

Academy Council Policy Day

Summary of key issues

The Academy Council held its annual policy day on 17/18 September hosted by the RCoA. The purpose of the Policy Day is to provide an opportunity for Council to consider a small number of key current issues in depth in a way that isn't generally possible at ordinary business meeting. This is when the Council decides its policy priorities for the coming year. The Academy also has its formal annual members' meeting during the policy day when the Board of Trustees reports back to members on the governance of the Academy.

The event is an opportunity for discussion, therefore formal minutes of the meeting are not produced. However, the topics discussed are outlined below.

NHS England Long Term Plan and workforce Issues

Simon Stevens, NHS England/Improvement Chief Executive, spoke about progress on the Long Term Plan and about the key workforce issues. In the discussion that followed issues raised included pensions, progress on integration of care, valuing staff, mental/physical health parity and likely winter pressures.

Actions by the Academy and Colleges

It was felt that the Academy could make the most potential impact by detailing examples of the effect that consultants retiring or cutting back on sessions due to pension issues is having on service provision. It was therefore agreed that the Academy will collect examples from members which we can provide to Government.

Medical Leadership

Tim Swanwick, NHS Leadership Academy, and Peter Lees, Faculty of Medical Leadership and Management, gave a summary of work on medical leadership and the materials and opportunities currently available. There was discussion of the barriers to doctors engaging in medical leadership and the opportunities for Colleges to support and promote medical leadership.

Actions by the Academy and Colleges

Consider broadening current developments in leadership training as currently being delivered by the RCP Chief Registrar and Flexible portfolio training schemes and the RCEM leadership training initiative to embed and assess leadership training in curricula in a recognised fashion. The incorporation of leadership training as part of GPCs is already underway and sharing should be encouraged.

NHS and Europe

Layla McCay, International Director for the NHS Confederation, spoke about the likely impact of No Deal Brexit across a range of areas and particularly those European activities we will no longer be able to access. Kirstyn Shaw from the GMC then spoke about arrangements for continuing recognition of qualifications and, going forward, revising equivalence arrangements.

Actions by the Academy and Colleges

The presentations highlighted the range of risks of No Deal and the Council agreed the text of an Academy statement setting out its serious concerns at the prospect of No Deal. Identifying equivalence of training and qualifications could be a Colleges' role.

The Council adopted a statement on the importance of medical leadership and will be writing to Lord Prior, Chair of NHS England, with our views on what needs to be put in place to facilitate medical leadership and showing the professions' engagement with leadership issues.

Flexibility in Training Step-on/Step-Off training

Sheona Macleod, Chair of COPMED, and Bill Allum, RCS England and Chair of Academy Flexibility working group, led a discussion on work being undertaken by COPMED and the Academy on making training more flexible to meet the needs of trainees.

This focussed on the ability for easier "step-in/step-out" of training pathways and the implications for Colleges and the service in practical terms. It was recognised that while managing the process would present challenges, this was the right approach and trainees choosing a flexible approach was simply a reality. This is already happening in trailblazer sites e.g. anaesthesia in east Midlands.

Actions by the Academy and Colleges

Assist in the recognition of OOPP experiences and support the principle with training and trainee committees alongside the importance of competency, rather than time based training.

Workforce – Prerana Issar

The Council heard from Prerana Issar, the NHSE/I Chief People Officer, who talked of her personal background and aspirations as well as updating on the work to develop the final People Plan. There was a good opportunity for members to highlight the main areas of concern and potential actions that can be taken.

Actions by the Academy and Colleges

It was agreed that we would hold a further meeting for the Council with Prerana towards the end of October to discuss the likely priorities and give College input.

Academy Priorities

The Council considered the Academy's policy priorities for the coming year. Council broadly supported the priorities but agreed that the theme of digital transformation should be widened to encompass other aspects of service transformation. The priorities for 2019-20 will therefore be Workforce, Value, Quality and Resources, Education and Training, Healthcare Transformation and Innovation and Brexit.

The Council discussed how we involve other healthcare professional groups in our work most effectively and endorsed an Academy statement to be released in the event of an election.

Academy/COPMED meeting

Carrie MacEwen, the Academy Chair, reported on the successful College meeting with COPMED held earlier this month. It had been a positive meeting and will be repeated. The focus of discussion was making a reality of "Step-in/Step-out" training.

It was also noted that joint guidance of the development of SAS doctors, endorsed by the Academy, is expected to be published shortly.

Academy Members Meeting

Charles Winstanley, Chair of the Academy Board of Trustees, reported on the Board's activities over the past year and Miller McLean, Chair of the Audit and Risk Committee, presented the annual Trustees report and accounts which have been approved by the external auditors. There were no questions on the accounts or Trustee's report.

The meeting was also shown the [Academy 2019 annual review](#) which has been prepared for members and external stakeholders