

MEETING OF COUNCIL

Minutes of the meeting held on 6 November 2024 Online only via MS Teams

Members present:

Elected members:

Dr Claire Shannon, President
Dr Toni Brunning, Vice President
Dr Chris Carey, Vice President
Dr Fiona Donald
Dr Helgi Johannsson
Professor Mike Grocott
Dr Sarah Ramsay
Dr Felicity Laat
Dr Michael Swart
Dr Rosalind Bacon
Dr Sri Gummaraju
Professor Jonathan Thompson
Dr Ashwini Keshkamat
Dr Ramai Santhirapala
Dr Elisa Bertoja
Professor Andrew Smith
Dr Satya Francis
Dr Sarah Thornton

Dr Rashmi Rebello
Dr Matthew Tuck
Dr Jonathan Chambers
Dr Paul Southall
Dr Sophie Jackman
Dr Chris Taylor

Co-opted members:

Dr David Urwin
Dr Daniele Bryden
Dr Daphne Varveris
Dr David Selwyn
Dr Nirmala Soundararajan
Dr Sandeep Lakhani
Dr Tim Meek
Dr Roger Sharpe
Dr Simon Howell
Ms Jenny Westaway

Staff members in attendance:

Mr Jonathan Brүүn, Ms Sharon Drake, Mr Russell Ampofo, Mr Mark Blaney, Mr Aaron Woods, Ms Rose Murphy, Mrs Natalie Walker, Mr Shaun Lee.

Apologies for absence:

Mr Graham Blair, Dr Lorraine De Gray, Dr William Donaldson, Dr Simon Ford, Dr Sunil Kumar, Colonel Giles Nordmann, Ms Judith Tidnam.

Observers in attendance:

Ms Judith Hendley, Associate Director at NHSE for the Elective Recovery and Transformation Programme, Mr Peter Kunzman, Head of Policy and Public Affairs, Ms France Bright, Associate Director of Marketing and Communications.

1. Welcome, Apologies and Declaration of Interests

The Chair welcomed all members to the Council meeting. Dr Tim Meek attended his first Council meeting as the new President of the Association of Anaesthetists.

1.1 Declarations of interest:

The President reminded attendees to declare any conflicts of interest that may include:

- their own financial (personal and non-personal) interests in any relevant industry'

- financial interests (that they know of) in any relevant industry that were held by their immediate family'
- any other matter which could reasonably be regarded as affecting their impartiality as set out in the section on 'Other relevant interests'.

No additional conflicts were received in advance or during the meeting.

1.2 Deceased members

The College had not been informed of any new deceased members since the previous Council meeting.

2. Usual business

2.1 Council minutes

The minutes of the Council meetings held on 29 August 2024 and 11 September 2024 were approved as a true and accurate record.

2.2 Matters Arising/Actions

Council noted that most of the actions were complete or included on the agenda at the meeting.

3. President's Update

3.1 Overview of Major Stakeholder Engagement College

The President highlighted the paper circulated in the pack, which provided an overview of major stakeholder engagement since the September meeting.

3.2 Update from Trustee Meeting 16 October 2024

The President updated Council on the following points from the 16 October Board of Trustees meeting:

Estates

Trustees had received advice from the College lawyers on the requirements of charity law and regulation to put in place the arrangements of selling the property and acquiring a lease of property following on from its sale.

- Estates Programme Delivery Group Terms of Reference: The Board of Trustees had approved the terms of reference for an Estates Programme Delivery Group. This short life working group would be charged by the Board of Trustees to deliver the Estates Masterplan Programme (EMP).
- Principles for deciding on a new College estate: Following discussion at previous Council and Board of Trustees meetings, Trustees had been presented with basic principles relating to a possible future College estate. Following the Board of Trustees meeting, the EPDG met and agreed that membership engagement would start as a conversation using a 'blank sheet' approach. The membership would be invited to share their visions and priorities for the new RCoA building in due course.

RCoA Job Band Framework changes: The Remuneration Committee monitors the effectiveness of the College's Pay & Reward Policy and following the outcome of a formal pay appeal meeting, a recommendation was made to the Remuneration Committee to make an adjustment to the RCoA Job Band Framework. Trustees had approved a recommendation received from the Remuneration Committee to make an adjustment to "Band D."

