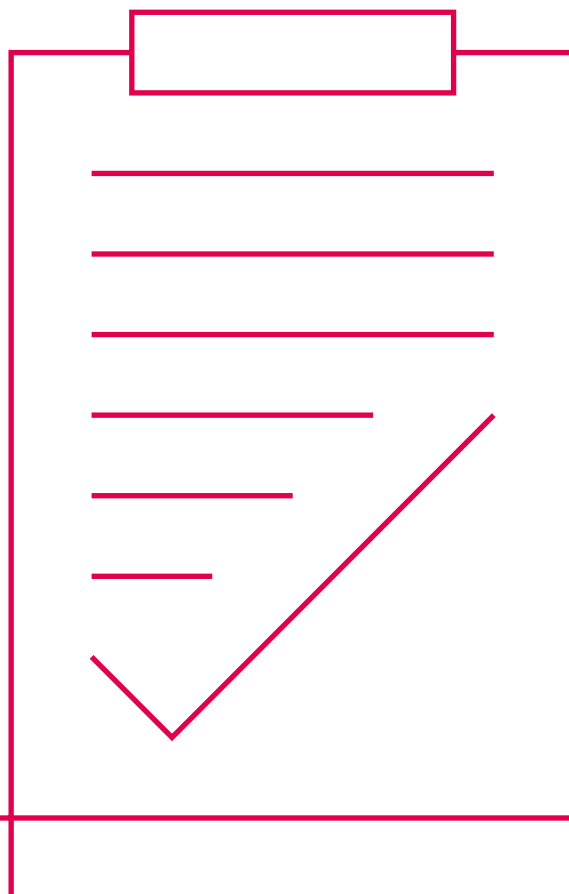**Academy of
Medical Royal
Colleges**

# Policies
# and Activities
# 2019

# About these documents

This document gives a clear picture of the Academy of Medical Royal Colleges  aims, policy priorities and activities for 2019 for the benefit of members and other stakeholders.

The 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 2019 policy priorities were the subject of detailed discussion at the Council policy day in September 2018 and were endorsed at a subsequent Council meeting.
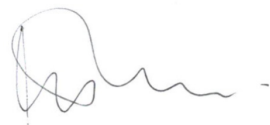
Our overall aims and objectives are agreed by our Board of Trustees which is responsible for the governance of the organisation.

Included are:

— A Statement of Purpose
— The Academy's strategic aims and objectives for 2019
— The Academy 2019 policy priorities as agreed by the Council
— Briefings on the five policy priorities which were agreed and supported by all members on:
    1. Resources, value and quality
    2. Workforce
    3. Education and training
    4. The digital agenda
    5. Brexit

The document also includes a summary of day-to-day 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 2019

# Statement of Purpose

## January 2019

The Academy of Medical Royal Colleges is an organisation whose membership comprises all medical Royal Colleges and Faculties across the UK and Ireland. It, therefore, represents the breadth of medicine across all four home nations.

By bringing together the expertise of the medical Royal Colleges and Faculties it drives improvement in health and patient care through education, training and quality standards.

Its strength lies in the broad based and inclusive membership which, informed by patient input, can collectively shape policy on common issues which affect healthcare for the benefit of patients and the public.

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

Individual Colleges and Faculties have the expertise and knowledge of their specialty areas but they recognise the efficiencies and benefits of working together on cross-cutting issues to ensure agreed standards and procedures.

On behalf of its members the Academy:

— Promotes collectively agreed health policy priorities
— Works collaboratively with members on cross-cutting education and training issues
— Liaises with external bodies on education, training and standards
— Responds to consultations
— Provides or facilitates agreed services to member organisations
— Coordinates, but does not control, communications activities.

The current five policy priorities for the Academy are:

— Workforce issues: Seeking to ensure we have the appropriate workforce, in the right numbers, properly trained, supported and valued
— Resources, value and quality: 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 in ways that improve quality and safety of care
— The digital agenda: Supporting clinical ownership of digital advances to provide better more cost-effective care
— Education and training: Supporting Colleges to maintain excellence in medical education and training
— Brexit: Recognising the importance of Brexit on healthcare and seeking to influence the protection of UK health standards.

Each College and Faculty is represented on the Academy Council by its President/Chair. Our members are listed here.

Our Chair is Professor Carrie MacEwen, Past President of the Royal College of Ophthalmologists.

For more information visit www.aomrc.org.uk

# Strategic aims and objectives 2019

## Our over-arching ambition

To be clearly recognised by all key stakeholders as the leading voice of the medical profession across the UK on cross-specialty matters relating to education, training and improving healthcare for patients.

This means:

— Coordinating the views of the Medical Royal Colleges on cross-speciality issues
— Representing those views to either the key external stakeholders or to Medical Royal Colleges to support their own work
— Ensuring that the Academy's views and priorities are informed by patient perspectives.

## Our strategic objectives

### a] To provide the highest level of advice and influence on medical education, training and the improvement of healthcare for the benefit of patients

We will do this by:

— Ensuring that the Academy is recognised as the voice of doctors - not for doctors own interests, but in support of the highest standards of patient care
— Taking a leading role in the early identification of issues of concern to patients and the profession
— Supporting the role of doctors as leaders in developing, managing and delivering services.

