice Thomson

**The Fellowship in Dental Surgery *Honoris Causa* – Hon FDS RCPS(Glasg)**

Professor Tomas Albrektsson

**The Fellowship in Dental Surgery *ad eundem* – FDS RCPS(Glasg) *ad eundem***

Professor Elizabeth Tulip Treasure

**Honorary Fellowship of The Faculty of Travel Medicine – Hon FFTM RCPS(Glasg)**

Professor Daniel Reid

At the December 2010 AGM, in order to present a more modern approach, it was decided to re-designate some of our Latin categories and thus the term *ad eundem* was discontinued. Consequently, those shown above are the last in that category.

The categories for Honorary Fellowship in the future are as follows: for physicians – Hon FRCP(Glasg); for surgeons – Hon FRCS(Glasg); for dentists – Hon FDS(Glasg); for travel medicine practitioners – Hon FFTM RCPS(Glasg); and for those who are not of the requisite professional group – Hon FRCPSG.

In November Dr Robert Corbett took attendees on a voyage to Antarctica. The talk was enhanced by Dr Corbett's talent as a photographer and his knowledge of the varieties of penguins and other bird life. There was a positive message about the success of the authorities so far in preserving the pristine nature of this wilderness. Undoubtedly, the talk whetted the appetite of the more adventurous members of the audience for embarking on a similar voyage.

In December, Dr Cameron Shepherd talked about 'Frederic Lamond: the Glasgow Prodigy' who came to be regarded as the greatest exponent of his age in the playing of Beethoven's piano music. Fleeing Germany and returning to the UK in 1938, Lamond became a professor of piano in the Athenaeum in his native city.

Mr Roy Miller gave a talk at the January meeting entitled 'Maister Peter Lowe and the Royal Charter'. Peter Lowe's early medical career was in Paris, there being no medical school in Scotland in the late 16th century. Lowe's opus, *The Whole Course of Chirurgerie* was published in 1596 and in 1598 he moved to Glasgow. At this time, he was instrumental in petitioning the King to grant a charter authorising examinations and the award of licences to practice medicine. The charter was granted in 1599 and the first minutes began in 1602. Peter Lowe died in 1610 and was buried in the graveyard of Glasgow Cathedral.

The February talk was by Dr Frances Dryburgh on 'Donors of Paintings to Glasgow Art Galleries'. The inclusion of some background to the donors as well as an illustrated description of the paintings themselves enhanced the interest of the talk. The first donor mentioned was Colonel Barclay Shaw who is best known as the main builder of the 1888 exhibition which was situated where the Art Galleries now stand. Donations from the next donor, Dr Alexander Macphail, Dean of St Mungo's College of Medicine, included the *White Sands of Iona* by George Houston. The final donor Dr Douglas White came from a wealthy family and although he graduated in medicine, he never practiced. White's donations consisted of Thomas Faed's *Where's My Good Little Girl* and Joseph Noel Paton's *The Tryst*.

In March Mr David Smith gave a talk entitled 'Beatson – More than a Building'. Beatson graduated in medicine in Edinburgh and one of his first jobs was house surgeon to Joseph Lister. Following completion of his MD thesis, he held various surgical appointments in the then new Western Infirmary and was subsequently appointed to the hospital which was to become the Glasgow Royal Cancer Hospital in Hill Street. There he embarked on the use of oophorectomy for breast cancer. Beatson played a major role in the building of a 700 bed hospital in Bellahouston Park which was opened in 1915 in order to treat First World War casualties.

The final talk of the session was given by Sir Roddy MacSween on 'Medical Societies, Associations and Clubs in the West of Scotland'. Beginning with the major Glasgow societies, including the Royal Medico-Chirurgical Society and the Glasgow Southern Medical Society (both still in existence), Sir Roddy then discussed West of Scotland societies. These included two based in Greenock and the Scottish Midland and Western Medical Association (known as the Railway Club). An outline was then given of the Glasgow Obstetric and Gynaecological Society and the Glasgow Odontological Society, both of which continue to flourish. Lastly purely convivial clubs were described with the Western Medical Club and the Town and Country Club still continuing.

**The year ahead**

The 2011/12 session began on 12 October; there will be seven meetings three of them preceded by lunch.

Finally, I would like on behalf of the Senior Fellows to express our thanks to Valerie McClure for her help and support.



# Supporting Physicians

Dr Lawrence G McAlpine,  
Vice-President (Medical)

College appreciates that, as a professional membership organisation, it must offer training, education, and professional development that is relevant and useful to its Fellows and Members. It must also engage with future members by assisting trainees and medical students with their training and career development. We are actively revamping our profile in this regard to ensure we deliver on these essential activities to our Fellows, Members, and trainees nationally and internationally. We have an exciting year ahead as new events and new technology come into play.



Our programme for junior doctors continues to develop. The Practical Assessment of Clinical Examination Skills (PACES) preparation evenings are run before every diet of the MRCP(UK) Clinical Examination and are increasingly popular. Video-linking allows those at a distance from College to take part actively and we have also linked to international centres. The long running MRCP(UK) Part 1 preparation course has been revamped and received excellent feedback from the recent well subscribed course. It will continue to run before each diet of the Part 1 written examination.

