

MEETING OF COUNCIL

Minutes of the meeting held on 17 October 2018 Council Chamber, The Royal College of Anaesthetists

Members attending:

Prof R Mahajan, President	Dr S Ramsay
Dr J Fazackerley, Vice-President	Dr C Shannon
Dr S Fletcher, Vice-President	Dr M Forrest
Dr W Harrop-Griffiths	Dr C Waldmann
Prof J Pandit	Dr D Selwyn
Dr K May	Dr Paul Clyburn (AAGBI)
Prof M Grocott	Dr M Nixon
Dr F Donald	Dr Carol Pellowe
Dr D Bogod	
Dr K Ramachandran	
Prof J Hall	
Dr R Perkins	

In attendance: Mr T Grinyer, Ms S Drake, Mr R Ampofo, Mr M Blaney, Ms K Stillman, and Ms C Mayall (minutes).

Apologies for absence: Dr Liam Brennan, Prof M Mythen, Prof E O'Sullivan, Dr L Williams, Dr H Johannsson, Dr B Miller, Dr A Theron, Dr K Ferguson, Dr J Cheung.

1. Introductions and apologies

The President gave apologies for Dr Liam Brennan, Prof M Mythen, Prof E O'Sullivan, Dr L Williams, Dr H Johannsson, Dr B Miller, Dr A Theron, Dr K Ferguson, Dr J Cheung. The President welcomed Prof Lambert (BJA) and Tim Meek (AAGBI) to the meeting.

2. Regional Advisers Anaesthesia

The President introduced Dr Simon Maguire (RAA North West) & Dr Sandeep Sudan (RAA KSS) who spoke about key issues in their region.

3. Council Minutes

Motion: Council approval was requested for the minutes of Council held on 11 May 2018.

Council **approved** the minutes.

4. Matters Arising

4.1 Diplomates Day. This will now take place in September 2019.

4.2 AoMRC Genomics Champions Group. Meetings continue to take place, and a Bulletin article will be published in January with a focus on curriculum changes.

5 Major items of business

5.1 Anti-Bullying Round Table

Dr Fazackerley reported on the Anti-Bullying Round Table held at the Royal College of Surgeons of Edinburgh, which she attended on behalf of the College.

At the roundtable event, A&E consultant Chris Turner presented evidence that bullying harms patients. He noted that around 80% of people will respond positively to an informal conversation and often don't realise that their behaviour constitutes bullying and harassment. He suggested that instead of 'bullying and harassment', an umbrella term of 'oppressive conduct' is adopted.

Dr Fazackerley noted the College's history of campaigning against bullying and harassment. In 2017, the RCoA and Association of Anaesthetists jointly launched an anti-bullying campaign, #KnockItOut. The statement is still on the website. The campaign was launched in support of similar campaigns #HammerItOut and #CutItOut. The AAGBI were also in attendance, and agreed to work together with the College on a joint campaign tackling bullying. Dr Fazackerley asked Council to support the publication of the draft joint statement on the College website alongside the College logo.

Dr Fazackerley asked for support in forming a working group that includes College Council members, College staff, and Association members. The purpose of the group is to set a standard for dealing with bullying and harassment.

Council **approved** the statement for publication on the website and **agreed** that Dr Fazackerley should lead on this initiative.

5.2 Proposal to Council from SAS Committee:

Dr May presented a paper from the SAS committee on making a statement regarding the potential reopening of the Associate Specialist Grade.

Dr May asked Council to approve the issuing of a formal public statement from the College regarding the reinstatement of the AS grade. The reinstatement has majority support and she will not be discussing the contractual details in this meeting. She noted that the reasons for the reinstatement include morale, welfare, and career progression.

In discussion, it was noted that due to Council's expressed interest in workforce, we should reconsider getting involved in contractual matters. There are clear elements of a contract we can focus on, such as the welfare and quality side – for example total hours of work which impacts on fatigue.

It was also noted that the intended replacement for the AS grade failed, and there are a concerning number of local grades and doctors with undefined titles. The system has lost control and it needs to be addressed. Therefore, Council are in favour of an initiative that means the grade will be regulated at national, rather than local, level.

Dr Fazackerley noted that the Association SAS Committee Chair has been involved in the proposal to reinstate the grade and could be involved in drafting the statement.

Action: Mr Grinyer will add the statement to the agenda for the Academy CEOs meeting.

Action: Statement to be prepared by SAS Committee, officers and communications department for approval based on Council paper and then shared with Association of Anaesthetists for their approval.

Council **approved** releasing a statement regarding the reopening of the Associate Specialist Grade.

