



## ANNUAL GENERAL MEETING 25 NOVEMBER 2020

### A. REGISTRAR'S ANNUAL REPORT 2019: Dr THOMAS MORRIS FFPM

I am pleased to present my fourth annual report to you as Registrar of FPM.

#### **The Membership**

As at October 2020 there were 1543 FPM members in 37 countries with 79% based within the United Kingdom and 21% based in other countries. This year we have seen a 0.8% decrease in the number of members since this time last year. There has been no change in the overall proportion of members based outside of the United Kingdom since this time last year.

#### **The Board of Trustees**

The Board of Trustees met on four occasions during the last twelve months with an average attendance of 84%, the same as last year. There are fourteen trustees in total including two lay trustees and three nominated by each of our three parent medical royal colleges. The remaining trustees are elected or appointed from the FPM membership. The Board of Trustees is responsible for the governance of FPM, including setting its overall strategic direction and monitoring progress.

#### **Committees**

The work of FPM is overseen by committees. The operational committees comprise of:

- Education and Standards Committee
- Ethics and Practice Committee
- Policy and Communications Group
- Trainees' Committee
- Finance Committee

Chairpersons of the above committees together with the four Officers of FPM (President, Vice-President, Treasurer and Registrar), along with senior staff members, are members of the Coordination Committee.

A number of new appointments have been made for committee chairpersons and members, these will be announced at the AGM.

In 2019, the Strategic Oversight Committee (SOC) was established to help guide FPM during a period of intense change as FPM seeks to exploit opportunities to grow and increase revenue. In 2020, it was renamed as the Strategic Advisory Group and it continues to guide FPM on both the national and international factors that affect the discipline of pharmaceutical medicine, particularly with respect to Brexit and the global pandemic as a result of COVID-19.

In addition to these standing committees, additional working groups are also established periodically on an as required basis to evaluate specific topics. The Governance and Regulation Committee which was convened by the Board in 2019, continues to meet to focus on the updating of the regulations that underpin FPM's governance arrangements.

On behalf of FPM, I would like to thank all those FPM members who give so generously of their time and expertise to support our activities. Committee vacancies and other opportunities are posted on our website and most applications are open to Affiliate and Associate members as well as to Members and Fellows.

### **Fellowship and Awards 2020**

This year, eleven new Fellows were admitted by the Board following the recommendation of the Fellowship Committee. Fellowship of FPM is awarded in recognition of a Member's achievements and their contributions to the specialty and to FPM. In addition, two nominations for Honorary Fellowship and three nominations for Honorary Membership were successful. We are also delighted to have awarded the FPM President's Medal to three individuals who have made significant contributions to the field of Pharmaceutical Medicine. Recognition and celebration of these achievements will take place during FPM's Online Awards Ceremony, 11-16 January 2021. As we cannot meet in person this year, we will be making the most of the online medium to recognise everyone's achievements over the week, including new Members and new Specialist Registrants. On behalf of FPM I offer my congratulations to all those who have received FPM awards during 2020.

### **Board Elections and Appointments 2020**

During the last 12 months we held the appointment process for Treasurer and appointed Trustees as well as a call for an Elected Member post. The Appointments Panel was convened to oversee the appointment of the Treasurer and appointed Trustee. Dr Tim Crook was appointed as the Treasurer but due to unforeseen circumstances, he had to step down. We thank him for his contribution to FPM and wish him well for the future. The Appointments Panel was reconvened in February 2020 and **Dr Peter Feldschreiber** was duly appointed to as the new Treasurer. Other appointments in 2020 were

- Professor Angela Thomas as the RCP Edinburgh Trustee
- Professor Gerard McKay as the RCP&S of Glasgow Trustee
- Professor Assem el Baghdadady as the co-opted Member Trustee
- Mr William Payne as a Lay Trustee Member (second term)

- Professor Alan Cribb as a Lay Trustee Member (second term)

In May 2020, Dr Isla Mackenzie stood down as the Parent College Trustee from RCP&S Glasgow. The Board of Trustees extends its thanks and appreciation to Dr Mackenzie and we wish her well for the future. Dr Lalitha Mahadavan also stepped down as a Trustee and the Board extends its thanks and appreciation to her and we wish her well for the future.

### **FPM Headquarters**

FPM has been at its new headquarters in Angel Gate, Islington, for five years now. I know that many members have had the opportunity to visit for meetings, training, other events and, for some, revalidation appraisals. The COVID-19 pandemic has meant that the building has been closed for most of 2020. Once the building is re-opened, please take advantage of the members' area when you are in London and contact the office to hire one of our meeting rooms in connection with your day-to-day work or recommend this to colleagues. In 2021, post the pandemic, we hope that the members' area will be available between 9am-5pm Monday to Friday but pre-booking may be required if social distancing measures are still in place.

