



ANNUAL GENERAL MEETING

4 November 2022

A. REGISTRAR'S ANNUAL REPORT 2022: Dr Chris Worth FFPM

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

The Membership

As of 26 October 2022, there were 1570 FPM members in 38 countries with 80% based within the United Kingdom and 20% based in other countries. This year we have seen a 3% increase in the number of members since this time last year with membership now showing an upward growth trend with the number of new Members (MFPM) and Affiliate members, especially from outside of the UK, up significantly.

The Board of Trustees

The Board of Trustees, under our new President Dr Flic Gabbay, met on four occasions during the last twelve months with an average attendance of 80%, 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, co-opted 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 the following committees:

- Policy and Communications Group
- Membership Committee
- Education and Standards Committee
- Officers of the Board of Examiners
- Trainees' Committee

- Finance Committee
- FPM Global
- EDI Forum

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.

FPM is fortunate to have the support of so many volunteers who join our committees, expert groups and working groups, who set and mark our exams, speak at our events and respond to consultations. On behalf of FPM, I would like to very much thank those members who give so generously of their time and expertise to support our activities.

This year, to support and guide volunteers and in line with good governance we have developed two new policies, the [Code of Conduct for Volunteers](#) which is intended provide clear guidance for our volunteers, and a [Public Engagement Policy](#) to support those volunteers who represent us externally in many ways and in many forums.

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, so have a look if you are interested in volunteering with us.

May I again take this opportunity to thank you all for your ongoing commitment to our aims and charitable objects.

Fellowship and Awards 2022

This year, 12 new Fellows were admitted by the Board following the recommendation of the Fellowship Committee. Fellowship of FPM is awarded in recognition of their achievements and contributions to the specialty and to FPM. In addition, five nominations for Honorary Fellowship, two nominations for Honorary Membership and five nominations for Membership by Distinction were successful.

We were also delighted to award the FPM President's Medal to Professor Alan Boyd in recognition of his significant contributions to the field of Pharmaceutical Medicine. Professor Penny Ward was the recipient of our new Volunteer Award which is given in recognition of outstanding efforts and contributions that have helped FPM achieve excellence in our mission to advance the science and practice of pharmaceutical medicine.

Recognition and celebration of these achievements took place at FPM's Annual Awards Ceremony which was held on 6 July 2022 at the Royal College of Physicians, London. On behalf of FPM, I offer my congratulations to all those who have received FPM awards during 2022.

Board Elections and Appointments 2022

During the last 12 months we completed the appointment process for Treasurer and a new Trustee.

Appointments in 2022 were:

- Dr Kamlesh Sheth – Appointed as Treasurer

- Dr Ado Muhammad – Appointed Fellow Trustee

As of 4 November 2022, Dr Peter Feldschreiber stands down as Treasurer at this conclusion of his three-year term and Dr David Jefferys, Fellow Trustee, stands down after completing two three-year terms as a Trustee. FPM thanks them both for their highly significant contributions to the work of the FPM.

FPM Headquarters

FPM has been at its new headquarters in Angel Gate, Islington, for six years now. FPM's offices are open between 9am-5pm Tuesday 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. Our 3rd floor is also [available as a sub-let](#) at very competitive rates.

FPM Staff

Finally, I would like to record my thanks on behalf of the FPM membership to all the staff for their incredibly hard work in managing and supporting FPM's very varied activities: Marcia Philbin and her team Sam Baglioni, Ben Cottam, Sarah Davis, Seb Fielding, Kay Grimwood, Katie Liversidge, Andrew Meads, Joe Meredith, Konrad Obiora, Tony Roche, Eve Snare, Will Strange and Marianne Whitelam.

We have also welcomed this year Jola Kosobucka, Events and Membership Manager who joined in July, David Henderson, Digital Communications Coordinator, who joined in October and congratulations to Musie Gebremariam who joined FPM as Kickstart Trainee (a government initiative to give young people work experience) on a six-month placement; Musie become a permanent member of the team in December 2021 as our General Assistant. We said farewell to Eleanor Kingwell-Banham and wish her well in her new job.