Governance: Following the September Council meeting, where Council approved updates to the College's Regulations, the new draft of the Regulations were received by the Board of Trustees and discussed. The changes to the ordinances require approval from the Membership at the November 2024 AGM. Trustees requested that the reference to "good standing" should

remain for now, with further discussion required. Trustees then approved the proposed changes to the Regulations and Ordinances and the Resolution for the AGM taking place on 27 November 2027. In doing so, Trustees delegate authority to the Governance Team to make any further minor corrections identified for circulation as part of the AGM papers.

AGM 2024 Agenda: The Board of Trustees had approved the agenda for the AGM 2024. The membership would be sent an email from Civica on the 14 November with more information on how to vote and join the meeting.

Finance: Trustees had approved the following:

- Annual Accounts;
- Letter of Representation;
- Statement of Going Concern;
- Subscription rate increases of 3%; and
- FICM Designation

4. Operational updates:

4.1 CEO update

Council received a CEO update on matters including:

- Annual General Meeting 2024: No member motions had been received. The agenda and papers would be issued to members mid-November and videos were being recorded to support the resolutions around subscriptions and governance.
- Council elections: Council noted key dates for the election process.
- Recruitment: A permanent Director of Digital, Data and Technology role was being advertised. This would replace the current interim role. Interviews were scheduled to take place in early December.
- HQIP/NHSE tender for a Perioperative Care Audit: Council noted that a HQIP/NHSE tender was being developed for a Perioperative Care Audit. The RCoA Centre for Research and Improvement would be bidding for this work with CPOC as a strategic partner. This would include a communications plan from the Board of Trustees and Council to members around proposals and decisions. Council highlighted whether consideration should be given to the data and whether the College should look to align internationally to achieve comparisons. It was noted that this would be considered, however it was understood that the bid was based on UK standards. Council supported the College to putting itself forward for the bid.

4.2 Royal Pharmaceutical Society - proposal for change

Council received a paper requesting support for changes being proposed by the Royal Pharmaceutical Society. Council agreed to support changes proposed by the Royal Pharmaceutical Society and consented to a letter of support being sent to them from the CEO.

4.3 Estates update

Council received a verbal estates update from Dr Toni Brunning in her capacity as Chair of the Estates Programme Delivery Group. Council noted that a 'Let's Talk' event regarding the College Estate was taking place on 12 November chaired by Chris Carey. The event would aim to clarify and reassure the audience that the purpose was to maintain a flagship venue to support the progress of the specialty. Council would be sent a reminder of details of the event via email.

5. Faculty Updates

5.1 Faculty of Intensive Care Medicine

Council received a verbal update from Dr Daniele Bryden regarding Faculty of Intensive Care Medicine (FICM). FICM Board had met most recently on 29 October 2024.

- Kings Fund Report: The faculty reviewed the Kings Fund Report on Royal College of Physician's Council's meeting management and found no significant changes needed for their own organisation. Proposals for changes to the regulations would be made in due course.
- Terminology Update: The terminology for 'doctors in training' would now be referred to by the faculty as 'resident doctors'. The STR Sub Committee would be renamed in due course.
- Simultaneous Recruitment: After 14-15 years, simultaneous recruitment to ICM and another specialty in the same year was now possible. However, it was noted that trainees must remain in the same deanery for all programs.
- Support for Doctors in Training: Efforts were being made to support doctors transitioning to new consultant roles. A consultant intensivist in transition course was being run in Scotland and would be run in Wales in the spring 2025. A meeting would be held to discuss challenges faced by resident doctors and new consultants.
- AAC Training Day: An AAC training day for intensive care was planned for 2025, addressing the difficulty in finding representatives for consult appointment committees. Concerns about the recognition of time for educational leadership roles and the impact of research leadership issues on educational leadership.
- Academy's Code of Practice: The code of practice for the diagnosis of death was scheduled to go live on 1 January 2025. A webinar would be held on 13 November to discuss key changes.

5.2 Faculty of Pain Medicine

Council noted minutes from Faculty of Pain Medicine Board meeting from 13 September 2024.

6. General Updates and Presentations

6.1 Equality, Diversity and Inclusion (EDI) Benchmarking project

Council received an update on the EDI Benchmarking project, which included advice from external consultants to help develop the College's EDI work.

