

7 June 2017

Council

To approve

Minutes of the meeting on 26 April 2017*

Members present

Denise Platt, Chair

Steven Burnett
Shree Datta
Christine Eames
Michael Farthing
Anthony Harnden

Helene Hayman
Paul Knight
Suzi Leather
Amerdeep Somal

Others present

Charlie Massey, Chief Executive and Registrar
Susan Goldsmith, Chief Operating Officer
Paul Buckley, Director of Strategy and Communication
Una Lane, Director of Registration and Revalidation
Colin Melville, Director of Education and Standards
Patricia Morrissey, Council Secretary
Anthony Omo, General Counsel and Director of Fitness to Practise
Neil Roberts, Director of Resources and Quality Assurance

* These Minutes should be read in conjunction with the Council papers for this meeting, which are available on our website at <http://www.gmc-uk.org>

Chair's business

- 1 It was noted that apologies for absence had been received from Terence Stephenson and Deirdre Kelly.
- 2 It was noted that, in accordance with the arrangements set out in the Governance Handbook, the Chair had nominated Denise Platt to deputise for him on an interim basis for a period of approximately three months.
- 3 Colin Melville, Director of Education and Standards, declared an interest in relation to item 8 on the agenda *Amending the list of bodies entitled to award UK Primary Medical Qualifications* and his previous role at Lancaster Medical School. No other declarations were made.
- 4 It was noted that Council had agreed, on action taken between meetings, the appointment of Andrew McCulloch and Vikas Shah as independent directors of GMC Services International.
- 5 The Deputy Chair led Council in a two minute silence for Vicky Osgood, a former GMC Director of Education and Standards, who had sadly recently passed away. The Deputy Chair paid tribute to Vicky's significant contribution to GMC, as a well-respected member of the senior management team and as a doctor, who saw her job as a vocation in the best traditions of public service.

Minutes of the meeting on 23 February 2017

- 6 Council approved the minutes of the meeting on 23 February 2017 as a true record.

Chief Executive's Report

- 7 Council considered the Chief Executive's Report, noting developments in the external environment and progress on our strategy and key outcomes of note from the Strategy and Policy Board meeting on 22 March 2017.
- 8 Council approved:
 - a The re-appointment of Liz Butler as an external co-opted member of the Audit and Risk Committee.
 - b The appointment of Deirdre Kelly as a member of the Board of GMC Services International, replacing Michael Farthing.
- 9 During the discussion, Council noted that:
 - a Together with Health Education England, the GMC continued to monitor the safety of core medical training at Kent and Canterbury Hospital, within East Kent Hospitals University Trust, in order to ensure that GMC standards for medical education and training were being maintained.

- b** The GMC's report into making UK postgraduate training pathways more flexible had been submitted to the four governments of the UK.
- c** The GMC consultation on the establishment of a UK Medical Licensing Assessment was scheduled to close on 30 April 2017; an update on the initial consultation analysis would be considered by Council at its meeting on 7 June 2017.
- d** Changes to the internal structure of the GMC to make it more agile and to speed up decision making were in progress.

Chief Operating Officer's Report

10 Council considered the Chief Operating Officer's Report and noted:

- a** The commentary on operational performance.
- b** That an updated RAG status criteria had been introduced which took on board more qualitative factors around our broader business. The application of the criteria had resulted in a larger number of red rated items.
- c** Operational performance against key performance indicators (KPI) and progress on Council's priorities, including that:
 - i** Income and expenditure to the end of February 2017 showed a positive variance with an operational surplus of £2,270k compared to a budgeted surplus for the reported period of £1,013k. It was noted that there were a number of drivers for the variance, including income being over budget due to increased volumes of candidates sitting the PLAB 2 exam compared to projections and investment income over achieving against target. Expenditure was also £958k under budget which was mainly driven by operational headcount from higher than assumed staff turnover and new roles in 2017 not yet being filled or filled by secondment. Additionally, MPTS hearing volumes were lower than expected, with more being held using a legally qualified Chair than expected, which resulted in cost advantages. Income and expenditure trends would continue to be monitored in Quarter 2.
 - ii** Council priority 5 'Legislative reform' was rated red due to competing government priorities around Brexit and political uncertainty.
 - iii** Council priority 5 'Credentialing' was rated red due to limited available resources within the Education and Standards Directorate as staff prioritised the completion of the Standards for Curricula and Assessment Review. It was noted that work would progress on credentialing shortly.
 - iv** Council priority 10 "List of Registered Medical Practitioners" was rated red. It was noted that following the consultation the GMC would not take forward plans to add additional information to the Register at this time.

- d** Summary information on current judicial reviews and appeals.
- e** The Corporate Risk Register and risk appetite statement.
- f** Key outcomes of note from the Performance and Resources meeting on 1 March 2017, including the GMC's statement on Modern Slavery and Human Rights which would be published.

11 During discussion, Council noted:

- a** That further detail on how the outcomes of the Executive Board would be reported to Council would be provided at the Council meeting on 7 June 2017.
- b** Plans to bring in-house the test of competence which form part of the Performance Assessment.
- c** That the Corporate Strategy would be considered at the Council meeting on 28 September 2017.