### b] Be of value and relevant to the needs of our internal and external stakeholders

We will do this by:

— Taking a UK wide perspective on policy issues in general and in response to specific issues
— Actively promoting collaborative working between Colleges and Faculties
— Actively engaging with Governments and other appropriate external organisations
— Working with representatives of other clinical professions as appropriate
— Ensuring we do more of what adds value and cutting what doesn't.

### c] Ensure good governance and financial stability

We will do this by:

— Actively seeking alternative and additional sources of income, provided they are in line with the organisation's values and objectives
— Continuing to ensure that the Academy's expenditure remains in line with the income it generates
— Regularly reviewing governance and organisational arrangements to ensure they reflect best practice and can meet challenges as they emerge.

# Policy Priorities 2018 - 2019

At its Policy Day in September 2018 the Academy agreed a set of policy priorities and related work programme for 2018-19. The Council agreed to continue with the same policy priorities as the previous year whilst obviously amending the specific workstreams and activities.

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 priority priorities for the Academy are:

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

These priority topics will form the basis of the Academy work streams and will be consistently promoted both proactively and reactively. Progress will be reported to the Council identify the criteria for success.

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."*

In addressing these priorities, the Academy will seek close working with Scottish Academy, Wales Academy/Committee and Irish Colleges.

# 1. Workforce

Overall objective of topic: *Seeking 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 and improving morale for all staff across the UK | Supporting Junior Doctors | — ATDG Mend Medicine Project<br>— Involvement in HEE Enhancing Junior Doctors' Working Lives Group | On going<br><br>12 months |
| | Championing *'good work'* specifically promoting flexibility | — Working with the GMC/COPMED on "Step on/Step off" training<br>— Supporting flexible work arrangements for all doctors including portfolio careers with particular focus on doctors near the end of their careers | On going<br><br><br><br>On going |
| | Enabling clinicians to work for the wider NHS | — Discuss time for work for the wider NHS with partners and stakeholders across the four nations | Spring 2019 |
| Changing roles and multi-professional working, to deliver patient centred, more efficient care | Support the development of a fully trained, collaborative multi-professional workforce | — Work with HEE/ Colleges and other professional bodies on advanced practitioner training<br>— Developing relationships and joint work with other professional bodies<br>— Pressing for response regulation of Medical Associate Professionals | On going<br><br><br><br><br><br>On going<br><br><br><br>On going |

| Workforce Supply | Increased long-term investment in staffing | — Responses to Workforce plan<br>— Pressing for continued review of numbers of medical students<br>— Work with HEE in AoMRC Workforce Group and Medical Training Forum | Autumn 2018<br><br>Autumn 2018/Spring 2019<br><br><br>On going |
|---|---|---|---|
| | Ensuring an adequate supply of workforce in the immediate future to deliver safe, timely care and provide better working conditions for doctors | — Promoting fuller and effective recruitment of overseas doctors<br>— Running and seeking expansion and scope of MTI<br>— Supporting Colleges in other initiatives on effective and ethical overseas recruitment<br>— Input and response to LTP | On going<br><br><br>End of 2018 (LTP)<br>On going<br><br>On going<br><br><br><br><br><br>Autumn 2018 |

# 2. Value, quality 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 in ways that improve quality and safety of care.*

| Specific issue | Goals | Academy activities/ work | Timescale |
|---|---|---|---|
| Resources | Securing increased funding for health and care services | — Pressing for increased funding for social care, capital expenditure, public health and education excluded from the NHS settlement | Awaiting delayed green paper |
| | | — In partnership with others input to long term plan and monitoring progress and adequacy of funding | Ongoing |
| | | — Input to NHSE Long Term Plan | Autumn 2018 |
| | | — Follow up of LTP recommendations | Ongoing |
| Value | Delivering a just distribution of finite resources through reducing waste and unwarranted clinical variation | — Support for GIRFT/Right care initiatives and similar initiatives in devolved administrations | Ongoing |
| | | — Securing common narrative to underpin the various value initiatives | Autumn 2018 |
| | | — Support for the prevention agenda to avoid the need for treatment and intervention | Ongoing |
| | | — Engaging in initiatives to transform and restructure services in ways that deliver better quality and value | Ongoing |

| | | | |
|---|---|---|---|
| Value cont. | | — Involvement in NHSE Evidence Based Interventions (EBI) | Autumn 2018/ Spring 2019 |
| | | — Involvement in Rethinking Medicine Programme | Ongoing |
| | | — Continued work on litigation. Nov seminar | Spring 2019 |
| | | — Continuation of Genomics work with NHSE | On going, to end of 2019 |
| Choosing Wisely | Promote Choosing Wisely and ensure alignment with other initiatives | — Determine next steps with CW initiative | Autumn 2018 |
| | | — Securing common narrative to underpin the various value initiatives | Autumn 2018 |
| | | — Promote CW Shared Decision Making agenda with increased patient involvement | Ongoing |
| | | — Involving other healthcare professionals | Meeting in summer 2018 / Ongoing |
| Public affairs | Continue to promote policies which support and sustain NHS with media and policy makers and facilitate broad College access to Ministers and policy makers to promote such policies | — Regular NHSE/I Meetings | Ongoing |
| | | — Facilitate meetings/dinners with the SofS | 2019 |
| | | — Support College/ Faculty media engagement as appropriate | |
| Quality and safety | Academy engagement in quality and safety agenda | — Determination of Academy QI/ Safety work programme and structure | Winter 2018 |
| | | — Development with NHSE | Winter 2018 |
| | | — Complete and pilot Proactive Risk Assessment agenda | March 2019 |

