



ANNUAL GENERAL MEETING 10 November 2021

A. REGISTRAR'S ANNUAL REPORT 2021: Dr THOMAS MORRIS FFPM

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

The Membership

As of 28 October 2021, there were 1524 FPM members in 38 countries with 80% based within the United Kingdom and 20% based in other countries. This year we have seen a 2% increase in the number of members since this time last year and a small increase in the overall proportion of members based outside of the United Kingdom.

The Board of Trustees

The Board of Trustees met on four occasions during the last twelve months with an average attendance of 80%, slightly lower than 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 supported by committees. The operational committees comprise of:

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

Chairs 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 Executive Committee.

A number of new appointments have been made for Committee Chairs and members; these will be announced at the AGM.

As part of the evolution of FPM, the Equality, Diversity and Inclusion Forum was formed to support members at different stages of their careers, highlight barriers that may impede career progression with particular focus on race and gender, influence the development of inclusive policies, processes and practices that ensures that FPM is reflective of its diverse membership and its values - Professional, Innovative, Caring, Collaborative, Credible and Learned.

Another significant development was the formation of the FPM Global Forum (*FPM Global*) which will focus on supporting global members in terms of standards, education and training as well as advocacy. The formation of *FPM Global* is a demonstration of FPM's commitment to engaging with its membership regardless of where they are in the world.

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 2021

This year, 23 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, three nominations for Honorary Fellowship, two nominations for Honorary Membership and four nominations for Membership by Distinction were successful. We were also delighted to award the FPM President's Medal to Dr Susan Bews, in recognition of her significant contributions to the field of Pharmaceutical Medicine. Recognition and celebration of these achievements took place at FPM's Annual Awards Ceremony which was held on 17 September 2021 at the Royal College of Physicians, London. On behalf of FPM, I offer my congratulations to all those who have received FPM awards during 2021.

Board Elections and Appointments 2021

During the last 12 months we held elections for President and Vice President, completed the appointment process for Registrar and elected as well as appointed Trustees. We received three nominations for President and four nominations for Vice President, and elections were held in March 2021 for President and in June 2021 for Vice President. Dr Flic Gabbay was elected as President and Dr Sheuli Porkess as Vice President.

The Appointments Panel was convened to oversee the appointment of the Registrar and appointed Trustee and Dr Chris Worth was duly appointed to as the new Registrar. Other appointments in 2021 were:

- Dr Neil Snowise – Appointed Fellow Trustee
- Dr Craig Hartford – Appointed Member Trustee
- Dr Emma Harvey – Elected Fellow Trustee

As of 10 November 2021, Professor Tim Higenbottam stands down as President at this conclusion of his three-year term, and I stand down as Registrar after serving two terms.

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 was closed for nearly 18 months, but the office re-opened to staff members in September 2021 with strict COVID-19 protocols in place. A few members have attended the offices and it was wonderful to see colleagues again in person. FPM's offices are open between 9am-5pm Monday to Thursday and members can pre-book a meeting room free of charge for themselves or to meet with one other person. Members also can hire meeting rooms at a discounted rate for meetings of three or more people when the member attends in person. Please take advantage of our meeting rooms when you are in London by pre-booking a workspace or contact the office to hire one of our meeting rooms or recommend this to colleagues.

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: Marcia Philbin, Sarah Davis, Ben Cottam, Tony Roche, Andrew Meads, Katie Liversidge, Will Strange, Konrad Obiora, Marianne Whitelam and Eleanor Kingwell-Banham.

I would also like to thank the Head of Education Sam Baglioni, who joined FPM in March 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. Thanks are extended also to the new Policy & Communication Assistant Joe Meredith who joined in August and the Revalidation Coordinator Sebastian Fielding who joins us in November. We wish Ben Fritchley, who left FPM in June, well in his new ventures.

Finally, I want to express special thanks to FPM's project intern Camila Pulliza, and two Kickstart Trainees, Musie Gebremariam and Ashleigh Fournier-Kelleher, who were on six-month placements to support them in gaining valuable work experience.