There are further events in the pipeline. Monthly Hot Topics seminars will complement deanery training for trainees in medicine and will also offer useful Continuing Professional Development (CPD) to senior physicians in general medicine. Foundation trainees will also be offered a series of evening events to support them as they develop their skills and consider their future specialty training. Existing skills training, including the Ill Medical Patients' Acute Care and Treatment (IMPACT) and the Non-Invasive Ventilation (NIV) courses remain heavily subscribed.

Our symposia remain popular and attract significant audiences but we will review the format and programme of these events to increase their relevance and appeal over the year ahead. A number of non-clinical skills courses have been introduced and have been well received.

The new IT facilities and website will bring us exciting opportunities to reach out more effectively to our members nationally and internationally as well as being more efficient for users. We will be able to target events to appropriate trainees and specialists more accurately.

Many people have contributed to the renewal of College's educational programmes in response to the Training Needs Analysis (TNA) – staff, Fellows, Members, and trainees. Your ideas, innovation, and energy have been instrumental in the development of our portfolio of events and the redesign of events to fit with the needs of career journeys. We are very grateful for your invaluable support and special mention must be made of the outstanding drive, guidance, and support from Susan McMahon in her first year as Head of Education, Training and Professional Development.

We hope that trainees, Fellows and Members with ideas and a desire to become involved in our educational activities will get in touch with us – this is your College and we would value your involvement!

“A number of non-clinical skills courses have been introduced and have been well received.”



# Supporting Surgeons

Mr David J Galloway,  
Vice-President (Surgical)

This year has seen a much more settled period of activity in College life. The external environment provides many opportunities to be involved at a national level and to continue to be a force to sustain our goals of achieving and protecting the highest standards of surgical care in the UK and abroad through our network of Fellows and Members. There are all sorts of competing interests of course and these simply emphasise the vigilance which needs to be maintained to ensure that we properly steward our resources.



This year has (with some tension) seen some significant changes to the administration of surgical training. The Joint Committee for Surgical Training (JCST) is a large organisation which consumes a significant chunk of our resources. Given the changes to funding streams over the past few years we have felt compelled to argue for a careful review of the operational activity and the financial efficiency. This was carried out on an intercollegiate basis and after a slow start the review teams quickly found that we had good reason to make sure that the organisation is properly fitted to match the expectation that we and our junior colleagues have of College involvement in the training environment.

The other significant development which is still under consideration has seen the Colleges come together to examine the possibility of extending the influence of the now very well established new style FRCS on to the international stage. That there is a market and a desire for surgeons abroad to use the intercollegiate examination as a benchmark to assess their training, skills and knowledge is not in doubt. The practicalities of exporting the model for application in different parts of the world is a route filled with potential traps for the unwary and there has been steady but measured progress towards the goal of setting up an international version of the Intercollegiate Specialty Fellowship Examination which maintains the recognised high standard of the current UK based assessment.

As I come to the end of my second term of office as Vice-President Surgical I am delighted that some of the current workload is shared by my colleague John McGregor who was elected to the newly created additional Vice-President post in May 2011. John will serve for three years as will my successor and this will ensure good continuity and succession planning.

On a personal note it has been a most fulfilling experience to serve the College as both Honorary Treasurer and Vice-President Surgical over a span of 12 years. I am still keen to follow through on some of the ongoing projects and activities which have been set up. There is no doubt that our College is more aware than ever of the need to have a strong web presence and better and more focussed communication with Fellows and Members and I am confident that these objectives will be realised in the very near future.

“The external environment provides many opportunities to be involved at a national level and to continue to be a force to sustain our goals of achieving and protecting the highest standards of surgical care in the UK and abroad through our network of Fellows and Members.”



# The Dental Faculty

Dr Alyson Wray, Vice-President (Dental),  
Dean of the Dental Faculty

The Dental Faculty has undergone further restructuring during the course of the last year, with the four Board Directors, undertaking a large amount of Dental Council activity. In addition, a programme of Office Bearers meetings has been instituted, and Dental Council meetings reduced to four per year, to minimise the travelling time away from the workplace, which is becoming so problematic.



The Office Bearers meetings keep business moving along and a reduced number around the table allows for more focused discussion. All decisions are deferred until Dental Council has been consulted. A further streamlining of business has resulted in the awarding of fellowships and memberships for the Dental Faculty to be determined within our own committee structure. This delegation of responsibility from Fellowship Committee should greatly improve the timely processing of such applications.

In the forthcoming year Dental Council will be asking College Council to approve changes to the Regulations to allow for the appointment of two Vice-Deans to support the Dean, and also for additional Dental Council representation on College Council.

## Dental Examinations Board

Dr Christine Goodall, Director

Efforts are being made to rationalise the portfolio of dental examinations, with the focus on those examinations most closely relating to our core business.