### **FPM Staff**

Finally, I would like to record my thanks on behalf of the FPM membership to the staff for their continuing hard work in managing and supporting FPM's very varied activities: Dr Marcia Philbin, Sarah Davis, Dr Ben Cottam, Ben Fritchley, Katie Liversidge, Andrew Meads, Konrad Obiora, Tony Roche, Will Strange, and Marianne Whitelam who recently returned from maternity leave.

I would also like to thank the Membership and Events Manager, Dr Eleanor Kingwell-Banham, who joined FPM in June in a new post at the height of the COVID-19 pandemic and has made a significant contribution to the work of FPM in the short time that she has been with us. My thanks are also extended to Dawn Brady who provided maternity cover as the Examinations and Standards Administrator.

## **B. TREASURER'S ANNUAL REPORT 2020: DR PETER FELDSCHREIBER FFPM**

I am pleased to present my first report as Treasurer of the Faculty of Pharmaceutical Medicine. I would like to thank Dr Kamlesh Sheth FFPM for his support as co-member of the Finance Committee.

### **Financial Period – 1 January to 31 December 2019**

As at 31 December 2019 FPM's total free reserves amounted to £807,112 (£721,909 at the start of the period). The current level represents approximately 5.6 months' operating costs based upon budgeted expenditure for 2020. In addition to this, a sum of £115,152 (2018: £143,512) has been designated in the year as a Tangible Fixed Asset fund and represents the net book value of those assets and is therefore not available to meet future expenditure. The trustees have designated £29,596 of free reserves (£29,596 also at the start of the year), which represents the balance of funds remaining from the Development Appeal in 2002, setting these funds aside at the trustees' discretion for development projects. The balance of unrestricted funds £777,516 (2018: £692,305) are general funds available to fund day to day operations.

As at 31 December 2019 FPM's accounts showed an operating deficit of £39,342 (2018: operating surplus of £17,197) before investment gains of £96,192 for the 12 months. Therefore, there was a surplus after investment gains of £56,850.

The full annual report and audited accounts for this period are available on FPM's website. If you have any questions on these please feel free to contact the Treasurer through the FPM office (fpm@fpm.or.uk).

### **Current Financial Year January – December 2020**

In January 2020, the trustees approved a deficit operational budget for the year of £62,817 (including depreciation). At the time of writing, FPM is forecasting an operational deficit of £16,000 as although income is forecast to be down on budget by £162,000, expenditure is also down by £209,000. Most of the reduction in income and expenditure is due to the suspension between April and September 2020 of appraisals conducted by FPM's designated body. Appraisals restarted in October 2020, but a significant number will carry over in to 2021 when the income and expenditure will be accounted for. FPM has seen a reduction of £45,000 in other income, but this has been offset by a reduction in other expenditure of £47,000 as savings were made by the move to holding events and training online and the staff and committees working remotely. It has been a challenging year, but FPM has been agile and ambitious in its response to the current environment and this had paid dividends.

A planned programme of financial review and business development which began in 2019 will continue during 2020-23. In 2021 FPM plans to invest in its digital infrastructure and the core activities of education and training. The investment will be funded by grants and donations and to date FPM has received £82,300 in grant funding with a further £98,000 in the process of being secured. FPM would like to thank the following for their support of FPM:

- The Dinwoodie Charitable Company awarded a grant of £72,300 to support the modernisation of FPM's digital infrastructure to deliver 21<sup>st</sup> century Postgraduate Medical Education
- The Royal Society of Chemistry awarded two grants totalling £10k towards FPM's project on Women in Pharmaceutical Medicine, which will endeavour to understand the barriers that hinder the career progression of women in the pharmaceutical industry. The project will also investigate the specific experiences of black women working in pharmaceutical medicine to identify the unique barriers that they face in their careers

### **Faculty of Pharmaceutical Medicine Development Appeal Fund**

The FPM is very grateful to individuals and organisations that have donated funds to support the development of FPM over its thirty one-year history. Donations to the Development Fund are still very welcome. Members who are UK taxpayers and wishing to Gift Aid any donations or who are considering leaving a legacy to FPM are invited to contact myself or the Chief Executive for further details.

### **Thank You**

I would like to take this opportunity to thank Dr Marcia Philbin, Chief Executive, and Sarah Davis, Head of Membership and Operations, and FPM staff colleagues for their support, and for the helpful advice of John Speed of JS2, our accountants, and of Joanna Pittman from Sayer Vincent, our Auditors. I would also

particularly like to thank the FPM membership for its continuing support, advice and its varied activities which, as a charitable organisation, work to improve the health of patients and the public.