B. TREASURER'S ANNUAL REPORT 2021: DR PETER FELDSCHREIBER FFPM

I am pleased to present my second 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 2020

As at 31 December 2020 FPM's total free reserves amounted to £875,808 (£807,113 at the start of the period). The current level represents approximately 5.9 months' operating costs based upon budgeted expenditure for 2021. In addition to this, a sum of £117,425 (2019: £115,152) 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 £846,212 (2019: £777,517) are general funds available to fund day to day operations.

As at 31 December 2020 FPM's accounts showed an operating surplus of £46,977 (2019: operating deficit of £39,342) before investment gains of £33,992 for the 12 months. Therefore, there was a surplus after investment gains of £80,969.

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 2021

In January 2021, the trustees approved a deficit operational budget for the year of £75,571 (including depreciation). At the time of writing, FPM is forecasting an operational deficit of £44,800 with income forecast £19,000 up on budget and expenditure down £12,000. FPM continued to benefit from a reduction in expenditure with events and training held online and the staff and committees working remotely, however a return to in person meetings and events in 2022 means costs in this area will increase.

A planned programme of financial review and business development which began in 2019 continues during 2021-23. In 2021 FPM focused on education and we delivered an extended programme of training including the popular courses to prepare for the DPM exams, completed the updating of the PMST curriculum and we have already seen an increase in the number exam candidates from outside of the UK as all our exams are held online.

For 2022 we are adding to the training offering with a series of masterclass and skills-based training and online delivery of both training and exams means we now have the potential to educate and assess individuals regardless of their location. FPM is also aiming to increase our membership and will initially focus on increasing the number of Affiliate members, both from the UK and internationally, by promoting the benefits of membership and the important work undertaken by FPM and our members. We also want to encourage our members to apply for full Membership and Fellowship and this will be a focus for our new Membership Committee.

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 two-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, Sarah Davis, Head of Membership and Operations and Andrew Meads, Operations Manager, 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.

C. REPORT ON PROGRESS AND ACHIEVEMENTS IN 2021: PROF TIM HIGENBOTTAM, FPM PRESIDENT

Introduction

Our full report for last year (2020) appears in the Report and Financial Statements dated 31 December 2020, which was subject to external audit and approved by the Board on 6 May 2021. The document can be found on the FPM website and is also included with the agenda and papers for the 2021 AGM. The report below summarises the activities of FPM during 2021 and will be updated at the end of 2021 in preparation for the next year-end audit and reporting requirements.

My third and final year as President draws to an end at the AGM. May I welcome Dr Flic Gabbay who was elected in March as President and who is a founding member of the FPM. Also, we should welcome Dr Sheuli Porkess who was elected Vice President, having been chair of the Policy and Communications Group. Dr Chris Worth has been appointed as the FPM Registrar, having been treasurer from 2013-2019. We also have three new trustees, Dr Emma Harvey, Dr Neil Snowise and Dr Craig Hartford.

Coming to the end of a three-year cycle, it is valuable to reflect on what has been achieved and steps taken by FPM to fulfil its charitable objects. We began a new strategy in 2019, a focus of which had been on introducing digital facilities to support on-line examinations and international collaborations.

The first year of my presidency was challenging as the Chief Executive, Kathryn Swanston, had taken early retirement due to ill-health. Sarah Davis stepped in as interim Chief Executive, until the appointment of the new Chief Executive, Dr Marcia Philbin, who started work in July 2019. Fast forward through the next two and a half years, and we now find ourselves members of a charity with an enviable reputation and a specialty that is truly recognised for what it does – develops medicines for the benefit of patients, the world over. We still have some way to travel, but as with the life sciences sector, our profession has become recognised for its significant contribution to some of the major solutions to control the COVID-19 pandemic.

FPM exams are now run on-line, with remote invigilation, throughout 2021. This has not simply sustained the membership, but has expanded the number who are engaged, including internationally based candidates. The Education Day was transformed into a successful online Education Week and the extraordinary Annual Symposium was delivered digitally over two days. Indeed, FPM won a coveted “Highly Commended” award at the 2021 Memcom Awards in September, for the Best Event of the Year Category. Last year’s AGM also went on-line and attracted more members than we have seen for a decade.

