



Faculty of Pharmaceutical Medicine

e-newsletter

October 2017

Contents

- p 2 President's update – Professor Alan Boyd
- p 3 FPM News
- p 4 Events
- p 5 External news
- p 6 A tribute to Margaret Turner Warwick
- p 7 2017 FPM Education Day - Reports



President's update

Professor Alan Boyd PFPM

Welcome to the Autumn edition of the Faculty's e-newsletter. Looking forward over the next couple of months we are in for a busy time as far as Faculty events are concerned. We have a Conversation Evening scheduled for October where we will discuss innovation in digital health and clinical trials. At the evening we will get the chance to hear from colleagues from GSK and Sanofi about their experiences in this area and then have the opportunity to discuss what they have learnt from their work. Then in early November, we will be holding a Fellows' Evening which is on the topic of leadership. The speaker we have for the evening is Steve Radcliffe, who is one of Europe's top leadership experts. I have got to know Steve recently, through a course I attended at the Faculty of Medical Leadership and Management. I was very impressed by his approach to leadership and said to him after the session with him that I wish I had come across him and his teaching much earlier in my career. I thought therefore that it would be useful to introduce him to the Faculty through the Fellows in the first instance and then maybe ask him to be involved in some other way with us if we feel it is appropriate, given that leadership skills are useful to everyone.

In late November we then have our Annual Meeting Day with the Symposium, the AGM and the Awards Ceremony and Annual Dinner. I want to particularly draw your attention to the Symposium, which this year is devoted to Patient Engagement. The list of speakers is impressive and one of the key-note speakers will be Professor Jonathan Van-Tam, who has recently been appointed as the Deputy Chief Medical Officer for England at the Department of Health. We are very pleased to have Jonathan present at the meeting, for him to give his perspective of patient engagement from his role as the Deputy Medical Officer. Jonathan is also an Honorary Fellow of the Faculty, which he was awarded in 2015.

Further details about all these events are given in this e-Newsletter and I would encourage you all to participate if you can. One good thing about all these events is the opportunity to network with colleagues and we have made sure that at the events we have allowed time for this to happen. Look forward to next year, we are planning for an event or meeting of some kind during most months of the year, more details about the calendar of events for next year will be made available soon so that you can get the dates in your diaries.

The main topic that is covered in this edition of the e-Newsletter is a report of the Education Day that we held in June at the Royal College of Physicians. This was a very successful event with around 70 people attending, the largest number we have ever had at an Education Day. It proved to be popular with the attendees, who came from across the broad spectrum of Trainees, Educational Supervisors and Specialty Advisors. I will leave you to read the summary, as there are some useful points that have come out of the sessions, which I am sure will be of interest to you. I would like to thank everyone involved in its organisation for all the efforts and hard work that they put in. Days like this just do not happen without the commitment and support of people who give up their time to be involved – so thank you to the many of you who did this. The Education Day is now a fixed event in the Faculty's year and I am expecting with the increase that we have seen in the numbers attending this year, that we might need to look for an alternative venue for next year to accommodate everyone who will want to attend.

On a separate matter, the death of Professor Dame Margaret Turner-Warwick was sadly announced recently. Dame Margaret was the first woman to become the President of the Royal College of Physicians of London and she was also instrumental in helping establish our Faculty. A tribute to Dame Margaret and her involvement with the Faculty has been written by Dr Flic Gabbay and is included in this e-newsletter. Flic was one of the founding Fellows of the Faculty who worked closely with Dame Margaret during its founding and I recommend reading this tribute to everyone as I found it quite inspirational and it also gives some personal insights from Flic as to how the Faculty was founded.

Finally, please can I remind everyone that the date for voting in the referendum on the admission of non-medically qualified people into the Faculty as Affiliate members closes on Monday 9th October – so please get your vote in if you have not done this already.