4<sup>th</sup> November 2020

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## C. REPORT ON PROGRESS AND ACHIEVEMENTS IN 2019: PROF TIM HIGENBOTTAM, FPM PRESIDENT

### Introduction

Our full report for last year (2019) appears in the Report and Financial Statements dated 31 December 2019, which was subject to external audit and approved by the Board on 16 May 2019. This document can be found on the website and is also included with the agenda and papers for the 2020 AGM. The report below summarises the activities of FPM so far in 2020 and will be updated at the end of 2020 in preparation for the next year-end audit and reporting requirements.

I have completed my second full year as President, and we have welcomed four new trustees:

- Dr Peter Feldschreiber (Treasurer)
- Professor Gerard McKay (RCP&S Glasgow)
- Professor Angela Thomas (RCP Edinburgh)
- Dr Assem el Baghdady (Member)

Though the impact of the pandemic waylaid some of our plans for 2020, we adapted smartly and rapidly once the initial lockdown was announced, to ensure that operations could continue as closely as possible to normal. Fortunately, committee meetings, board meetings and other operations largely continued in spite of the pandemic. However, the impact of COVID-19 has also encouraged innovations across the organisation. These innovations have enabled us to deliver new products and benefits to FPM members, as well as allowing us to connect with new audiences and customers. A huge thank you to all the staff, members and external stakeholders who have made this happen.

A new format of events grabbed the zeitgeist. The Ethics and Practice Committee ran an extraordinary series of online discussions on public health emergencies – a vital and wide-ranging subject matter that built audiences which exceeded on occasions 180 people. What was so exciting was the global nature of the meetings, both in terms of speakers and attendees. The Policy and Communications Group took a similar pattern and produced refreshed digital versions of the ‘conversation’ event formula. To mark Black History Month, we engaged with international speakers of colour, celebrating their achievement in science and arts. New ‘journal club’ meetings kept members’ brains active, examine the latest science and practice in our specialty. The Education Day became an Education Week and continued to provide an essential touchstone for learning and development, this year on the topic of digital and healthcare technologies. These experiences gave us the confidence to set up our “virtual” Annual Symposium. And what a programme we have!

Our policy and communication outputs and impact have been at another level this year. Bolstered by a new website, blog articles and other online content has been viewed many thousands of times, and comments

made to the press and media have been cited and quoted around the world. We have been a respected voice at the table with policymakers, and have submitted a number of extensive and detailed consultation responses. *Good Pharmaceutical Medical Practice* has been revised and updated to reflect and encourage innovations in the practice of our specialty.

Closer to home, the Education and Standards Committee and staff fast-tracked plans for on-line, remotely invigilated examinations for the Diploma in Pharmaceutical Medicine (DPM) and the Diploma in Human Pharmacology (DHP). The DHP organisation has been seeking to gain approval from the MRHA to broaden the opportunities for being trained and qualified as a first into human Principal Investigator. Pharmaceutical Medicine Specialty Training (PMST) has made adaptations to the 'new normal' in their operations and have also completed the new curriculum and submitted it for review by the GMC. Revalidation, too, has had a challenging year, with initially the postponement of appraisals, followed by their recent reinstatement creating uncertainty, but this was deftly handled by the team.

The FPM governance has also changed this year. Though many of the specific activities outlined in our Strategic Plan 2020-22 have had to be put on hold, we have held close to the strategic priorities. A new committee – the Strategic Advisory Group – has been formed. Reflecting their global membership, one of their principal activities has been to review how the FPM should engage with the worldwide community of the pharmaceutical physicians. Plans are being made for pathfinder groups to work with members based in the Middle East and South East Asia to promote joint activities. 2020 has also seen us find success in securing funding from charitable trusts and other sources – a very welcome shot in the arm during a financially challenging year.

So, may I thank all our members and encourage you to join the AGM this year at 1730 on the 25<sup>th</sup> of November. Not only to hear and to agree the plans for the year but also to enjoy a virtual meeting with colleagues in our conversation rooms so bring a glass of your favourite tipple. It could be fun!

### **Revalidation and appraisals**

FPM is a Designated Body for providing annual appraisals and GMC revalidation. On 26 October 2020, 611 members had a prescribed connection to FPM as a designated body.

In March 2020 FPM cancelled all appraisals until further notice following NHS England guidance due to the COVID-19 pandemic. In September 2020, NHS England recommended that all Designated Bodies reintroduce appraisals by 1 October 2020. NHSE recommended that flexibility should be utilised wherever possible for doctors whose lives were impacted either personally or professionally by the pandemic; thus ensuring a greater focus on health and wellbeing.