Significant resources have been committed over the last year to standard setting for the Intercollegiate Specialty Fellowship Examinations, particularly across the specialties. Examiner contribution to question material continues to be a priority.

The first meeting of the Tricollegiate Specialty Membership Examinations Executive (TSMEE) was held in June. Diets of the tricollegiate examinations in paediatric dentistry, oral surgery and special care dentistry are anticipated next year.

## Membership of the Faculty of Dental Surgery (MFDS)

Part 1 of this examination continues to run both at UK and overseas centres. Sarah Pollington from Sheffield will take over as lead for the Multiple Short Answer section of the Part 1 examination at the next diet.

The May diet of the MFDS Part 2 examination ran for the first time in the clinical skills unit at Golden Jubilee National Hospital; it proved itself to be an ideal venue, popular with both examiners and candidates. The exam also ran in Chennai, where an excellent pass rate was achieved. The examination is currently undergoing a quality assurance review. Demand for the Part 2 examination is currently high with over 70 candidates sitting the November diet this year. As this is the affiliation-determining point we all hope this increase will be maintained.

Plans for the future include ensuring the smooth introduction of the new membership examinations.

## Dental Education and Professional Development Board

Dr John Gibson, Director

The Board has organised a number of excellent educational events across much of dentistry, including preparatory courses for MFDS Parts 1 and 2, General Dental Council Core Competencies Symposium, and various lectures in Glasgow and further afield including developing links with the Manchester Dental Education Centre (MANDEC) with live link webcasts.

Educational events have included topics such as complementary therapies, the interface of medicine and dentistry, looking after the dental team, personal reflections, implant dentistry and prosthodontics.

In the next period the Board will be engaging with the results of the Training Needs Analysis (TNA) to ensure we meet the needs for blended learning for our Fellows and Members, including Dental Care Professionals (DCPs). In addition we aim to engage practitioners from the early postgraduate years and the whole dental team in the educational and professional development process, including developing mentorship.

## Dental Faculty Regional Advisors Board

Dr Albert Yeung, Director

Established in February 2011, the remit has been increasingly clarified during this time. Revised role specifications have been circulated, and three new regions, Highland, North Yorkshire and Wales were added and regional advisors for these areas have been recruited. Contributions from the regional advisors during the British Dental Association conference in Manchester in May were much appreciated.

The regional advisor for Merseyside has planned two joint dental educational events, to be held in February and March 2012, which is part of a series of Continuing Professional Development (CPD) events for local dentists and DCPs. College Faculty speakers will be contributing to the programmes, which will also be an opportunity to promote the benefits of College membership.

## Dental Membership Services Board (DMSB)

Dr Lee Savarrio, Director

Membership of the DMSB has increased over the last 12 months; we now have two new young dentists on our Board – Mr Alex Keightley and Mr Thomas Lamont.

The DMSB not only reports to Dental Council, but also to the College Membership Services Board and it is this Board that sets priorities to drive recruitment of Fellows and Members.

### DMSB priorities: first, second and third

**First priority:** increase membership by 5%. DMSB has recognised that time and effort on recruitment should focus on Vocational Dental Trainees (VDT) and the Board plan to be involved in highlighting membership benefits at our VDT Study Day, which is scheduled to take place on 10 February 2012.

**Second priority:** link into major local conferences. The DMSB has already sponsored the Young Researcher Prize at the British Society of Paediatric Dentistry, which had its annual meeting in Glasgow in September 2011. Dr Wray presented the winner with a cheque and a certificate at the Gala Dinner.

**Third priority:** increase its sales of College memorabilia. DMSB recognise the need for memorabilia to be online and is also looking into the possibility of designing a selection of memorabilia specifically dental.

### The year ahead

Priorities for the Dental Faculty in 2012 include:

- Proposal to have a College branded edition of *Dental Update* in 2012 and to use webinar technology.
- Proposal to introduce a TC White Young Researcher Prize, which has the potential to link into Young Research Prizes of Specialist Societies.
- Proposal to introduce clear guidance on eligibility criteria for proposals for fellowship and membership of the Dental Faculty.
- To host a Dental Care Professional Annual Symposium.



# Faculty of Travel Medicine

Professor Peter L Chiodini,  
Dean of the Travel Medicine Faculty

This year has seen some very successful meetings of the Faculty. Our Annual Symposium in October 2010 was the largest yet and in March 2011 we held our second joint meeting with the Royal Pharmaceutical Society.



This drew pharmacists from a variety of backgrounds including the large multinationals and was also well attended by travel medicine practitioners from the Faculty. Pharmacists are becoming increasingly involved in travel health and the Faculty is keen to support their education in this area.

The Nets and Bolts meeting has now had its fourth outing; having previously been shown in London, Liverpool and Glasgow, the roadshow moved on to the Edinburgh region where we enjoyed the hospitality of the Centre for Tropical Veterinary Medicine in Roslin. Treats such as live mosquitoes and hands-on experience with malaria rapid diagnostic tests sat side-by-side with potentially life changing education on sexually transmitted infections.

