

14 December 2016

Council

M2

To approve

Minutes of the Meeting on 29 September 2016*

Members present

Terence Stephenson, Chair

Shree Datta
Christine Eames
Michael Farthing
Helene Hayman

Ajay Kakkar
Suzi Leather
Jim McKillop
Denise Platt

Others present

Niall Dickson, Chief Executive and Registrar
Susan Goldsmith, Chief Operating Officer
Paul Buckley, Director of Strategy and Communication
Vicky Elkin, acting Council Secretary
Judith Hulf, interim Director of Education and Standards, Senior Medical Adviser and Responsible Officer
Charlie Massey, incoming Chief Executive and Registrar
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>

Chairs Business

- 1 It was noted that apologies for absence had been received from Deirdre Kelly, Enid Rowlands and Una Lane.
- 2 The Chair led Council in standing in memory of two former members of Council who had sadly recently passed away:
 - a Julian Lee, who had served until recently as a lay Council member, member of the Audit and Risk Committee, and member of the Investment Sub-Committee between January 2015 and June 2016.
 - b Patricia Moberly, who had served as lay Council member from September 2002 to June 2011, during which time she was chair of the Remuneration Committee.
- 3 The Chair reported that Ajay Kakkar would stand down as a Council member from 30 September 2016.
- 4 The Chair paid tribute to Niall Dickson, Chief Executive and Registrar, who would be leaving the GMC at the end of October 2016
- 5 The Chair welcomed Charlie Massey, incoming Chief Executive and Registrar, who was attending to observe the meeting as part of his induction prior to taking up the role on 1 November 2016.

Minutes of the meeting on 7 June 2016

- 6 Council approved the minutes of the meeting on 7 June 2016 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 20 July 2016.
- 8 During the discussion, Council noted that:
 - a The Department of Health had held a series of events over the summer in advance of its planned consultation on legislative reform which was expected to be launched before the end of 2016.
 - b The GMC could host a round table event on 20 October 2016 in relation to the review of flexible training.

- c** Together with Health Education England, the GMC had re-visited North Middlesex University Hospital NHS Trust in September, and that a further visit was planned for November or December 2016.
- d** The GMC had attended a workshop with the Care Quality Commission, NHS England, NHS Improvement and others to discuss the issue of sharing information and working better together at a national level to identify risk.
- e** The Chief Executive had stood down as Chair of the International Association of Medical Regulatory Authorities (IAMRA) at its conference held in Melbourne on 20-23 September 2016, and that he had been succeeded by Dr Humayun Chaudhry. Council noted two motions from the IAMRA general assembly:
 - i** That continued competence, achieved in the UK through revalidation, was central to regulation.
 - ii** That all regulators should seek to have systems in place to accredit medical schools.
- c** The Chief Operating Officer had been elected to the IAMRA Management Committee.

Chief Operating Officer's Report

- 9** Council considered the Chief Operating Officer's Report and noted:
- a** The commentary on operational performance.
 - b** Operational performance against key performance indicators (KPI) and progress on Council's priorities, including that:
 - i** The operational KPI of 'rolling twelve month staff turnover within 8-15%' was rated as red as a result of staff leaving due to the change programme.
 - ii** The operational KPI of '2015/16 GMC Income and expenditure [% variance]' was rated red due to income being 1% higher than expectations at the end of July 2016, headcount being under budget in the first half of 2016, and efficiency savings in excess of expectations in the MPTS.
 - iii** Council priority 3: 'Understanding the context in which doctors practice' was rated red due to a change the planned launch date of the Standards App project.

- iv** Council priority 10: 'Developing the Register and deliver Data Strategy Phase 2' was rated red due to a potential issue with resource due to the higher number of consultation responses received than expected.
- v** Council priority 7: 'Fairness and proportionality' was rated amber due to the impact on progress and resources caused by additional redactions required to large volumes of material related to the Interim Orders Tribunal Research project.
- c** Income and expenditure to the end of July 2016, and that income was 1% over budget and expenditure was 5% under budget.
- d** Summary information on current judicial reviews and appeals.
- e** The implementation of the GMC Change Programme continued, following the conclusion of the consultation on the proposed staff and accommodation changes.
- f** The GMC would be responding to the consultation on the Welsh Language Standards, which would replace the existing Welsh Language Scheme, and would be reiterating that the implementation of the Standards should be proportionate and take into account the activities of organisations like the GMC which were UK-wide in their operation.
- g** Key outcomes of note from the Performance and Resources Board meeting on 23 June 2016.

