

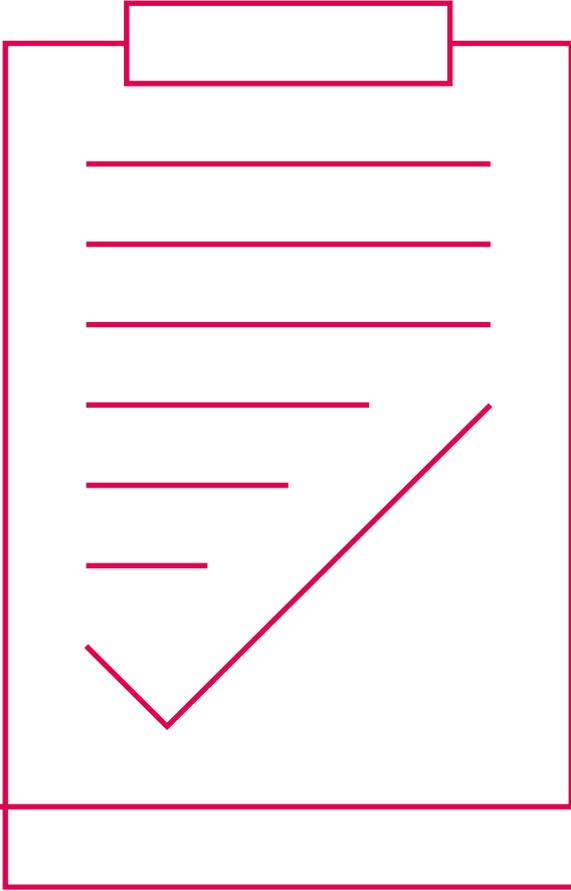
# Policies and Activities

## 2018

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# Policies and Activities 2018



## About these documents

The Academy of Medical Royal Colleges is setting out a clear picture of its activities and priorities for 2018 for the benefit of members and other stakeholders. Our aim is to provide a comprehensive account of what we think, what we do and what we provide for our members.

Academy policy and priorities are decided by our Council which comprises the Presidents of all member Colleges and Faculties. The 2018 policy priorities were the subject of detailed discussion at the Council policy day in September 2017 and were endorsed at a subsequent Council meeting. Our overall aims and objectives are agreed by our Board of Trustees which is responsible for the governance of the organisation.

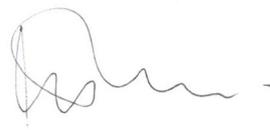
Included are:

- A Statement of Purpose
- The Academy's strategic aims and objectives
- The Academy policy priorities 2018 as agreed by the Council
- Five briefings setting out the agreed policy priorities which were agreed and supported by all members on:
  1. Value and resources
  2. Workforce
  3. Education and training
  4. The digital agenda
  5. Brexit

This suite of documents also includes recent and regular activities undertaken by the Academy on behalf of its members.

Progress in addressing priorities and carrying out our work programme is reported to the Council and Board and detailed in our annual report at the end of the year. This year an Academy update will report on activity to date three times a year.

**Professor Carrie MacEwen,**  
Chair, Academy of Medical Royal Colleges



**Alastair Henderson,**  
Chief Executive, Academy of Medical Royal Colleges



January 2018

## Policy Priorities 2018

The overall objective for the Academy is to work for the **Delivery of an equitable, high quality, safe and sustainable health and care system for the UK.**

The Academy Council has identified five priority topics which all contribute to the overall objective above.

Within each topic we have identified specific issues on which we will work and for each of them, what our goals are and what activities we will be undertaking to achieve them.

These priority topics will form the basis of the Academy work streams and will be consistently promoted both proactively and reactively.

Patients' views will feed into many of these priority topics in line with the Academy's strategic objective of "*Ensuring that the Academy's views and priorities are informed by patient perspectives*" and the Academy Patient Lay Committee will be asked for their input into how we take forward these priorities.