Such change could not have occurred without the dedication, hard work and adaptability of the FPM staff and the leadership of Marcia who has been successful at both strategic staff recruitment and diversifying and strengthening FPM’s income streams, including securing several significant grants, to support this development. Two new posts, which have helped spearhead FPM’s development, were approved by the board of trustees, these being the Membership and Events Manager and the Head of Education. For Policy and Communications, the team has also expanded, to support the growing ambitions of members and external stakeholders, as FPM’s reputation continues to strengthen.

Across FPM, committees, new forums and working groups have sprung up, all supported and emboldened in many ways by FPM's digital innovations, including vlogs and blogs, social media and other on-line forms of communications. These platforms have encouraged engagement in many ways, including in election nominations and turnout, drawing more members to vote in ballots and participate in other engagement exercises than ever before. Across the membership, volunteers for writing and contributing to general knowledge on medicines has become a commonplace activity.

Our new PMST curriculum, which was supported by 62 members, was approved in May. A new syllabus has been developed for the training of First into Human and will involve in-work training & assessment, similar to PMST. The Brighton and Sussex Medical School undergraduate 'spiral curriculum' in Medicines Development continues to give those medical students a thorough grounding in the science and practice of all aspects of pharmaceutical medicine and the appropriate use of medicines. The programme has now been extended to Kent & Medway Medical School and we are now considering opportunities to digitalise the content to disseminate to even more settings.

To bring information, ideas and knowledge, the 'FPM Journal' has been replaced with 'Deep Dives' and 'Blogs' to give a fuller and more engaging experience for members and international readers. Social media activity and engagement has skyrocketed, boosted by the hard work of staff and members, but also due to our growing external profile. We have engaged in a number of critical and high-profile public consultations, including the *DHSC Women's Health Strategy* and the *MHRA Future of Medical Device Regulation*.

So, may I thank all our members and encourage you to join the AGM this year at 17:30 on the 10 Nov 2021. 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 tippie. It could be fun!

Revalidation and appraisals

FPM is a Designated Body for providing annual appraisals and GMC revalidation. On 25 October 2021, 623 members had a prescribed connection to FPM as a designated body, the highest number of connected doctors since the introduction of revalidation at the end of 2012.

There has continued to be a greater focus on health and wellbeing at the appraisals during the pandemic and, with NHSE and GMC backing, there continues to be considerable flexibility for doctors whose lives have been impacted either personally or professionally by the pandemic. This rebalancing and support has been appreciated by our doctors. NHSE guidance continues to allow appraisals to take place via video conference, and feedback shows this is working well.

Education, Standards, Ethics and Practice

The GMC approved FPM's new 'Curriculum for Pharmaceutical Medicine Speciality Training' on 20 May 2021 and it was formally implemented in August 2021. Of the 100 trainees enrolled onto the programme after the new curriculum was approved, 61 remained on the 2010 curriculum and 39 will move to the new.

We held our first PMST Assessment Day on 8 September. The panel assessed five applicants; the panel's decisions are pending.

GMC held its full annual national training survey (in 2020 it conducted a modified version because of the COVID-19 pandemic). The survey was live between 20 April 2021 and 18 May 2021. 80 trainees and 80 ESs were included in the survey with 65% of trainees and 64% completing the survey. The overall satisfaction of trainees and ESs was 81% and 72% respectively.

The lecture-based undergraduate Drug Discovery and Development programme for Brighton and Sussex Medical School (BSMS) and Kent and Medway Medical School (KMMS) has continued to be delivered as live sessions via remote communications applications. Other medical schools have expressed interest, which has prompted the partners: FPM, ABPI and BSMS to discuss how to convert the existing programme into a digital format, to be able to distribute the learning more widely and without the need for live lectures. The aim is to agree on the plan by the end of 2021.

The DPM Training Program was for the second year run successfully in an online format, attracting high numbers of bookings across the 9 modules, and providing an indication of the level of interest in education available via FPM. Complementary training programmes, open to all learner groups interested in pharmaceutical medicine are currently being planned for 2022.