6 President's statement

Sadly the following deaths were reported and the Council were upstanding for a minute's silence in remembrance of the recently deceased:

- Dr Janet Ferris of Royston
- Dr Peter Jackson of New Brunswick in Canada
- Dr John Griffiths of Preston
- Dr Allan Brown of Edinburgh
- Dr Geoffrey Burton of Bristol

- Dr Norman Calvey of Cheshire
- Dr Stephanie Saville of London
- Dr William Turner of Leicester
- Dr Alexandra Porterfield of Tunbridge Wells

The President notified the Council that there would be a ceremony at the end of the meeting for FRCA examiners being admitted to the Primary Fellowship Examination of the Royal College of Anaesthetists.

The President advised that due to time pressures he would circulate his statement on developments since the last Council meeting electronically.

7 Board Reports, Discussion items and Motions (Chair with Director to present)

7.1 Clinical Quality and Research Board

a) Council received and considered the minutes of the Clinical Quality and Research Board held on 19 September 2018 (enclosed).

b) Dr Nixon discussed the paper on multidisciplinary team crisis training. The paper has CQR Board approval.

Council asked whether HEE could provide financial support. Dr Nixon responded that it's possible they would be able to contribute.

Council supported pushing the agenda through ACSA and GPAS and taking it to the Academy for support.

Motion: Council **approved** the paper on multidisciplinary team crisis training.

c) Dr Nixon discussed a paper on the safe anaesthetic staffing proposal. The paper has CQR Board approval.

There was general support for the paper, but Council members advised exercising caution – there needs to be a balance between pragmatism and reality, and we need to ensure that the aims are achievable.

Motion: Council **approved** the paper on safe anaesthetic staffing.

d) Dr Pandit discussed the paper on Anaesthesia Safety Link Leads. The paper has CQR Board approval.

A time-limited duration for Safety Link Leads was suggested, given that performance management is not realistic. We will take this suggestion to SALG, along with other performance metrics such as engagements with surveys and attendance.

It was noted that the paper needs to specify the time commitments involved and ensure the wording supports this.

Amalgamating Safety Link Leads into another role could be beneficial, but this is up to the Trust. They should be given the option to multi-task in this way, and we need to ensure we have a point of contact.

Motion: Council **approved** the paper on Anaesthesia Safety Link Leads.

e) Council's received, for information, a style guide for formal publications. Dr Harrop-Griffiths spoke to this item (enclosed).

This is a professional style guide, and we intend to implement it soon. It's very formal, as we need to be precise when putting out information, and consistency is also important. The intended audience is people with the same academic qualifications as Council members.

Council suggested including a list of abbreviations, which may be especially helpful for new Council members.

The BJA expressed their support for the style guide.

7.2 Education, Training and Exams Board

- a) Council received and considered the minutes of the Education, Training and Examinations Board held on 19 September 2018 (enclosed).
- b) Professor Grocott presented a paper on an RCoA Simulation Strategy. Council were asked to confirm their support for the strategy and subsequent implementation (enclosed).

Professor Grocott felt that this is a deliberately ambitious but feasible strategy.

Council supported a scientific, evidence-based approach to simulation that supports trainees but not used as an assessment tool, and felt that a pilot would be a good idea.

Motion approved: Council confirmed their **support** for the strategy and subsequent implementation of the Simulation Strategy.

- c) Council received and **discussed** a paper on the Primary FRCA Examinations Review relating to agenda item 11 of the minutes, 7.1a (enclosed).

Having looked at the evidence, the College is in the process of implementing recommendations and will publish the results imminently.

The President thanked Dr Forrest for initiating the review.

7.3 Communications and External Affairs Board

- a) Dr Bogod presented the minutes of the Communications and External Affairs Board held on 18 July 2018 (enclosed).
- b) Council received a paper and presentation showing the top line results of the 2018 membership survey. Council were asked to ratify the decision to discuss a more detailed analysis and draft action plan at the December Board of Trustees (enclosed).

Council asked what action the College is taking to reach out to members who are not responsive. Ms Stillman responded that there is an action plan for engaging with members, which includes a section on engaging with the disengaged. Professor Lambert recommended regional focus groups, and it was also noted that Dr Brennan had previously championed listening events, so these may be worth exploring. Council will discuss the action plan at a later date.

The President thanked the Communications Team for delivering an extremely professional survey.

8. Other committees

8.1 Audit and Internal Affairs (A&IA) Committee report:

Dr David Bogod, chair of the Audit & Internal Affairs Committee, presented the minutes from the June 2018 meeting relating to AGM protocol (note the rest of the paper had been considered by the Board of Trustees).