1. Value and resources
2. Workforce
3. Education and training
4. The digital agenda
5. Brexit

# 1. Value and resources

Overall objective: *Seeking more resources for the health and care system while recognising that current resources need to be used differently and more efficiently for the benefit of patients.*

Specific issue	Goals	Academy Actions/ work	Timescale
Resources	Securing increased funding for health and care services	Pressing for increased funding for health and care and most effective use of resources	On going
Value	Delivering a just distribution of finite resources by reducing waste and unwarranted clinical variation	<ul style="list-style-type: none"> <li>– Identifying unnecessary and/ or wasteful clinical and non-clinical activities and promote college initiatives for tackling clinical variation.</li> <li>– Support for GIRFT/Right care initiatives and similar initiatives in devolved administrations</li> <li>– Consider work with FFLM and Defence Bodies on reducing the costs of litigation</li> </ul>	To March
			<p>On-going</p> <p>Spring 2018</p>
	Supporting clinical ownership and leadership of quality improvement and value agenda	Promoting the Academy's Quality Improvement agenda	Programmed work 2007-18



Choosing Wisely	Promote Choosing Wisely and integrate with similar initiatives	<ul style="list-style-type: none"><li>— Identify a choosing wisely champion in each college</li><li>— Hosting a Choosing Wisely conference</li><li>— Work with GIRFT, Rightcare etc to prevent dilution of messages</li></ul>	Autumn 2017  Spring 2018  On-going
	Expanding Choosing Wisely and ensuring Academy's profile is raised in relation to this issue	<ul style="list-style-type: none"><li>— Second round of recommendations</li><li>— Developing a social media presence around shared decision making and Choosing Wisely</li></ul>	To March 2018  Spring 2018
Defending the values of the NHS	Highlighting actions/policies we believe damage the NHS and quality of care	<ul style="list-style-type: none"><li>— Produce and promote clear evidence of policies that are undermining the values of the NHS</li></ul>	2018

## 2. Workforce

Overall objective of topic: *Working to ensure we have the appropriate workforce, in the right numbers, properly supported and valued.*

Specific issue	Goals	Academy activities/ work	Timescale
Supporting the well-being of the whole workforce and improving morale for all staff across the UK	Supporting Junior Doctors	<ul style="list-style-type: none"> <li>– ATDG Supportive environments</li> <li>– Involvement in HEE Enhancing Junior Doctors' Working Lives Group</li> </ul>	<p>On going</p> <p>12 months</p>
improving morale for all staff across the UK	Championing 'good work' specifically promoting flexibility	<ul style="list-style-type: none"> <li>– Working with the GMC on Flexibility work (Enabling specialty transfer - transferable competences)</li> <li>– Supporting flexible work arrangements for all doctors including portfolio careers</li> <li>– Resilience - Engaging with employers</li> </ul>	<p>18-month project from Autumn 2017</p> <p>On going</p> <p>On-going</p>
	Enabling clinicians to work for the wider NHS	<ul style="list-style-type: none"> <li>– Discuss time for work for the wider NHS with partners and stakeholders across the four nations</li> </ul>	Spring 2018
Changing roles and multi-professional working, to deliver patient centred, more efficient care	Support the development of a fully trained, collaborative multi-professional workforce	<ul style="list-style-type: none"> <li>– Statement on multi-professional working with other professional bodies</li> <li>– Joint work with other professional bodies on workforce design and development and professional regulation</li> </ul>	<p>Completed - September 2017</p> <p>Autumn 2017/ Spring 2018</p>
		<ul style="list-style-type: none"> <li>– Pressing for regulation of Medical Associate Professionals</li> </ul>	On-going



<p>Changing roles and multi-professional working to deliver patient centred, more efficient care</p>	<p>Support and showcase college and other work on expanded roles and team working <i>'Doctors only doing what doctors can do'</i></p>	<ul style="list-style-type: none"> <li>— Two events with New Care Models + Joint Workforce Group</li> <li>— Publication following these event</li> <li>— Don Berwick seminar</li> <li>— Academy Workforce Group</li> </ul>	<p>Oct/Jan 2018</p> <p>March 2018</p> <p>Nov 2017</p> <p>On going</p>
<p>Workforce Supply</p>	<p>Increased long-term investment in staffing</p>	<ul style="list-style-type: none"> <li>— Pressing for appropriate numbers of medical and other healthcare and support staff</li> <li>— Work with HEE in AoMRC Workforce Group and Medical Training Forum</li> </ul>	<p>On going</p> <p>On-going</p>
	<p>Ensuring an adequate supply of workforce in the immediate future to deliver safe, timely care and provide better working conditions for doctors</p>	<p>Supporting action to address rota gaps— including overseas recruitment</p> <ul style="list-style-type: none"> <li>— Working with CQC on 'safe' rotas</li> <li>— Promoting fuller and effective recruitment of overseas doctors</li> <li>— Running and seeking expansion and scope of MTI</li> <li>— Lobbying for fixed term placement schemes with non-priority and commonwealth countries</li> <li>— Supporting Colleges in other initiatives on effective and ethical overseas recruitment</li> </ul>	<p>Autumn 2017</p> <p>Ongoing</p> <p>Ongoing</p> <p>Autumn 2017</p> <p>On-going</p>