Best wishes,

Alan

FPM News

Dates for 2017/18

11 October 2017	FPM Conversation – Innovation in Digital Health and Clinical Trials – FPM, London
16 October 2017	DPM Pt 2 (SAQ & Critical Appraisal papers) – London
2 November 2017	Faculty Fellows' Evening on 'Leadership' – FPM, London
22 November 2017	Annual Symposium, AGM, Awards Ceremony and Dinner – RCP London
5/6 March 2018	D/CHP examination - London

Revalidation performance statistics

- FPM Internal Appraisal Performance:

Appraisal year	Doctors Connected	Meeting Date Within Appraisal Window
Y3	565	93%
Y4	584	95%

- FPM Overall Appraisal Performance in comparison to other designated bodies (DBs):

Appraisal Rate	Appraisal year	FPM	DBs same sector Total: 6	All sectors
Completed appraisals	Y3	523 = 92.6%	90.5%	88.1%
	Y4	554 = 94.9%	89.2%	90.7%

Events

11.10.17

FPM Conversation – Innovation in Digital Health and Clinical Trials

Final few places remaining!



In this exciting 'Conversation' evening, senior teams from both GSK and Sanofi who have been directly involved with the running of innovative digital clinical trials, including the PARADE and VERKKO studies, will share their experiences and discuss the pros and cons of these novel approaches to patient engagement, R&D and data generation. Does the data obtained stand up to scrutiny? Are patients adherent to the programme and how do they respond? What are the views of regulators? What is the future? We invite you to join the debate, bring your own experiences, and learn something new!

BOOK

// 6.00pm to 9.30 pm // Registration fee: £70 (includes dinner and drinks reception) // CPD: 2 pts.

2.11.17

Faculty Fellows' Evening

Leadership is too often made overcomplicated - here's how we make it plain and simple



We are delighted to announce that the guest speaker at our next Fellows' Evening will be **Steve Radcliffe**, one of Europe's top leadership experts. In the last 20 years, Steve Radcliffe has provided leadership guidance to over 50 chief executives and heads of the Civil Service, the National College of School Leadership, the NHS and other government departments. He is most well-known for his powerful leadership development approach, *Future - Engage – Deliver*. There will be an opportunity for networking, discussion, drinks and a buffet supper will be served.

BOOK

// 6.00pm to 9.00pm // £25 per person // Fellows only // CPD: 1.25 pts.

22.11.17

Annual Meeting

Symposium on Patient Engagement / AGM / Awards Ceremony / Annual Dinner

Look out for an updated announcement next week! Additional speakers now confirmed are:

Keynote: Professor Jonathan Van-Tam, newly appointed Deputy Chief Medical Officer for England, Department of Health

Irenie Ekkeshis, independent patient advocate

Simon Denegri, Chair, Involve

Andrew Langford, Chief Executive, Bipolar UK

Patricia Osborne, Chief Executive, Brittle Bone Society

Andrew Jack, Financial Times

BOOK

// Further details [here](#).

External News

GMC Tests of Competence and Revalidation Panel Members

London and Manchester

The Tests of Competence and Revalidation Assessment Panel is a new entity that will oversee the development of both assessments. The Tests of Competence are tailored exams undertaken by individual doctors as a part of our fitness to practise proceedings. They include a clinical and a written component. The Revalidation Assessment is a written specialty focussed paper taken by a small number of doctors who do not have a Responsible Officer.

The GMC is looking panel members from across the specialties. Please click [here](#) to find out more and apply. Closing date: 18 October 2017 at midnight.

Interview dates:

- Manchester 10 and 13 November 2017
- London 20 and 27 November 2017

Dr Jit Solanki FRCGP FFPM honoured on RSM 'Wall of Honour'



Dr Jit Solanki, a recipient of both the FFPM and FRCGP, has recently been recognised on the Royal Society of Medicine's 'Wall of Honour', where doctors, nurses, surgeons and other professionals from across the spectrum of medicine and healthcare are recognised for their dedication, both to their patients and their work.