There have been several appointments over the last year with Samantha Baglioni joining as FPM's new Head of Education in March 2021, Dr Ulrike Lorch as Director of Human Pharmacology and Dr Don Nwose as Director of Experimental Therapeutics, and the re-election in October 2021 of Dr Penny Ward for another three-year term as Chair Education and Standards.

The Ethics and Practice Committee supported a series of three webinars designed to help medical directors and other leaders in embedding the ABPI Principles within their organisations. The sessions focused on: an Introduction to the ABPI Principles; the 'Patients' principle; and the Integrity, Transparency and Respect principles. The EPC is currently considering how to bring the Good Pharmaceutical Medical Practice guidance 'to life' and make the guidance and associated support as useful and engaging as possible for FPM members and other stakeholders.

Other successes for 2021 include:

EXAMS

- All exams held online with remote invigilation

DIPLOMA/CERTIFICATE IN PHARMCEUTICAL MEDICINE

- 51 Candidates sat CPM (DPM part 1) exam – the highest number since 2015
- 26 candidates passed (51% pass rate) – usual range is 50-60%
- 32 candidates sat DPM part 2 exam (SAQ paper)
- 31 candidates sat DPM part 3 exam (CAP paper)
- There were 16 international C/DPM candidates (up from 13 in 2020)

DIPLOMA/CERTIFICATE IN HUMAN PHARMACHOLOGY

- 5 candidates applied to sit the CHP exam
- 4 candidates applied to sit the DHP exam (paper 2)
- 4 candidates applied to sit the DHP exam (paper 3)
- 1 candidate was awarded DHP after submitting their training portfolio for review

PMST

- 19 candidates have enrolled onto the PMST
- 23 candidates have completed the PMST programme
- 24 pharmaceutical physicians were entered onto the GMC's specialist register

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 2021 a main focus has been a continuation of high levels of press and media engagement and, certainly, in the early part of the year, FPM spokespeople were quoted in national press on a weekly basis. This activity has brought a welcome attention and scrutiny on our organisation and its members, but this has been more than matched by a succession of comprehensive responses to public consultations, most notably the DHSC Women's Health Strategy, MHRA Future of Medical Device Regulation, feedback on the Good Clinical Trial Collaborative consultation on RCTs, the DHSC consultation on the future regulation of HCPs and many, many more. Members and staff are also increasingly being invited to join a variety of external committees and working groups, further expanding FPM's influence and bolstering our reputation.

Another significant adaptation is the shift from the 'FPM Journal' format for member communications, to a more focused, bespoke and responsive platform of 'Deep Dives' – longer, more academic articles, and 'Blogs' – commentary pieces, reflections, book reviews, obituaries etc. These are regularly supplemented by FPM news bulletins and events updates, and information and notices from external stakeholders.

This work is still being bolstered by the ever-evolving website which was launched in March 2020, and whose impact remains significant, with >100% increase in pageviews versus the old website. The successful, and cost-effective, launch of the website received industry recognition this year with a shortlisting at the 2021 Memcom awards against a very competitive field of entries.

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. The FPM LinkedIn page remains a key tool in our digital communications, and we are due to reach 5000-page followers before the end of 2021. This audience has been developed organically with a content-oriented publication strategy. The most popular posts have been ones which have celebrated achievements of our members, e.g. during the 2020 Annual Awards (held in January 2021) an attached campaign attracted c. 100 new page followers above the normal acquisition rate.

Our Twitter presence is also being amplified by increasing support from key stakeholders. Metrics are up across the board vs 2020* - engagement rates >44%, link clicks >630%, retweets >140% (*July 23 to 21 October 2021 vs 2020).

In 2021 we also had a soft relaunch of the FPM Facebook page, which is being used for public-engagement activities. Although it is too soon to measure the impact, we expect to see an organic growth of page followers and engagement rates.

Email communications are the third pillar of our digital communications and metrics remain extremely high against industry benchmarks.