Work undertaken by the EDI Committee since 2020 had focused on data collection and supporting differential attainment. It had also looked at addressing diversity, sexual misconduct, and collaboration with GMC and the Academy. The benchmarking initiative had started mid 2023 and aimed to compare the College's EDI efforts with other organisations. The Inclusive Employers Framework and the Science Council Framework benchmarking tools and frameworks had been considered and deemed the most appropriate to consider for adoption by the College.

External Consultants had conducted interviews and focus groups to identify barriers and strengths. They developed recommendations for short, medium, and long-term EDI strategies.

Matters discussed included:

Inclusive Employer Framework: A submission to the Inclusive Employers Framework had been made and the College had received a Bronze Award.

Patient voice: Council noted that although not specified in the report, consultation with patients had taken place as part of the project. **The patient voice would be referenced more explicitly in the final report.**

Clinician member on the steering group: Council noted that clinician members had been considered for the steering group, however it had been a challenge to recruit members with this background to come forward. Further work to be undertaken to encourage clinician involvement.

Collaboration with the Association of Anaesthetists: Collaboration with the Association of Anaesthetists would be considered for a more joined up approach between the two organisations.

Council supported the report in principle and requested an update to be brought to the December meeting.

6.3 Assisted dying position

Council received a paper regarding the College's Assisted dying position. Council noted the results of the College's July 2024 survey and considered its current position of a position of "no stance". As part of the discussions, Council noted the College's remit on focussing on patient care and pain relief rather than societal matters.

The results from the survey were advisory to Council and not a mandate for the College to take any particular action. However, it was noted that over 54% of respondents thought that the College should change from its position of "no stance" compared to 34% who opposed any change. Council supported the publication of the results. It was noted that whilst the survey data was clear, the free text responses demonstrated real complexity and nuance in the views of members, which should be acknowledged in considering a change of stance.

Council noted the definitions of the following stance:

- 'Neutral' was defined neither support nor oppose a change in law.
- 'No stance' – no position and completely silent on the matter.

Following further discussion and further acknowledgement of sensitivities in this area, Council agreed to move from 'No stance' to 'Neutral'. A neutral stance was identified as a better position for the College to:

- respond to future consultation from the perspective of the specialty within the College's remit;
- enable more opportunities to comment and have a voice in this topic.

Council agreed to move from 'no stance' to 'neutral' positions. In doing this to include careful explanations and definitions in communications. Council agreed to publish the results of the survey. Council discussed timescales and agreed to liaise with the Association of Anaesthetists to agree a timescale for a joined-up approach.

6.4 Anaesthesia Associates Scope of Practice Scope of Practice report

Council received an update on the development of an Anaesthesia Associates Scope of Practice report and a summary of findings from the analysis conducted so far on the College's survey. A report from the General Medical Council summarising completed work on the regulatory framework for physician associates (PAs) and anaesthesia associates (AAs) was also shared for further information. Council supported the direction of travel and the continued development of the Scope of Practice.

Anaesthesia Associates Evaluation and Decision Group Terms of Reference: Council received an updated terms of reference for the Anaesthesia Associates Evaluation and Decision Group. **Council approved the changes to the Anaesthesia Associates Evaluation and Decision Group Terms of Reference.**

6.4 Decommissioning of desflurane

Council received an update on the decommissioning of desflurane including an Environmental Advisors' report and revision of the 2017 environment statement as requested by Council at the September 2024 meeting.

The current position of the College was to endorse the removal of desflurane from clinical practice, except for limited clinical situations where derogations had been approved by NHS England. Taking everything into account, it was the conclusion of the Environmental Advisors that the lack of clinical benefit (as outlined by NICE) and the substantially higher cost of desflurane both meant that the College's position regarding the use of desflurane could continue unchanged. They continued to support the use of desflurane in the clinical exceptions outlined by NHS England. The Environmental Advisors would continue to regularly review this position going forward. Council supported this approach.

Council also noted that the College's 2017 joint environmental statement could be reviewed in view of new policy developments, such as the 2020 NHS Net Zero initiative and increasing concern from Fellows and Members.

7. College Boards Minutes and Updates

7.1 Clinical Quality & Research Board

Council received an update from the Clinical Quality & Research Board which meet on 11 September 2024.

- The Board approved Dr Sandeep Lakhani's second term as CLAN Chair and thanked him for his work and leadership to date.
- Dr Alan MacFarlane was appointed to the role of NAP8 lead and was due to start in October 2024.
- Lyndsay Pearce (Surgeon) has been appointed as NELA Chair.