Women in medicine: a celebration

'Women in medicine: a celebration' is an exhibition at the RCP London of specially commissioned photographic portraits honouring contemporary and historical women in medicine. It showcases a number of today's leading female clinicians, pictured with the women from the history of medicine who have inspired them.



Dr Flic Gabbay represented the Faculty of Pharmaceutical Medicine. Flic was the chair of the Founding Committee of the Faculty. Among the historical women featured are internationally acclaimed individuals such as Elizabeth Garrett Anderson, Britain's first formally qualified and recognised female doctor; Dame Sheila Sherlock, the prime mover in the establishment of liver disease as a specialty; and Dame Cicely Saunders, the founder of the modern hospice movement.

The exhibition runs from 3 October 2017 to 19 January 2018 at the Royal College of Physicians of London (11 St Andrews Place, Regent's Park, London NW1 4LE) and is free to attend.

Margaret Turner Warwick 1924-2017

A tribute by Dr Flic Gabbay



A tribute to Dame Margaret Turner-Warwick, President of the Royal College of Physicians of London when the Faculty of Pharmaceutical Medicine was established, who died peacefully on Monday 21 August 2017.

Dame Margaret Turner-Warwick has a formidable character with an awesome academic and professional track record. She took over the role of President of the Royal College of Physicians of London (PRCP) in 1989. This was just before the inaugural meeting marking the formation of the Faculty of Pharmaceutical Medicine of the three Royal Colleges of Physicians of the United Kingdom. She was

preceded as PRCP by “Bill” (Sir Raymond) Hoffenburg, a South African who had been expelled from his country of birth in 1968 for his anti-apartheid activities. He went on to be one of the most eminent physicians of his generation and held a number of high office positions in the UK. His passion for improving medicine promoted the introduction of audit of doctors by doctors and the development of a multidisciplinary programme on ethical issues in medicine, bringing many non-physicians to the debate. Pharmaceutical Medicine was then in its infancy as far as the medical establishment was concerned. In fact, many regarded all doctors in industry as glorified sales representatives in spite of some being globally respected scientists. Bill Hoffenburg, however, recognised the challenge pharmaceutical physicians faced and hugely respected the efforts we were making to develop appropriate standards with the formation of the Faculty of Pharmaceutical Medicine.

Dame Margaret arrived ostensibly from a very different background. Educated in Oxford and University College Hospital, she was not only a world renowned thoracic physician but also Professor of Medicine and Dean at the Cardiothoracic Institute at the Brompton Hospital. However, she had one notable battle of her own. She was a woman. At one stage, she was the only woman holding an established chair of medicine in the country and she went on to be the first female PRCP.



Dame Margaret (second from right) at the inauguration of the Faculty of Pharmaceutical Medicine, with Dr Flic Gabbay (centre)

As chairman of the Founding Committee of the Faculty of Pharmaceutical Medicine, I had to bring Dame Margaret up to speed rapidly for the impending Inaugural ceremony, one of her first tasks as PRCP. I asked a family friend, a thoracic consultant who knew Dame Margaret well, what she was like. He assured me she was charming and could be full of fun. She even had a rowing oar from Oxford on the wall of her dining room! However, the first time I met her she certainly interviewed me thoroughly, going over all the objectives and details of the rationale for such a brave move to adopt “commercial physicians” into the conventional medical collegiate fold. Towards the end of the discussion, I passed on regards from my family friend, for whom I had also been a houseman, and she indeed then showed a charming supportive side. That support was to go on for all of us through the first challenging years of the Faculty, but particularly for me. This was because, as Academic Registrar, I went on to support Sir Abraham Goldberg and his successors as Presidents of the Faculty to set standards and in doing so met many objections from our non-pharma colleagues.