Consultation on a medical licensing assessment

- 10** Council considered an update on progress to develop the medical licensing assessment and plans for a consultation to be launched by the end of 2016.
- 11** Council:
 - a** Noted the development of the medical licensing assessment since June 2015 and the proposed next steps.
 - b** Agreed to launch a consultation on the medical licensing assessment, subject to approval by Council of the final consultation document on email circulation.
- 12** During the discussion, Council noted that:
 - a** The existing momentum of the project should be maintained and that the proposed project timeline should be adhered to where possible.

- b** In the development of the medical licensing assessment recognition would be given to other parallel, separate policy issues such as Brexit, the Pearson Review and the point of full registration which could have a bearing on the development of the medical licensing assessment.
- c** The final consultation document should:
 - i** Take account of benefits to all key interests, and that the aspiration was that all doctors would take the assessment, no matter where their primary medical qualification was achieved.
 - ii** Include the aspiration that the medical licensing assessment would be an online knowledge test.
 - iii** Be clear that Council's preference is that a single national test centre would not be established.
 - iv** Include that there would be no decrease in the threshold for international medical graduate (IMG) doctors entering the UK, in that the medical licensing assessment would be equivalent to the Professional and Linguistic Assessments Board (PLAB) test, and that newly qualified doctors with no experience of working would require Foundation Year 1 training, provisional registration or a supervised internship.
 - v** Include that Council's expectation was that the medical licensing assessment would not be used for the purpose of ranking.

Update on external review of corporate complaints and independent report on options

- 13** Council considered the *Independent Review of the General Medical Council customer complaints handling: Annual Report August 2016*, and the high-level advice given about an independent review services for some escalated complaints.
- 14** Council agreed that the extra costs associated with setting up an external review process would be worth the investment as a way of extending the transparency and openness of the GMC's processes.
- 15** During the discussion, Council noted that proposals for an external review process including thresholds for referral and expected costs would be brought back to Council for consideration in due course.

Update on implementing the Equality and Diversity strategy and changes to the Governance Handbook

- 16** Council considered an update on progress in implementing the GMC's Equality and Diversity strategy and proposals to remove the requirement for a separate Equality and Diversity Liaison Group.
- 17** Council:
- a** Considered progress to date and the priorities in 2016 for implementing the Equality and Diversity Strategy.
 - b** Agreed to amend the Governance Handbook to remove the requirement for an Equality and Diversity Liaison Group.
- 18** During the discussion, Council noted that:
- a** The Audit and Risk Committee had considered at its meeting on 11 July 2016 a positive review by auditors of the GMC's compliance with the Equality Act 2010 in the context of our regulatory activities.
 - b** The GMC provides guidance to colleges or faculties when making changes to curricula in order to seek evidence that due consideration has been given to equality and diversity issues in its development.
 - c** The Education and Training Advisory Board meeting on 20 October 2016 would be devoted to a workshop on health and disability.

Any other business

- 19** Council noted that it had approved on email circulation the appointment of Dame Caroline Swift as the new Chair of the Medical Practitioners Tribunal Service to succeed David Pearl when he demits office in 2017, and that Howard Matthews, Assistant Director – MPTS would be leaving the MPTS when he retired in January 2017.
- 20** Council noted that the Professional Standard Authority's guidance on appointments allowed regulators to retain a reserve list of Council member candidates considered appointable for a period of 6-12 months, subject to the agreement of candidates. Council agreed that candidates' agreement would be sought to retain a reserve list for a period of 12 months.
- 21** Council agreed that a lay Council member would demit office on 31 December 2018 at the same time as the Chair, so that a campaign could run to appoint a Chair of Council and that as required would be able to hold open the position to both

registrant and lay applicants. The Council member appointment would then be dependent on whether the Chair had been appointed as lay or registrant.

22 Council noted the date of its next meeting on 14 December 2016, in London.

Confirmed:

Terence Stephenson

14 December 2016