Our events offering has continued to expand and diversify, and innovative models – 'fireside chats', 'journal club', policy workshops and online conversations have become established products, which continue to attract good, engaged audiences. Live events are now supplemented by an 'on demand' service, offering registrants the chance to catch-up at their leisure, ensuring no-one misses out.

Specific successes include:

FPM website pageviews >2.7% vs 2020 (against a projected decrease due to a very popular P Ward blog article published in April 2020). Also >147.7% vs 2019 (old website)

Twitter engagement rates >44% vs like-for-like period in 2020.

FPM Bulletin continues to exceed industry benchmarks: 45% open rate (vs 22% for professional services, 19% for pharmaceuticals, and 25% for non-profit), and a 9% click rate (vs 2.5%, 2.3% and 2.8% respectively)

- Responding to dozens of consultations and media requests on COVID-19, receiving significant coverage
- The Annual Symposium took place on 26 and 27 November 2020 on the theme of Future trends in Pharmaceutical Medicine.

Events

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 Understanding Observational Studies in the time of COVID-19 and the FPM x MWF – The Menopause webinars. We have collaborated with three organisations in 2021 to develop and run specific programmes: Drug Safety Research Unit (DSRU), Medical Women's Federation (MWF) and the Association of the British Pharmaceutical Industry (ABPI). 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
FPM Annual Symposium 2021	Managing Medical Emergencies	Enabling a Greater Diversity of People in Clinical Trials	Understanding Observational Studies in the time of COVID-19 Data analytics / estimates / definitions
FPM Education Week 2021: Pharmacogenomics in clinical pharmacology and screening	The Code in a Day: a guided tour of the ABPI Code of Practice	In Vitro Diagnostics – Companions or Not?	ABPI-FPM Joint Event Integrity, Transparency and Respect: the ABPI Code of Practice Principles
Preparing for the DPM Exam	Essential Leadership Skills for Pharmaceutical Physicians		'Fireside chat' with Pauline Williams CBE to celebrate International Day of Women and Girls in Science
DPM Training Programme	Professional wellbeing workshops		FPM x MWF – The Menopause: Not just a woman's issue. Day 1: Raise Awareness Day 2: What can we do?

FPM established its virtual Journal Club in May 2020, and it continues to be popular with members. Papers debated at Journal Club for this reporting period:

- The effect of hepatic impairment on outcomes in phase 1 clinical trials in cancer subjects (led by Dr Hammed Balogun)
- COVID-19 vaccine BNT162b1 elicits human antibody and TH1 T cell responses (Dr Federica Borghese)
- Technology and the NHS Estate (Dr Faten Arouri)
- Efficacy and safety of guselkumab, an anti-interleukin-23 monoclonal antibody, compared with adalimumab for the treatment of patients with moderate to severe psoriasis with randomized withdrawal and retreatment (Dr Mehbub Shafi)
- A noninflammatory mRNA vaccine for treatment of experimental autoimmune encephalomyelitis (Dr Shaun Flint)
- CRISPR-Cas9 In Vivo Gene Editing for Transthyretin Amyloidosis (Dr Daniel Casey)

As highlighted in the 2020 report, a casualty of the COVID-19 pandemic was the unprecedented disruption to clinical trial programmes. In collaboration with the ABPI and the MHRA, FPM carried out a survey to identify the innovations and adaptations undertaken to maintain clinical trials programmes during the COVID-19 crisis. In December 2020 FPM published a report based on the responses to the survey and held a workshop on 20 January 2021 to discuss the key recommendations of embedding resilience, addressing the global health challenges and importance of education and standards.

Objectives for 2022

1. The FPM Strategy 2020-2022 is coming to an end and attention will focus on developing FPM Strategy 2023-2025.
2. A new Board of Trustees will take office at the 2021 AGM with a new President, Vice-President, Registrar and three new trustees. A programme of induction will be put in place to support the new trustees.
3. The review of the digital infrastructure in FPM as part of the modernisation plan will continue, especially to implement a new Association Management Platform to automate processes and increase membership engagement.
4. A new Learning Management System will also be implemented in support of FPM's expanding education and training provision which will be rolled out in 2021.

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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