Dame Margaret Turner Warwick was hugely instrumental in getting the Faculty underway, from which we all benefit. It is now the official body of a recognised medical specialty with over 1,500 physicians as members. In her tribute, Professor Jane Dacre quoted from Dame Margaret Turner Warwick’s book, *Living Medicine*. I believe this is worth repeating, because that is much of what the Faculty of Pharmaceutical Medicine is about, especially with our interest in patient centric activities:

“If they [doctors] can ensure that their professional integrity in the selfless care of patients is sacrosanct then all will be well for the future of medicine.”

FPM Education Day

The Pharmaceutical Physician: From learning to Practice

Overview

Dr Sharon McCullough

The Faculty Education Day is now in its 5th year. It grew out of two separate annual meetings, both connected to Pharmaceutical Medicine Specialty Training (PMST): the Educational Supervisor / Specialty Adviser meeting, and the Trainees' Day.

Merging the meetings has allowed us to run a bigger event, that trainees and their supervisors can attend together. It also means we can reflect as a group on specialty training, and on our broader educational roles (because after all, the word doctor originally meant teacher in Latin). And we try to include sessions about education itself (learning and teaching) alongside sessions where we can develop our own education on specific aspects of pharmaceutical medicine and its practice.

This year's Education Day, held on 15 June, had the biggest attendance yet, with around 70 registrants. The morning was taken up with what was for many of us, a first look at 'Entrustable Activities' (aka 'Competencies in Practice').



In a plenary session, Prof Peter Stonier, Director of Education and Training, explained how, in the future, all specialty training programmes will be structured around a number of defined Entrustable Activities – the things we must be trusted to do, if we are to be able to practise as an independent specialist.

Having learned the theory, delegates then moved into one of four facilitated sub-specialty groups (early development, late development, pharmacovigilance and medical affairs) to put things into practice. Their task was to brainstorm suitable activities, then group and refine them to come up with what they considered to be key Entrustable Activities. The Workshop rooms were soon awash with Post-it notes and flip charts as facilitators and delegates analysed and debated the activities that make us pharmaceutical physicians.

Each group's approach seemed to reflect the personality of their sub-specialty. The early phase developers diligently generated masses of data, with seemingly 100's of Post-Its across a multiplicity of flip charts, all undergoing detailed review by the entire group. The late phase gang was smaller and had a much more focused, project-management approach; their Post-Its were clustered under top-line headings and they worked on them in sub-groups. The 'pharmacovigilantes' ran a master class in rapidly sorting the wheat from the chaff (think signal detection) and were the quickest at getting through the Post-It note stage and consolidating ideas. And the medical affairs group demonstrated their creativity in a large room with no usable wall space by putting all of their Post-It notes on the floor and walking all over them!

Over lunch there was a session about preparing for the Diploma exam before an afternoon of rotating group sessions: a Panel discussion/Q&A about career development; a discussion about best practice for Educational Supervisors; an exploration of the potential for developing a FPM Community of Educational Practice; and a workshop on negotiating skills.

The last part of the afternoon was a plenary session in which the audience gamely voted on the Entrustable Activities that had been generated in the morning session. The electronic handsets were tricky to use and the facilitator (me) clearly needs to do a bit more work on her PDP item about using digital tools for training. But we reviewed all of the outputs and came up with some possible winners that might well appear in the next edition of the curriculum.



And all of them will be fed into the next stage of review as we get to grips with this new way about thinking about what makes us pharmaceutical physicians.

Finally, in what has now become tradition, as the Education Day closed the reception for the Faculty Summer Awards ceremony opened. Along with friends and family, the Faculty celebrated the successes of its awardees: Diplomates, Members, Fellows and Specialists. All living examples of 'The Pharmaceutical Physician: From Learning to Practice'!

Career development workshop

Dr Lucy Cook

Two career development workshops were held during the Faculty Education Day on 15 June 2017. Both sessions were chaired by Professor Alan Boyd with a panel of facilitators: Sheuli Porkess, David Montgomery, Joshua Brostoff and Lucy Cook.

Most attendees at the workshops had been in industry medical affairs or drug safety for less than five years so were keen to pick the brains of the panel. There was discussion around a variety of topics and the highlights are summarised below.