### 3. Education and training

Overall objective of the topic: *Supporting Colleges maintain excellence in medical education and training to ensure the highest quality delivery of care.*

Specific issue	Goals	Academy activities/ work	Timescale
Shape of Training	Ensure College involvement and satisfactory outcomes on Shape issues	Continued involvement in Shape implementation through JATF and trainee groups	On going
	Clarity over credentialing	Engage with: <ul style="list-style-type: none"> <li>– The general Medical Council</li> <li>– Health Education England</li> <li>– NHS Education for Scotland on credentialing</li> </ul>	On going
Flexibility	Greater flexibility for Trainees is respect of both operational and curricular aspects of training	– Conduct work on flexibility with Colleges commissioned by GMC, including: <ul style="list-style-type: none"> <li>– Review of Transferable Competences</li> <li>– Scope shared curricula aspects</li> <li>– GPC implementation [see above under workforce]</li> </ul>	18 months from autumn 2017
		– Participate in Health Education England's 'Enhancing Junior Doctors' Working Lives' group.	12 months



Good stakeholder relations	Develop better relationships with key stakeholders such as GMC, COPMeD, HEE, NES so there is full College involvement and desired outcomes	<ul style="list-style-type: none"><li>– Enhance relationship with COPMeD – Joint meeting with Deans</li><li>– Continue developing relationship with other education and research bodies</li><li>– Enhance understanding of the health delivery of all four home nations</li></ul>	Feb 2018  On-going  On-going
	Demonstrating support and concern for trainee doctors	<ul style="list-style-type: none"><li>– Showing activity on behalf of trainees</li><li>– Complete Cost of Training exercise.</li></ul>	On-going  By November
	Engagement with other healthcare professions on advanced practitioner training	<ul style="list-style-type: none"><li>– Raise with Joint Professions Group</li><li>– Build working relationships with non-medical groups – RCN, AHPs, social care</li><li>– Medical schools – around education and licensing examinations</li></ul>	Spring 2018  On-going  Spring 2018

## 4. The digital agenda

Overall objective of the topic: *Supporting clinical ownership of digital advances to provide safer and more cost-effective care.*

Specific issue	Goals	Academy Actions/ work	Timescale
Clinical requirements 2020	That the 25 recommendations in the Academy report are implemented and ensuring Academy's profile is raised in relation to this issue	<ul style="list-style-type: none"> <li>— Promoting and pursuing the Academy agenda set out in our Clinical Requirements 2020 document</li> <li>— Develop and run a 'Digital Champions' competition sponsored by Wellcome</li> </ul>	<p>On-going</p> <p>Summer 2018</p>
Standards in digital care	Ensuring clinical standards in digital based/delivered care	<ul style="list-style-type: none"> <li>— Promote at the Strategic Clinical Reference Group</li> <li>— Work with NHS Digital</li> <li>— Lead work on 'The ethical considerations of using Artificial Intelligence in healthcare'</li> </ul>	<p>November 2017</p> <p>On-going</p>

## 5. Brexit

Overall objective of the topic: *Recognising the importance of the impact of Brexit on healthcare and seeking to influence the protection of UK health standards.*

Specific issue	Goals	Academy activities/work	Timescale
Identifying College positions	Ensuring we have a clear understanding of College concerns and positions on the relevant issues	Work with Brexit Reference Group and with College staff leads Group	All year
Influencing and lobbying	Seeking to ensure that Academy objectives are acted upon by those with relevant responsibility and ensure that four country concerns are addressed	<ul style="list-style-type: none"> <li>— Working with the UK Brexit Alliance and Cavendish Coalition to forward aims</li> <li>— Engaging with DH and ALBs as appropriate</li> <li>— Identifying what actions Government can take now and pushing for these to be implemented</li> </ul>	<p>All year</p> <p>All year</p> <p>Autumn 2017</p>

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