7.2 Education, Training & Exams Board

Council received an update from the Education, Training & Exams (ETE) Board which meet on 16 October 2024.

- Steve Beglan-Witt, Associate Director of Education, Training and Examinations at the College had reviewed the function of committees that reported to the ETC Board and streamlined them a new structure for the ETE directorate. Other outcomes included better aligned to the organisation operational plan and improved utilisation of meeting timings and action management.
- Chris Taylor had joined as Vice Chair of ETE and was attending both Examinations Committee and Recruitment Committee in that capacity.

7.3 Membership, Media & Development Board

7.3.1 Minutes – 10 September 2024

Council received an update from Membership, Media & Development Board. The following points were noted:

- A College social media policy was being developed.
- The disciplinary process was sitting within the remit for the Board and it agreed to form a Professional Conduct Group to oversee professional conduct matters.
- A code of conduct was being developed in line with the one used by the Royal College of Surgeons.
- Diversity, inclusion and equity data including gender balance regarding College events were being considered for publication.

7.4 Specialist, Associate Specialist and Specialty doctors (SAS) Committee

7.4.1 Minutes, Update of a meeting held on 9 October 2024

Council received an update from SAS Committee. The following points were noted:

SAS Week 14-18 October:

- SAS Week 2024 had been celebrated by all stakeholder organisations, including the College. The College's Comms Team were acknowledged for their planning and highlighting contributions.
- Joint SAS Event with the Association of Anaesthetists had been held on October 17. Council Members: Dr Chris Carey, Dr Sarah Thornton, and Dr Ross Bacon were thanked for their support and participation.

Academy of Specialty and Associate Specialist (SAS) Doctors' Committee

- An information leaflet on SAS doctors had been released by the Academy ahead of SAS Week.
- Engagement Sessions had been conducted through the Academy with SAS leads from all colleges and NHSE.
- SAS Award Scheme: An initiative to recognize employers supporting SAS careers and ongoing development was being considered .

Round Table Discussions: Scheduled with GMC, NHS employers, and other stakeholders to support SAS careers.

7.4.2 Terms of Reference for approval

Council received the updated SAS Committee terms of reference for approval. A Council member queried the change to the quorum being reduced to three.

The CEO shared an update that quorum of 3 brought the committee in line with the Regulations: '9.2.7 The quorum of every Committee shall normally be three Committee members who were elected Council Members or Trustees, which may include ex-officio Committee members, provided that the terms of reference of individual Committees may make different provision in respect of each such Committee'.

SAS Committee Terms of Reference to be reviewed further, including the quorum requirements in line with RCoA practice.

The following matter was discussed:

Terminology of 'Resident Doctors' to replace 'Junior Doctors' with Resident doctors:

Council discussed the terminology of 'Resident Doctors' to replace 'Junior Doctors' with 'Resident Doctors'. Council agreed to consider this in due course.

7.5 Anaesthetists in Training Committee

Council received an update from the Anaesthetists in Training Committee following their August meeting:

AA Scope of Practice: The committee had discussed the AA scope of practice and highlighted concerns regarding the lack of enforcement power. The committee emphasised the need for a robust mechanism to escalate training concerns, even up to the college level, either directly or through a process.

EGM: recruitment: The committee received an update on regional versus national recruitment and the potential for a more personalised recruitment process. However, the discussions revealed both pros and cons.

Gas newsletter team Collaboration: Collaboration had been undertaken with the gas newsletter team to write articles about the various training committees, their functions, and to encourage further engagement and participation from the trainee membership.

The Anaesthetists in Training Representative Group (ATRG): Two events were taking place going forward for the group. One online meeting in Winter followed by a bespoke in-person bespoke regional day.

7.6 Nominations Committee - Minutes 18 September 2024

Council received an update from Nominations Committee from 18 September.

Council ratified Nomination Committee's decision to award:

- **Dr Soundarajan 'Jag' Jagdish the Dudley Buxton prize for his meritorious work in contributing to the progress of the specialty.**
- **Dr Barry Miller the College Gold Medal to be presented by Lorraine de Gray at Diplomates Day 2025.**
- **Dr Vinesh Vincent Brahmakulam the Fellowship ad Eudem.**
- **Dr Mahesh Eddula the Fellowship ad Eudem.**

7.7 RCoA Scottish Board

Council received an update from RCoA Scottish Board from 1 October 2024.