The Faculty has also been spreading the word at other people's meetings. We were well represented by the Vice-Dean and Faculty Board members at the International Society of Travel Medicine (ISTM) meeting in Boston held in May 2011 and the Dean and Secretary represented the Faculty at the annual travel medicine meeting held in Negrar, Verona, under the leadership of Dr Andrea Rossanese FFTM RCPS(Glasg).

The MFTM examination is now underway, with the first diet of Part 1 being held on 8 November 2011 and Part 2 scheduled for May 2012. In addition to those passing the Part 1 examination, candidates who already hold the College's Diploma in Travel Medicine or hold the Certificate in Travel Health awarded by the ISTM may also sit the Part 2 examination as these qualifications confer exemption from Part 1 MFTM.

We have been delighted to be able to transfer the foundation and diploma courses in travel medicine from Health Protection Scotland into College. Although the College has been an examining body for hundreds of years, running a one year course linked to one of its examinations is a new venture. The transfer also enables us to market the courses more widely than was previously possible and we look forward to seeing them flourish.

The Nordic Initiative in Travel Medicine (NITME) has borne fruit and it is anticipated that there will be close educational links between NITME and College.

Emporiatics not only means the science of travel medicine, it is also the title of the Faculty's biannual magazine. This publication, which is issued free of charge to all grades of membership of the Faculty is a mixture of topical educational articles, news and profiles of key practitioners in travel health.

It was a particular pleasure for us to see Professor Dan Reid installed as the first Honorary Fellow of the Faculty of Travel Medicine. This is indeed fitting recognition of the seminal role he played in developing the specialty and making Glasgow a leading international centre for travel medicine practice.

Improving Membership Services is a key part of College strategy. We anticipate a greatly enhanced service for the Faculty when the new College website goes live.

“We have been delighted to be able to transfer the foundation and diploma courses in travel medicine from Health Protection Scotland into College.”



# Lay Advisory Board

Mr John Breckenridge, Chair of the Lay Advisory Board

The work of the Lay Advisory Board has again been wide ranging, reflecting the more coherent approach developed in responding to the consultations we consider.

# Consultations

Involvement in consultations represents an important aspect of the wider work of the College, providing an opportunity for College to influence policy in a variety of fora. Listed below are the consultation documents to which College has responded in the last year.

Information on consultations is placed on the website and those of key importance are highlighted in the Presidential e-news. We are always pleased to receive and incorporate your views.

If you would like to become involved in consultation work please contact **Carolyn.Capps@rcpsg.ac.uk**.

Our highlight this year has again been the organisation of a stimulating and successful Question Time event in College. The Lay Advisory Board Question Time 2011 attracted an audience of around 100 to hear a lively discussion chaired by Professor Ken Patterson, with a panel comprising:

- Kate Russell** (Nurse/Samaritan Counsellor)
- Jim Martin** (Ombudsman)
- Ian Findlay** (Consultant Surgeon)
- Laura Wiggins** (Paediatric Physiotherapist )
- Tony Wells** (recently retired Chief Executive of Tayside HB)

- Topics discussed included:**
- ‘The Great Debate’ we are not having on the future of the NHS;
  - The future of medical education;
  - Centralisation versus decentralisation of hospital services;
  - The effective use of NHS purchasing power;
  - No fault compensation.

- The Board responded to the following consultations:**
- Nuffield Council on Bioethics – Human Bodies in Medicine and Research (this was the finalisation of a very detailed and in-depth consideration of the issues);
  - The Equality Act 2010 – Age Discrimination in Services, Public Functions and Associations;
  - The Patients Rights (Scotland) Act 2011;
  - MRCS consultation – review of MRCS OSCE;
  - OSCR – a draft Equality Strategy.
- Again, most members of the Board contributed to the work of the College by serving as lay representatives on a number of external medical Colleges and boards.

Looking forward, our priorities for 2012 are to stage a further Question Time event and to recruit new members to the Lay Advisory Board. We aim to attract people from more diverse backgrounds who will bring fresh insights to our discussions.

My thanks go to all members of our Board for the time and effort they have put in to our work, with special thanks to Carolyn Capps who keeps us on track. Many thanks also go the Membership Services Board and the staff of the Membership Services Unit for their continued hard work and support without which we could not function.