Consultation on the Outcomes for graduates

12 Council considered a report on the plans to review and consult on changes to the *Outcomes for graduates*.

13 Council:

- a** Noted the development of the *Outcomes for graduates* and the proposed next steps.
- b** Agreed to launch a consultation on the *Outcomes for graduates* in late May 2017.

14 During the discussion, Council noted that:

- a** Revisions had been made to the outcomes with the assistance of a group of external experts to reflect the changes in health of the population, healthcare systems and developments in technologies used to diagnose, treat and manage illness.
- b** The outcomes had been aligned to the *Generic Professional Capabilities* which would be published later in 2017.
- c** It was envisaged that the Outcomes consultation would be launched in late May 2017. The GMC had taken advice regarding the impact of the Government's purdah and it was considered that the consultation should not be postponed as it was not politically sensitive and the Department of Health should still be able to comment.

- d** Further thought would be given to placing a greater emphasis on doctors protecting patients and themselves, particularly in the context of the current working environment, and the resilience required to manage increased challenges. However, it was acknowledged that the Outcomes were intended to be high level outcomes and that further detail on this might be better placed in the curricula.
- e** It was intended that both co and multiple morbidities would be covered in the outcomes and this would be made clear.
- f** The GMC should start to anticipate the future of medicine and doctors' likely practise, particularly in relation to specific procedures and the role of other healthcare team members. It was fully accepted that under the current outcomes there were procedures which doctors in practise were unlikely to perform.
- g** It would be helpful to reference training to support doctors to deal confidently with the uncertainty and complexity of their practise.
- h** The future of medicine and implications for the shape of medical education and training was under consideration as a possible topic for Council's Away Day on 5 and 6 July 2017.
- i** The consultation document would be updated in light of Council's comments.

New standards for curricula, new assessment guidance and a refined approvals process

- 15** Council considered a paper on the new standards for curricula, new assessment guidance and a refined approvals process.
- 16** Council:
 - a** Approved the document *Excellence by design: standards for postgraduate curricula* and the assessment guidance, *Designing and maintaining postgraduate assessment programmes*.
 - b** Noted the consultation outcomes and consultation audit report.
 - c** Noted that the standards, guidance and approvals process would be launched as a package in early May 2017.
- 17** Council noted that:
 - a** Since March 2016, the GMC had been redefining its approach to postgraduate training and carried out an extensive review of the standards for curricula, guidance on assessment in postgraduate training, and the GMC regulatory approach to the approvals process. This included engagement with key stakeholders from the four UK countries.

- b** The new standards and assessment guidance, through an outcomes-based approach and a focus on critical progression points, would improve the safety and quality of medical education and training.
- c** Good medical practice and the Generic Professional Capabilities framework would be embedded into every postgraduate curriculum. Combined, these changes would result in improved flexibility for trainees to move between specialties and help the GMC deliver a large part of its commitments outlined in the GMC report, *Adapting for the future: a plan for improving the flexibility of UK postgraduate medical training*. The standards would also, eventually, set out the principles for approving regulated credentials.
- d** Alongside the standards and assessment guidance, the GMC would revise its approvals process to reduce unnecessary regulatory burden and ensure the standards were implemented effectively with most of the current curricula meeting these standards by December 2020.

The PSA's annual review of our performance for 2015/16

- 18** Council considered the Professional Standards Authority's (PSA) annual performance review of the GMC.
- 19** Council considered:
 - a** The PSA's report on our performance for the 2015-2016 performance review period, that concluded that the GMC had met all of the PSA's 24 *Standards of Good Regulation*.
 - b** Council considered the plans to take forward learning and continue to provide assurance, particularly in relation to fitness to practise timeframes.
- 20** During the discussion, Council noted:
 - a** The importance of demonstrating how the GMC continued to learn and improve its regulatory effectiveness and how the GMC would take forward learning and continue to provide assurance to the PSA, and others, particularly in relation to the following areas:
 - i** Timeliness of the GMC's fitness to practise processes. Although it was noted that there was an ongoing challenge with outlier cases adversely impacting on the median time to close cases. It was noted that this was anticipated to be an area of continuing interest for the PSA. We would continue to send the PSA the raw and adjusted data on closed cases in order to inform its understanding of the impact of factors over which the GMC had no control on our median times.

- ii Errors which resulted in the GMC failing to follow directions from the High Court in two cases. There were no patient protection issues arising in either instance and Significant Event Reviews (SERs) were conducted into each and immediate remedial action was undertaken. The PSA agreed these errors did not suggest a wider pattern of concern.

b That the GMC would continue to work to strengthen its relationship with the PSA.

Amending the list of bodies entitled to award UK Primary Medical Qualifications

- 21 Council considered a request to add Lancaster Medical School to the GMC's list of bodies able to award Primary Medical Qualifications.
- 22 Council agreed to add Lancaster Medical School to the GMC's list of bodies that can award UK Primary Medical Qualifications.

Any other business

- 23 Council noted the date of its next meeting would be 6 and 7 June 2017, in Manchester.
- 24 The Deputy Chair thanked the Council and the Senior Management Team for their support and contribution. Members thanked the Deputy Chair for taking on the role in the absence of the Chair.

Confirmed:

Denise Platt, Deputy Chair

7 June 2017