CV

- Make sure your CV has a narrative. Many of us do not make long-range plans but if you can explain your experiences in a way that makes sense this will be helpful for anyone who interviews you.
- If you do want a high-flying career, plan your CV.
- Make sure your CV is not distributed too widely and without your permission or control.

Recruitment agencies

- Recruiters are variable in their approach and effectiveness.
- Their advances can be very flattering but don't necessarily be fooled.
- Be helpful and civil because you never know when you might need them in the future
- When you are recruiting yourself, you see a different side of the recruitment agencies and you really then see how good they are at recruiting!

Opportunities

- An enthusiastic approach to an organisation which you would like to work for is almost universally well received. Indeed, some organisations have their own recruitment groups, so you may not need to go through a recruitment agency.
- Working for large companies can give you a broad base of knowledge and a good start in the industry; on the other hand, small companies offer a wide range of experience.
- Make sure you know the needs of any recruiting managers and "tick the boxes" of those needs during interview.

Work life balance

- Typically industry is much more flexible than the NHS, so bear this in mind when making any requests for more flexible working.
- A good work life balance often relies on a strong partnership and necessitates compromise and juggling.
- You need to have realistic expectations and watch for the creep of work into holidays and home-life
- Life gets busier, not quieter. Bear this in mind with long range plans.
- Be bold with what you want at work; if you don't ask you won't get!

General tips

- Trust your instincts and keep open-minded.
- Don't get hung up on job titles.
- Remember to network as you go, be authentic and keep in touch with your network.

Community of Management & Leadership Practice

Dr Liz Clark

At the Education Day, I put forward the concept of forming a community of management and leadership practice with the intention of enabling learning, and to share experience and expertise in the field of management and leadership.

For anyone who missed the information at the Education Day, the concept is for the group to initially be based around two 6-week Management and Leadership e-learning programmes developed by the Open University and hosted by Futurelearn. These are free of charge for the duration of the course plus 14 days. They will serve as core content around which discussion will be based, and if completed together with a (paid) assignment, can lead to a recognized management qualification. You can find out more detail on the Futurelearn website: <https://www.futurelearn.com/programs/management-leadership>

Through review of the e-learning and discussion with peers and experienced managers, participation will help you to explore and apply management theory and tools. Some of the areas covered will include personal development planning, working with stakeholders, recruitment and selection and managing a team, including induction planning, performance management and motivation. The community of practice will provide a forum for raising questions and tapping into the wisdom of more experienced colleagues.

For trainees, although there is not direct mapping to Module 7 of the syllabus, the content should provide opportunities for trainees to present evidence for a number of elements of Module 7, and the community of practice meetings a source of reflective practice in the area.

Please contact me on pharmmed@kissanes.co.uk if you are interested in participating or facilitating or would simply like to know more. Once I have expressions of interest, I will decide on the most appropriate way to proceed.

Soft Skills – Negotiation workshop

Dr Shelley Watcham

As a clinician, I never had the opportunity to negotiate my contract or pay increase. My first job in industry was in a regulatory consultancy, and towards the end of the contract I asked for a meeting - the first in my career - to renew my contract. The experience of this meeting was still fresh in my mind when I attended the Faculty Education Day and signed up for Dr Liz Clark's very practical workshop on negotiation.

Liz opened with a brief introduction to the theory of how a negotiation is structured and proceeds. We were introduced to the concept of principled negotiation. By understanding which needs are fixed and which are flexible, a distinction which might not be immediately obvious, one might arrive at a creative solution which will meet the needs of both parties without compromising the relationship unnecessarily. The group then had the opportunity to role-play two scenarios, with discussions after each. Knowing that negotiation is not mastered in a one-hour workshop, the scenarios offered a useful opportunity to put these principles into action and observe the method at work.

This workshop was for me a highlight of the Education Day and has inspired my further interest and reading in the subject.

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