Consultations	Requesting Body
Future of General Practice in Scotland	RCGP (Scotland)
Equality Scheme 2011–2014 Consultation	General Medical Council (GMC)
Fitness to Practise Adjudication for Health Professionals	Department of Health (DoH)
Scotland Bill – Call for written	Scottish Academy
Education and Training Consultation Paper	DoH
Public Health Outcomes Framework	DoH
UK Donation Ethics Committee	Academy of Medical Royal Colleges (AoMRC)
Fitness to Practice Adjudication	Council for Healthcare Regulatory Excellence (CHRE)
Review of Good Medical Practice: defining the scope and issues	GMC
Equality Act 2010: banning age discrimination	Scottish Academy
Reform of the Fitness to Practice Procedures at the GMC: changes to the way we deal with cases at the end of an investigation	GMC
E-Health Competency Framework Consultation	AoMRC and Scottish Government
NHS Early Warning Scores (NEWS)	RCP London
Benefits of Consultant Delivered Care	AoMRC
UK-wide Pandemic Flu Strategy	Scottish Parliament
Draft Interim Equality Strategy	Office of the Scottish Charity Regulator (OSCR)
E-Health Strategy 2011–2017	AoMRC
Equality Act 2010	Scottish Parliament
UK Borders Agency Consultation on Changes to Tier 5 Immigration	UK Border Agency
Reshaping the Medical Workforce in Scotland: consultation on specialty training numbers, 2012 and beyond	Scottish Parliament



# Working together: intercollegiate involvement

As part of our intercollegiate involvement College plays a leading role within a number of organisations that develop education, training, examinations and assessments standards. Reviews of activity from these organisations are presented here.



## Joint Committee on Surgical Training (JCST) and Continuing Professional Development (CPD)

The JCST works with the four Surgical Royal Colleges of the UK and Ireland and the specialty associations to enhance the quality of surgical training. JCST is the parent body for the Intercollegiate Surgical Curriculum Programme (ISCP). JCST and the nine Specialty Advisory Committees (SACs) enrol and monitor trainees and make recommendations to the regulator when they are ready for the award of the Certificate of Completed Training (CCT). On the regulator's behalf, we also evaluate applications for the Certificate confirming Eligibility for Specialist Registration (CESR).

Chris Munsch has now completed his term of office as Chairman and Ian Eardley, a consultant urologist, has taken over. Bill Allum, a general surgeon, will succeed him as ISCP Surgical Director.

### JCST 2010/11 key achievements

During the past year we have successfully integrated the Orthopaedic Competence Assessment Programme (OCAP) within the ISCP and established a new intercollegiate Core Surgical Training Committee. We have also worked to promote the use of simulation in surgical training, to review our quality assurance strategy and to build constructive relationships with the GMC as the new regulator for postgraduate training.

### In the year ahead

The future will see a review of the JCST itself and there are major changes within the NHS in some parts of the UK. Immediate priorities are to prepare for the likely designation of vascular surgery as an independent specialty and to map simulation to the curriculum. At a more political level, we must also work to ensure that training is properly valued and resourced and that those who train have the time and support that they need.

## Joint Royal Colleges of Physicians Training Board (JRCPTB)

The JRCPTB is the Federation body responsible for delivering the three Colleges' remit supporting the national authorities in the setting and maintaining of standards for specialist physician training in the UK. The core roles of JRCPTB are: standard setting through curricula and assessment development; and certification of trainees (recommendations to the GMC).

### JRCPTB 2010/11 key achievements

- Completed the writing and implementation of 30 specialty and sub-specialty curricula; incorporating five new assessment methods and six new quality standards. Each curriculum received GMC approval and was ready for implementation on 1 August 2010.
- Introduced a transfer process to the new General Internal Medicine (GIM) curriculum to allow (1500) trainees to achieve their Certificate of Completed Training (CCT) in their specialty and GIM.
- Developed a knowledge base on implementing curricula, based on feedback from educational supervisors and trainees and proactively seeking input from patients and the service.
- Launched a new and greatly improved JRCPTB website.
- Working with the deaneries, GMC and the Academy developed a process for delivering external advice on the assessment of training programmes (externality).
- Developed the idea of an academic e-portfolio to provide a facility for academic trainees to record their training and to ensure it is being delivered effectively.

### In the year ahead

- Embed the 'externality' process to improve the quality of training supervision and oversight.
- Embed the curriculum review process to ensure that patient and service focus is on the agenda of specialist committees.
- Use the academic e-portfolio to ensure the quality of academic training is consistent throughout the UK.
- Undertake work to improve the functionality of the e-portfolio.
- Greatly enhance the cost effectiveness and efficiency of the JRCPTB administration.

## Federation of UK Physician Colleges Continuing Professional Development (CPD) Support Systems

For physicians, CPD is an integral part of personal and professional development and maintenance of clinical skills. The Federation of UK Royal Colleges of Physicians provides a CPD system for Fellows and Members, offering guidance on the number and type of CPD activities that are needed on an annual and five-year basis, a means of recording activities undertaken and a quality assurance process involving random audit of users.

In the light of an analysis of the past five-year cycle of user entries, and with a look to the future requirements of Revalidation, the system has recently been extensively revised. New tools support reflective entries, tagging of activities to personal development plan objectives, feedback on the quality of CPD events and greater detail to the description of activities entered on the downloadable certificate for sharing with appraisers.

The online CPD diary is also supported by a parallel online CPD activity approvals system. This allows providers to present activities that meet agreed pre-determined educational criteria, as worthy of inclusion in the register of approved external CPD activity. It allows a UK wide network of specialist opinion to be involved in the consideration of the appropriateness of any event for consultant CPD. The system has been recently enhanced to streamline the applications process and has now replaced all previous paper-based approvals. An additional development has been that of a new system for the approval of distance-learning packages for CPD.