| Quality and safety cont. | Academy engagement in quality and safety agenda | — QI curriculum finalised and available to use | Winter 2018 |
| | | — Patient Safety Syllabus completed and likely to be included in the long-term patient safety strategy infrastructure. Finalising funding for next phase | March 2019 |
| | | — Complete standards and training for expert witness work as set out by Williams Review | March 2019 |
| | | — Training Never Events (ADTG) | Spring 2019 |

# 3. The digital agenda

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

| Specific issue | Goals | Academy activities/work | Timescale |
| --- | --- | --- | --- |
| Improving NHS digital/IT | Active Academy/College engagement and profile in promoting digital agenda and solutions | — Promoting and pursuing the Academy agenda set out in our Clinical Requirements 2020 document | Ongoing |
| | | — Deliver joint initiative with PRSB of funded survey of doctors' digital concerns/aspiration | Autumn 2018 / Spring 2019 |
| | | — Complete AI report and launch | Spring 2019 |
| | | — Engage with any specific SoS initiatives | Ongoing |
| Standards in digital care | Determining College role in assurance of NHS Pathways | — Project with NHSI to determine process | Autumn 2018 / Spring 2019 |
| | | — Recommendation to Council | Spring 2019 |
| | | — Implement if agreed | Summer 2019 |
| Genomics | Support the embedding of genomic medicine into the NHS in a way that is safe, fair and equitable | — Created group of College Genomic Clinical Leads | To Summer 2020 |
| | | — Working to identify education and training requirements and safe clinical pathways for genomic testing | |
| | | — Ensuring regular communications between all colleges and work going on across the UK and all national bodies | |

# 4. Education and training

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

| Specific issue | Goals | Academy activities/ work | Timescale |
|---|---|---|---|
| Education reform / Shape of Training | Ensure Academy/ College involvement and satisfactory outcomes on continuing education reform | — Academy participation in "Future of Education" debate<br>— Continued involvement in Shape implementation through JATF and trainee groups<br>— Support for on-going work of Academy Education Committees in line with overall objectives | Ongoing<br><br>Ongoing<br><br><br><br>Ongoing |
| | Clarity over credentialing | Engage with GMC, HEE, NES and COPMED on credentialing | GMC consultation to be published |
| Flexibility | Greater flexibility for Trainees is respect of both operational and curricular aspects of training | — Complete work on flexibility with Colleges comm-issioned by GMC<br>— Work with HEE to assess trainee capability when transfer between specialties or step on/off training. Digital tool to assist colleges with the process of capability gap analysis<br>— Develop Step-on/ Step-off approach with partners (COPMED, HEE, GMC) | To Autumn 2019<br><br>Summer 2019<br><br><br><br><br><br><br><br>Autumn 2018 / Spring 2019 |

| Educational stakeholder relations | Develop better relationships with key stakeholders such as GMC, COPMeD, HEE, NES so there is full College involvement and desired outcomes | — Enhance relationship with COPMeD – Joint meeting with Deans | February 2019 |
| | | — Continue developing relationship with other education and research bodies | Ongoing |
| | | — Seek input to UK-wide Govt, education forum | Autumn 2018 |
| | Engagement with other healthcare professions on advanced practitioner training | — HEE supported work with non-medical groups and Colleges on advanced practitioner training and credentialing | To Summer 2019 |
| | | — Build working relationships with non-medical groups – RCN, AHPs, social care | Ongoing |

# 5. Brexit

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

| Specific issue | Goals | Academy activities/ work | Timescale |
|---|---|---|---|
| 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 | — Working with the UK Brexit Alliance and Cavendish Coalition to forward aims<br>— Engaging with DH and ALBs as appropriate<br>— Identifying what actions Government can take now and pushing for these to be implemented | To March 2019<br><br>To March 2019<br><br>To March 2019 |
| Ireland | Seeking to ensure lack of disruption to healthcare in Ireland from Brexit | Working with UK and Irish Colleges to protect healthcare arrangements in Ireland | To March 2019 |
| Post Brexit | Monitoring post Brexit situation and take required action | — Monitor situation<br>— Work with GMC re professional qualifications and entry requirements | Ongoing Spring / Summer 2019 |

The Academy will, of course, have to respond and react to issues that arise during the year. Experience suggests that these can on occasion become very time consuming and generate their own work programmes and activities.

The Academy Council also agreed to support three initiatives which cross several specialties where an individual College(s) will take the lead role. These are:

— Women's Health (RCOG)
— Children and Young People's Health (RCPCH)
— Winter Pressures (RCEM)