The recent training allocations for 2025 showed an increase in numbers. However, there had been a decision to only give a 1.5% rise, instead of the usual 2.5%, which was based on future consultant growth. This decision was based on past consensus information and could have led to year-on-year vacancies over time.

One concern raised was that the number of residents in training might not have increased due to a potentially reducing budget. The funding for courses had decreased, which might have streamlined funding in other directions. This issue had been mentioned before, but it remained a significant concern.

7.8 RCoA Welsh Board

Council noted an update from the RCoA Welsh Board meeting held on 22 October 2024. Council approved the updated RCoA Terms of Reference

7.9 RCoA Northern Irish Board

Council noted an update from the RCoA Northern Irish Board meeting held on 8 October. Council approved the updated RCoA Northern Irish Board Terms of Reference.

8. Co-Opted Member Reports

8.1 Association of Anaesthetists

Dr Tim Meek, updated Council on matters since taking on the role of President at the Association of Anaesthetists. The Association had welcomed three new board members: Tony Thomas from Sheffield, Ben Hockenhall from London, and Chloe Fairburns from Middlesbrough. Their addition was expected to bring new energy and perspectives to the board. Additionally, Robert Self had been promoted to Vice President. A major governance review was underway, which could result in some structural changes and renaming of the titles of officers. The Trainee Committee had been renamed to the Resident Doctors Committee, aligning with broader standards. Joint efforts continue on the COVID inquiry, with notable contributions from team members. The topic of assisted dying had been discussed, with no new updates at this time.

8.2 Centre for Perioperative Care Board (CPOC)

Council received an update from CPOC meeting from 10 October. The Board supported change to its Terms of Reference as had been discussed at the strategy weekend. A paper would be circulated in due course.

8.3 BJA and RCoA Liaison Group

The BJA and RCoA Liaison Group met on 10 October. The meeting focused on ensuring the group was congruent with the Charity Commission guidance on collaboration between charities. Further development between the two CEOs had subsequently been undertaken. A publication from the Cochrane Response Review of Anaesthetic Associates was in development potentially in January 2025.

9. Matters for Information

9.1 Current Consultations- COPES update

Council noted the update and were invited to feedback via the COPES mechanism.

9.2 New Associate Fellows, Members and Associate Members

Council noted the update and approved the new Associate Fellows, Members and Associate Members as set out in the report.

9.3 CCTs for Council

Council noted the recommendations made to the GMC for approval, that CCTs be awarded to those set out in the report, who had satisfactorily completed the full period of higher specialist training in Anaesthesia, or Anaesthesia with Intensive Care Medicine or Pre-Hospital Emergency Medicine where highlighted.

9.4 Regional Adviser Anaesthesia - Changes for November 2024 Council

Council ratified the following update regarding regional advisers for anaesthesia:

West Midlands - Warwickshire

Dr Martina Bieker in succession to Dr Nicola Osborn

9. Any other business

The following matters were noted:

RCoA Trustee and Council Code of Conduct: Dr Toni Brunning outlined a proposal applicable to Council and Board of Trustees for members due to commence their term in March 2025. An update to the RCoA Trustee and Council Code of Conduct would be developed and a proposed process would be brought to Council in December.

The Royal College of Obstetricians and Gynaecologists (RCOG) - request for support of statement: Elected Council Members would be invited to support a statement from The Royal College of Obstetricians and Gynaecologists (RCOG) regarding abortion law titled: 'Call for Urgent Action by Parliament to Protect Women's Essential Reproductive Rights'. A request to support the statement would follow to Elected Council members to seek support.

Council noted the following upcoming dates:

2024

Tuesday 10 December 2024 10:00am to 13:30 Churchill House

2025

Wednesday 5 March 2025 9.30-13.00 Churchill House

Wednesday 14 May 2025 10.00 - 13.00 Online-only via MS Teams

Wednesday 2 July 2025 10:00am to 13:30 Churchill House

Wednesday 10 September 9.30-13.00 Churchill House

Wednesday 5 November 2025 10.00 - 13.00 Online-only via MS Teams

Tuesday 9 December 2025 10.00 - 13.00 Churchill House