All work is overseen by the Federation CPD Policy Group, with representation from the three Colleges. Future work will include evaluation of the quality of CPD events, consideration of a practice-learning module for the CPD system that could record activities occurring in the workplace and, alongside other UK Colleges, development of an online portfolio for Revalidation.

## Membership of the Royal Colleges of Physicians of the United Kingdom (MRCP(UK))

The Federation of Royal Colleges of Physicians brings together the expertise of the three Royal Colleges of Physicians of the UK.

### MRCP(UK) 2010/11 key achievements

- Successful completion of three examination diets using the new marking system for PACES (Practical Assessment of Clinical Examination Skills).
- Introduced new results release process from the third exam diet in 2011 that will enable candidates to view their results via the website within approximately ten working days of sitting the examination in the UK and within approximately 15 working days for overseas examinations. This is part of MRCP(UK)'s ongoing commitment to improving the service to candidates.
- Established the first Specialty Certificate Examinations (SCEs) in rheumatology, medical oncology, acute medicine and a twelfth exam for palliative care specialists will take place in November 2011. The exams were taken in 29 different countries and numbers overall more than doubled.
- Opened up eligibility for the SCEs in ten specialties to non-MRCP(UK) holders to allow many more experienced trainees the opportunity to sit the exams.
- Launched MRCP(UK) Part 1 written examination in Kurdistan (Erbil) and additional centres for PACES in Sharjah.
- Improved examination production to ensure that the consistent quality of all the exams is maintained.
- Worked more closely with the Joint Royal Colleges of Physicians Training Board (JRCPTB) and the British Medical Association Junior Doctors Committee to develop more effective joint communications with UK trainees.

### In the year ahead

- Continue to respond to the needs of UK training to ensure that the timing of exams and their results are mapped to the recruitment schedules of doctors.
- Continue to raise the academic quality standards of the examinations we develop and deliver.
- Support for clinicians working with exams in recognition of the increased pressures on their time.
- Develop the international position of the MRCP(UK) and the SCEs.





# Working together: external faculties

College operates alongside external faculties, including the Faculty of Public Health and the Faculty of Pharmaceutical Medicine. Reviews of activity from these faculties are presented here.

## Intercollegiate Committee for Basic Surgical Examinations (ICBSE)

ICBSE is responsible for the membership examination of the Surgical Royal Colleges of Great Britain and Ireland (MRCS) and the Diploma of Otolaryngology – Head and Neck Surgery (DO-HNS). It comprises members from each of the four Surgical Royal Colleges and trainee and patient representatives. ICBSE is chaired by Mr Kevin Sherman and its secretariat is based at the Royal College of Surgeons of England. The main activities of ICBSE are: maintaining the quality and standard of its examinations; delivering incremental improvements in service; and developing its examinations to meet internal and external requirements.

### ICBSE 2010/11 key achievements

- Delivered revised Part B (OSCE) including reorientation training for all examiners.
- Reviewed syllabus to ensure consistency with Intercollegiate Surgical Curriculum Programme (ISCP) curriculum.
- Assimilated DO-HNS as an intercollegiate examination and the introduction of MRCS (ENT).
- Withdrawn Parts 1 and 2 written papers and replaced with Part A.
- Expanded the question/scenario banks.
- Introduced new software to facilitate the secure creation, editing and transmission of questions.
- Established a cohort of assessors.
- Introduced 'house style' format for ICBSE documentation.

### In the year ahead

ICBSE has initiated an evidence-based evaluation of the Part B (OSCE) and undertaken an extensive consultation process on proposed changes with a view to seeking GMC approval for implementation in 2012.

## Joint Committee on Intercollegiate Examinations (JCIE)

The JCIE and its nine Intercollegiate Specialty Boards (ISB) are responsible to the four Surgical Royal Colleges for the delivery of the FRCS (Specialty) examinations and are responsible to its parent College (RCSEd) for governance. The examination remains a mandatory requirement for all trainees working towards a Certificate of Completed Training.

There have been a number of changes within the JCIE/ISB. Eleanor Winton, Head of Examinations, retired after 18 years service; Moira Gray succeeds her as Head of Operations. Mr Tim Graham, Cardiothoracic Surgeon from Birmingham succeeded Mr David Ward as JCIE Chair in September 2011. Six new Board Chairs and a new Internal Quality Assurance Chair have all taken up office within the last year.

Delivery of the Section 1 examinations via computer based testing continues and feedback from the great majority of candidates has been positive in that they are finding it much quicker and easier to answer on screen.

Psychometric analysis of the examinations is ongoing and continues to demonstrate high reliability. The Single Best Answer/Extended Matching Items question banks have been migrated and the recoding of all banks was completed in October 2011. Development of the Oral questions banks for all nine specialties is progressing well as is the development of image banks.