FPM organised online "refresher training" to ensure topics, such as conducting appraisals via videoconference, as well as the greater emphasis on health and wellbeing were highlighted, reviewed and adopted as standard.

## Education, Standards, Ethics and Practice

FPM continues to train new examiners, educational supervisors as well as revalidation appraisers and interested members are welcome to contact us about this. The GMC did not hold its usual National Training Survey this year because of the COVID-19 pandemic. It surveyed trainees and trainers on the impact the pandemic had on their training or supervision of trainees instead. The GMC conducted a separate survey of pharmaceutical medicine trainees and trainers on the same topic between late September and early October. It was voluntary to complete the survey this year. 102 trainees and 103 Educational Supervisors were invited by the GMC to complete the survey. Thirty-three trainees and 23 Educational Supervisors completed the survey.

The FPM has now published a revised and updated version of *Good Pharmaceutical Medical Practice*, which provides all doctors practising pharmaceutical medicine guidance and direction on expected standards, conduct and behaviour. In conjunction, The Ethics and Practice Committee are also currently reviewing the existing FPM *Guiding Principles* and the GPMP Support Network, as well as a guide for pharmaceutical physicians to 'patient involvement in decision making'.

Other successes include

- All exams held online with remote invigilation which allowed candidates to sit the exam at home or work
- Liaised with the other medical colleges and the GMC to set standards and protocols for the online delivery of exams
- 48 candidates sat the Certificate in Pharmaceutical Medicine/Diploma Part 1 exam and 38 candidates sat Part 2 of the Diploma in Pharmaceutical Medicine exam
- There were 13 international exam candidates, up from 5 in 2019
- 18 candidates have enrolled onto the PMST
- 13 candidates have completed the PMST programme
- 15 pharmaceutical physicians were entered onto the GMC's specialist register
- A draft guidance document for PMST trainees and their educational supervisors (ESs) on collecting evidence of interactions with patients for the proposed 2021 PMST curriculum will be submitted to FPM's Director of Education and Training in late November.
- FPM might consult on the draft guidance document with a small group of ESs
- The proposed 2021 PMST curriculum was submitted to the GMC's Curriculum Advisory Group (CAG) in October.
- The GMC's Curriculum Oversight Group (COG) approved the purpose statement to the proposed curriculum in January 2020 with conditions, which were addressed in FPM's curriculum submission to the CAG

## Policy and Communications

FPM continues to raise awareness of and advocate publicly for the science and practice of pharmaceutical medicine and the benefits that the specialty can bring to public health. During 2020 our focus has been on informing and guiding the public and policy makers on the science around the SARS-CoV-2 virus, and some of the ethics and practicalities of dealing with the resulting pandemic. We have also been learning from and supporting FPM members in their work, whether they are directly involved in developing therapeutics and vaccines for COVID-19 or adapting their usual operations to cope with the pandemic.

This work has been bolstered by a fantastic new website, launched in March 2020. The website's impact was immediate with like-for-like pages typically receiving twice the number of visitors. The site was developed in collaboration with external agency Granite5 who continue to support us in making iterative improvements to its functionality and accessibility.

The new site has also helped FPM expand its communications output to include blog articles. These are typically guest authored, internally reviewed pieces which are high on academic rigour. The jewel amongst these was an article authored by Penny Ward, *COVID-19/SARS-CoV-2 Pandemic*, which has had more than 30,000 views and counting.

FPM continues to engage an expanding audience via social media, delivering thought leadership, links to our blog articles, and – of course – promotional posts of our events and other activities. We reached a milestone of 4,000 LinkedIn followers in June 2020.

As our audience grows, and perhaps diversifies beyond pharmaceutical physicians, it has been more important than ever that our communications are accompanied by strong visuals. Graphic designers were therefore secured to produce scientific schematics for our blog posts and meeting programme designs, and Vivid Biology developed some very eye-catching artwork to give our Symposium its own distinct identity.

Specific successes include

- **Responding to dozens of consultations and media requests on COVID-19, receiving significant coverage**
- **Annual Symposium will take place on 26 and 27 November 2020 on the theme of “Future trends in Pharmaceutical Medicine”**
- **New website launch resulting in huge increase in traffic. E.g. for Q3 2020 vs. Q3 2019, total website pageviews >156% , with homepage >85%, and DPM page >45%**

### Specific objectives for 2020

In our annual report for 2019 we highlighted some specific objectives that we were going to pursue in 2020. However, nobody could have foreseen the disruption that has been caused by the COVID-19 pandemic.