The Audit and Internal Affairs Committee asked Council to approve the recommendation, following the discussion in July 2018 that affiliate, student and foundation members should not be allowed to vote at AGMs but could speak at the chair's discretion.

Council felt that it's important to abide by the College charter and ordinances, but remain inclusive to all, and agreed that it's appropriate for an affiliate member to be able to speak on invitation from the President, but not to vote.

Council **approved** the recommendation.

8.2 Nominations Committee

Council received and considered the minutes of the Nominations Committee held on 25 July 2018 (enclosed). Kirsten May presented.

Motion approved: Council approved the nominations contained in the minutes.

9 CEO update (relevant to Council business)

a) Verbal update on nominations for Council and election

Mr Grinyer informed Council that the names of those nominated for the Council election are now on the website. There are six candidates for the consultant vacancies and three candidates for the trainee vacancies. The website by which everybody will vote has been launched.

It was noted that the vote closes on 3 December and the outcome will be received on 4 December.

b) Verbal update on revision of 2016-2021 RCoA Strategy

The Board of Trustees have agreed the revised strategy (enclosed). This will be circulated within the next week.

c) Verbal update on date of 2019 AGM:

We will continue the practice of timing the AGM with major meetings. In 2019 this will be 12.40pm to 1.00pm, 21 May 2019. Venue: St Pauls, 200 Aldersgate, London as part of Anaesthesia 2019.

Council requested that confirmed events be summarised in the form of a College calendar, alongside Outlook invitations, so that all Council members have sight of key meetings and events.

10 Regional Advisors Anaesthesia and Deputy Regional Advisers Anaesthesia

Council **agreed** the following appointments:

a. Regional Advisors Anaesthesia

To consider making the following appointments/re-appointments (re-appointments marked with an asterisk):

Scotland

West of Scotland

*Dr N O'Donnell, RAA West of Scotland

England

East of England

*Dr N Barber, RAA East of England

East Midlands

To note that an email has gone out for the Regional Adviser Anaesthesia post for East Midlands, nominations to be sent in by 22 October 2018

North East

Northern

*Dr M Tremlett, RAA Northern

Wessex

To note that an email has gone out for the Regional Adviser Post for Wessex, nominations to be sent in by 22 October 2018

Yorkshire & The Humber

East & North Yorkshire

Dr N Soundararajan, RAA East & North Yorkshire

South Yorkshire

*Dr S Sanghera, RAA South Yorkshire

West Yorkshire

*Dr J Jones, RAA West Yorkshire

Defence

It was noted that Surg Capt. S Bree has succeeded Colonel Duncan Parkhouse as the RAA Defence

b. Deputy Regional Advisers

To consider making the following appointments/re-appointments (re-appointments marked with an asterisk):

East of Scotland

It was noted that Dr J Wilson is to serve an extra 6 months s DRA East of Scotland to enable succession planning

East of England

*Dr E Simpson DRA East of England

Imperial

Dr P Peel in succession to Dr R Bacon as DRA for Imperial

Dr L Hamlyn in succession to Dr S Jaggar as DRA for Imperial

It was noted that Dr Jaggar has agreed with support to stay as DRA till February 2019 for succession planning

North West

Dr S Tomlinson in succession to Dr S Maguire as DRA for North West

Thames Valley

Oxford

*Dr D Choi, DRA Oxford

c. CCTs/CESR

Council noted recommendations made to the GMC for approval, that CCTs/CESR (CP)s be awarded to those who have satisfactorily completed the full period of higher specialist training in Anaesthesia, or Anaesthesia with Intensive Care Medicine or Pre-Hospital Emergency Medicine where highlighted (enclosed).

11 Devolved nation board/Faculty Board minutes

- a) Council received and considered the confirmed minutes of the RCoA Northern Irish Board held on 20 March 2018 (enclosed).
- b) Council received and considered the unconfirmed notes of the RCoA Scottish Board held on 19 June 2018 (enclosed).

Dr Ramsey thanked everyone for their comments on the anaemia standard, and noted that it would be rolled out towards the end of October. She will be seeking Council approval on the guidance.

12 Report and any matters arising for Council from the Trustees meeting

None.

13 Matters for information:

- a) **Consultations:** Noted
- b) **New Associate Fellows, Members and Associate Members June 2018:** Noted
- c) **External reports received etc:** None

14 CEREMONIAL & CLOSE

None have been advised, other than those already recorded elsewhere on the agenda.