### In the year ahead

The year ahead will see the implementation of the new 2012 Regulations limiting the number of attempts at the examination, delivery of a new examiner assessor course and work with the four Surgical Royal Colleges on the development of an international examination.

## Faculty of Pharmaceutical Medicine

The Faculty of Pharmaceutical Medicine has approximately 1350 members who are either pharmaceutical physicians or those with a professional interest in the specialty. The Faculty seeks to bring about an improvement in the health of the public and patients by advancing the science and practice of pharmaceutical medicine. The specialty includes the discovery, development, evaluation, licensing and monitoring of medicines and the medical aspects of their marketing.

### Faculty of Pharmaceutical Medicine 2010/11 key achievements

- Worked closely with other organisations to develop a Revalidation framework for pharmaceutical medicine, including running a Revalidation pilot in conjunction with the Faculty of Occupational Medicine and the Faculty of Public Health.
- Continued to develop and promote its Diploma and Certificate of Human Pharmacology qualifications, aimed at those working in early stage clinical development of medicines.
- Actively participated in the work of the RCP London 'Medicines' Forum' through membership of the Transparent Reporting Subgroup and by promoting the Faculty's revised 'Ethical Guiding Principles for Pharmaceutical Physicians' to members of the Faculty and to other medical specialties and professions.
- Organised a symposium in November 2010 on the topic 'Industry, Academia and the NHS working together for the patient' that also supported the work of the Medicines' Forum.

### In the year ahead

During the coming twelve months the Faculty's work to support the development of Revalidation will continue to be a priority. A redesign of the website will help to facilitate enhanced communications with our members, health professionals, other organisations and the public. The Faculty will also explore opportunities to raise awareness of the importance of pharmaceutical medicine particularly amongst doctors in Foundation Training and also medical students. The Faculty's 2011 Diploma in Pharmaceutical Medicine examination will for the first time also be offered in an international examination centre in South Africa as part of a pilot. The Ethical Guiding Principles document has been well received by other Colleges and faculties and is being taken forward by some as a template to develop their own versions. A version for patients and the general public is now also under development.

## Faculty of Public Health (FPH)

The FPH is the leading professional body for public health specialists in the UK. It aims to advance the health of the population through three key areas of work: health promotion, health protection and health-care improvement. In addition to maintaining professional and educational standards for specialists in public health, FPH advocates on key public health issues and provides practical information and guidance for public health professionals.

### Faculty of Public Health 2010/11 key achievements

In the past year the FPH Committee in Scotland together with the West of Scotland NHS Boards organised and hosted a vibrant two-day Scottish Conference in Dunblane, attended by over 300 delegates. The focus of the conference was effective interventions in early years to promote and improve long term health outcomes. In preparation for the Scottish election we published a political manifesto addressed to all political parties calling for policies that improve and promote the health of the Scottish population. The FPH members continued to advocate effective alcohol policy and in particular for the implementation of a minimum price per unit of alcohol sold in Scotland.

### In the year ahead

The FPH in Scotland will continue to advocate for the implementation of effective public health policies and interventions that aim to maximise the health of the Scottish population.



# International Activities

International activities are a key resource in sustaining the College brand and reputation, in setting and maintaining standards, in generating income and in extending membership base. They are an essential part of College's current and future well-being, and activities will be regularly reviewed and evaluated by Committee to ensure that future policy and plans are developed as part of an overall College strategy that optimises activities and resources.

The majority of current College activities are examination based involving medical, surgical and dental exams and assessments. The bulk of this activity takes place in India and the Middle East, although College will cultivate new institutional partnerships in order to reach a wider audience and potential membership base. Educational and training activities will also be expanded to ensure that the College provides a varied and extensive curriculum. The introduction of a new web system also opens up the promise of distance e-learning overseas, an activity that College is determined to develop.

In December 2010, College reconstituted the International Committee in order to provide strategic guidance and direction to its international activities, with the key aim of reflecting the College's charitable status and objectives and to promote an ethos of inclusiveness and membership participation.

The most significant development during the review period was confirmation of the College as an approved sponsor within the General Medical Council International Sponsorship Scheme. This allows College to sponsor suitably qualified international medical graduates, facilitating their entry into the UK via issuing of a Tier 5 visa. We are already bringing trainees into the UK and look forward to expanding this activity in the coming years.

The Committee is also addressing the challenge of expanding our overseas footprint of international advisors in order to support and complement existing and future activities. It is imperative that we strengthen this element of our overall activities if College is to realise the potential provided by our overseas membership.

# College Staff Charity: Erskine

Each year, College staff select a local charity to support for the term of one year. This year, the chosen charity was Erskine, which provides much-needed support to ex-Service men and women and their families throughout Scotland. Erskine has been caring for veterans since 1916 and their help and support is needed just as much today.



During the past year, College staff have been involved in raising money for Erskine in a number of different, and usually enjoyable, ways including 'dress down days', selling breakfast rolls and coffee and cakes. Everyone in College has been involved with these events, in some way or another, making it a real team effort.

