

Statement: Proposed Faculty of Medical Leadership and Management July 2010

Background

There has been growing interest in the development of medical leadership and the involvement of doctors in management for many years. The commitment has been increasing in various parts of the NHS system. Medical Royal Colleges have seen this as part of the modern redefinition of professionalism and have made practical contributions through, for example, the joint development of the medical leadership competency framework and its inclusion in training curricula, and specific educational support. In this context Colleges and other relevant interest groups have been engaging for some time on how standards in the area can be defined and maintained and particularly how the medical profession can take greater ownership of this agenda.

Recent developments

The British Association of Medical Managers (BAMM) was established as a membership organisation bringing together the growing community of doctors involved in management. It had been given a key role in recent times in revalidation processes (developing responsible officers, 'tackling concerns locally' etc) as well as delivering a range of training opportunities ('Fit to Lead'). However, recently BAMM has encountered severe financial difficulties and has been formally placed in administration.

The concept of a Faculty to strengthen further the professional adoption of medical leadership has been ongoing for some time. However, the closure of BAMM has given urgency to seeing a practical and secure solution to the Faculty question. In response to this immediate challenge, the RCP, together with the RCGP, initiated a meeting of interested parties, including the Academy of Medical Royal Colleges (AoMRC), the NHS Institute (NHSI), nominated SHA medical directors, NHS Employers and others with BAMM related experience, to consider the principles of creating a Faculty and to identify the next steps.

In short, it was agreed that a Faculty was desirable and that a proposal should be formulated for wider consideration. The essence of a Faculty of Medical Leadership and Management is that it should be a professional home for those doctors involved in management and include the setting, monitoring and developing of standards. The Faculty governance model should be inclusive to all committed Medical Royal Colleges to be part of the arrangement, recognising that there would be, as in all new ventures, a degree of risk sharing.

Next steps

The formation of a working group has been agreed (co-chaired by the RCGP and RCP) to take this work forward with a view to developing a formal proposal by the end of the calendar year. To date no firm decisions have been taken about the detail of the role, governance or name of the proposed Faculty. Project support for the work will come from the NHSI. The proposal will form the basis of a consultation with all Colleges and Faculties of the Academy, and with the broader NHS community.

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