The first priority was to ensure the safety of FPM staff and visitors to the FPM building so a COVID-19 risk register was developed, and mitigation steps included new processes such as allowing the Designated Body to implement remote appraisals. However, once the government made the decision to implement lockdown for



the UK population, the FPM office quickly operationalised activities so that the business continued seamlessly with the staff working remotely. For example, telephone extensions were linked to the staff’s newly acquired mobile telephones to ensure that FPM members and others could still contact the office with their queries. Furthermore, staff became proficient in using video conferencing technology which ensured that the schedule of committee meetings continued as part of FPM’s business continuity plan.

The COVID-19 crisis has accelerated FPM’s use of digital platforms to broaden the range of events that it offers its members which included offering both free and paid-for webinars for educational purposes, training programmes and special events such as the Preparedness Planning on Public Health Emergency series and Black History Month. The success of the online events means that FPM will in future develop a model of both face to face and online activities with the aim of increasing accessibility to all its members as well as non-members. A summary of the online events undertaken by FPM is provided below:

Education	Training	Conversations	Specific topics
Education week – Digital Technology in Pharmaceutical Medicine	Managing Medical Emergencies	Biotech and start ups	Preparedness and planning for Public Health Emergencies series
Preparing for the DPM Exam	Code in a Day online	Trust and transparency	Black History Month – Black Heroes of Mathematics webinar
Boyd's Training for DPM	Leadership series		Black History Month – From Yale to COVID-19 webinar

FPM collaborated with experts to produce a series of blogs that covered different aspects of the COVID-19 crisis, including

- A review of vaccine development by Dr Penny Ward et al.
- The ethics of conducting clinical trials in search of treatments for COVID-19 by Dr Susan Tansey et al.
- What you need to know about COVID-19 testing by Dr Bob Holland et al.

FPM established its virtual Journal Club in May 2020 and it has been a huge success with average attendance ranging between 10-20 members. Papers debated at Journal Club in 2020 were

- Oral Immunotherapy for Peanut Allergy (led by Dr Susan Tansey)
- Factors associated with COVID-19 related hospital deaths (Dr Gilles O’Byrne-Tear)
- Highly precise risk prediction model for new-onset hypertension using artificial intelligence techniques (Dr Jeff Hsu)
- Dexamethasone in Hospitalized Patients with Covid-19 (Dr Peter Adura)

A casualty of the COVID-19 pandemic has been the unprecedented disruption to clinical trial programmes which has highlighted the need to identify practical measures that will provide future resilience. In collaboration with the ABPI and the MHRA, FPM has carried out a survey to identify the innovations and

adaptions that have been undertaken to maintain clinical trials programmes during the COVID-19 crisis. The findings will lead to FPM guidance on steps that can be taken to minimise disruption to clinical trials in the event of future pandemics and lessons learnt to improve clinical trial design as a whole in future.

The other key activity for 2020 was to review the digital infrastructure in FPM as part of the modernisation plan and FPM was awarded a grant of £72,300 by the Dinwoodie Charitable Company towards this. The award provides for

- The implementation of new online assessment tools
- The adoption of a new learning management system
- A contribution to an upgraded customer relationship management (CRM) that will improve the efficiency of FPM's operational processes.

### A reflection on 2020 and COVID-19

COVID-19 has dominated much of the discourse in 2020 and as part of FPM's celebration of Black History Month, Dr John Ndikum took part in a fireside chat with the Chief Executive where he expressed his thoughts on working on the frontline in a NHS Trust at the height of the pandemic. A published poet, Dr Ndikum kindly wrote a poem about the pandemic for FPM. It is fitting that we end the AGM report with this poem:

#### HUMANITY IN CALAMITY

'Tis said victory is sealed by guile,  
But this enemy did beguile  
Those that it felt fit to assail  
When e'en medicine was of no avail.

A global conquest did ensue  
That struck not only a few.  
And politicking reached fever pitch;  
Power extending beyond its reach.

Yet amidst the storm, my learned friends  
Did softly to others tend,  
And as a balm, their camaraderie  
Made for a healing reverie.

I witnessed love and harmony,  
Aye - a true spiritual victory;  
When what began as a global debacle  
Became a blessed spectacle.

Of nurses, physicians and domestic staff:  
Those of every clime and class  
United - risking life - to patiently  
Teach us the meaning of true humanity.

Dr John Ndikum

## Thank You

Finally, once again FPM would like to extend thanks to all our members who have contributed to our activities this year, whether as committee members, specialty advisers, educational supervisors, appraisers, examiners or by supporting raising awareness and advocacy events and policy projects. We truly value your participation and support.

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