These fundraising activities have become a focal point for staff to come together in what can be a very busy work schedule. If there has been any downside to the fundraising activities it has been in the number of calories which have had to be consumed. At least it was all in a good cause!

Our aim has been simply to raise as much money as possible within the specified period. We are delighted with our efforts and know that this money will really make a difference to the ex-Service men and women cared for by Erskine.

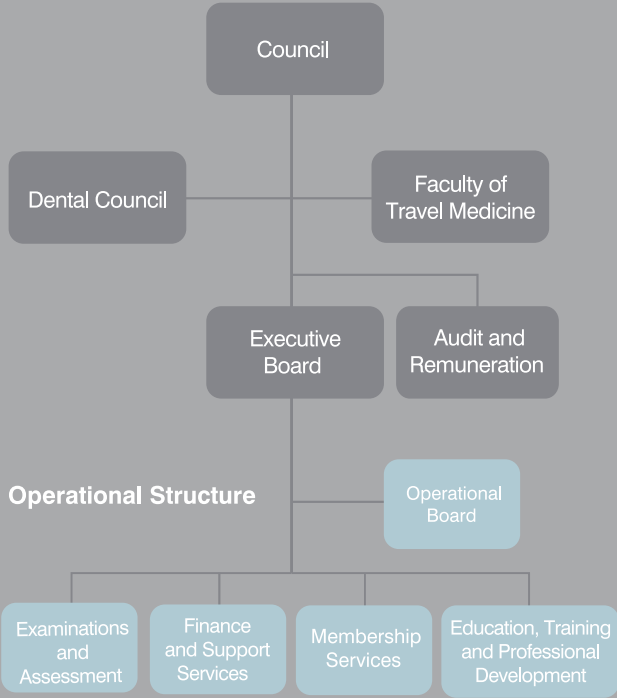


“We are delighted with our efforts and know that this money will really make a difference to the ex-Service men and women cared for by Erskine.”



# College Council and Structure

## Governance Structure



## Operational Structure

## Intercollegiate Structure

### Examination & Assessment Intercollegiate Bodies

- ICBSE, JCIE** (Joint Surgical Colleges of GB&I)
- MRCP(UK)** (Federation of the Royal Colleges of Physicians UK)
- JMDF** (Joint Dental Faculties of GB&I)
- MFDS** (Intercollegiate Dental Management Board)

### Education & CPD Intercollegiate Bodies

- JCST** (Joint Committee on Surgical Training)
- JRCPTB** (Joint Royal Colleges of Physicians Training Board)
- CPD** (Continuing Professional Development)
- JCSTD** (Joint Committee on Specialist Training in Dentistry)

### Office Bearers

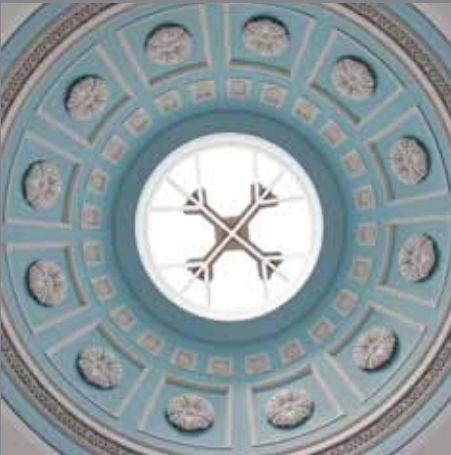
Mr Ian W R Anderson	President
Dr Lawrence McAlpine	Vice-President (Medical)
Professor Miles Fisher	Vice-President (Medical)
Mr David Galloway	Vice-President (Surgical)
Mr John McGregor	Vice-President (Surgical)
Dr Alyson Wray	Vice-President (Dental)
Dr Jackie Taylor	Honorary Secretary
Mr Paul N Rogers	Honorary Treasurer
Dr Elaine Morrison	Honorary Librarian
Dr Robin J Northcote	Registrar
Professor Peter Chiodini	Dean of the Faculty of Travel Medicine

### Ordinary Councillors

Mr Ian Graeme Conn	Surgeon
Mr Marc Bransby-Zachary	Surgeon
Mr David Koppel	Surgeon
Ms Jennifer McIlhenny	Surgeon < 10 years
Dr Rajan Madhok	Physician
Dr Roderick Neilson	Physician
Dr Hilary Dobson	Physician
Professor Adrian Brady	Physician
Dr Morven McElroy	Physician < 10 years

### Regional Councillors

Dr Gordon Cook	(Physician) working outside Scotland
Dr Arthur Dunk	(Physician) working outside Scotland
Mr Andrew D Henry	(Surgeon) working outside Scotland
Mr Alasdair Walker	(Surgeon) working outside Scotland
Mr Kevin Baird	Grampian, Highland and Islands (excluding the Argyll area) and Tayside
Mr James Watson	South East Scotland
Mr Michael J McKirdy	South West Scotland







# ROYAL COLLEGE OF PHYSICIANS AND SURGEONS OF GLASGOW

My College • Your College • Our College

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