B. TREASURER'S ANNUAL REPORT 2022: DR PETER FELDSCHREIBER FFPM

I am pleased to present my third and final 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 and to congratulate him on his appointment as Treasurer from November 2022.

Financial Period – 1 January to 31 December 2021

As at 31 December 2021 FPM's total free reserves amounted to £982,328. The current level represents approximately 5.8 months' operating costs based upon budgeted expenditure for 2022. In addition to this, a sum of £117,790 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, 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 £952,732 are general funds available to fund day to day operations.

As at 31 December 2021 FPM's accounts showed an operating surplus of £2,264 before investment gains of £96,337 for the 12 months. Therefore, there was a surplus after investment gains of £98,601.

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 2022

In January 2022, the trustees approved a deficit operational budget for the year of £63,531 (including depreciation). At the time of writing, FPM are forecasting an operational deficit of £125,380. Income is forecast to be £1,866,713 which is 4.4% (£85,990) down on budget and expenditure is forecast to be £1,989,593 which is 1.3% (£26,641) under budget. FPM will not meet its budget this year, as while income for most departments is forecast to be higher than in 2021 (income in 2021 was £1,782,734), the budgeted growth levels for events, training and exams have not been achieved, and we have also been unable to find new tenants for our sub-let office 3rd floor. Growth targets were missed as we have had limited marketing and communications support this year, and non-commercial activities have had to be prioritised, to the detriment of the income generating activities. Expenditure is forecast to be slightly down on budget as we continue to carefully manage our operational costs.

Budget 2023

In 2023 FPM will prioritise income generation, especially from education, exams and events, to improve our financial position as costs have been, and continue to be, carefully managed. We will increase our membership, building on the growth seen in 2021-22, and we will 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 will also encourage our members to apply for full Membership and Fellowship and this will be a focus for our Membership team.

FPM began work on its digital upgrade in 2022 with a new Learning Management System (LMS), Customer Relationship Management (CRM) system and an improved web portal which supports online bookings and My FPM. The LMS, due to go live this year, is fully funded by a grant and the CRM and web portal, due to go live in June 2023, are partly grant funded with FPM investing £240,000 in this upgrade, depreciated over five years. This investment, along with the lost sub-let income, means that even with a focus on profitable activities, and based upon current operational plans and staffing levels, FPM will not return to a surplus position in 2023.

The value of FPM's investments has fallen in 2022, however FPM's policy is to invest for the long term via a diversified portfolio and investment gains have been significant over the previous five years. FPM began 2022 with total free reserves of £982,328, however investment losses combined with operational deficits in 2022 and 2023 means FPM's reserves will be lower in 2023 and 2024. FPM will continue to monitor our reserve levels closely during 2023.

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. 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: Dr Flic Gabbay, FPM PRESIDENT

As my first year as President draws to an end, I cannot believe that it was only last Spring when we were still working online, due to COVID restrictions in the UK and, with the college presidents of the Academy of Medical Royal Colleges (AoMRC), on regular calls with NHS England, the UK Health Security Agency and the Chief Medical Officer (CMO). Alongside this, our Vice President Sheuli Porkess (to whom we owe a deep debt of gratitude for all her hard work) and I embarked on an extensive meet and greet with the leadership of medical Faculties and Colleges, GMC, British Pharmacological Society, DHSC CMOs and advisers, NIHR, ABPI, BIA, NICE, Sustainable Health Coalition and many others to extend our external affairs to evaluate how pharmaceutical medicine fits in the practice of medicine as well as in research. Understanding our role in the greater ecosystem of health care is critical to how we fulfil our charitable objectives; to promote the science of pharmaceutical medicine; to develop and maintain competence, ethical integrity and high professional standards in the practice of pharmaceutical medicine; and to advance knowledge in pharmaceutical medicine. As I write this, the Annual Symposium looks like it will once again be a huge success and builds on a series of excellent meetings for which FPM won deservedly the Best Longstanding Event at the Association Excellence Awards 2022 this year. Our other flag ship event is the Education Day, which this year was on the use of Real World Data and, not surprisingly, well attended. Other work promoting pharmaceutical medicine has focused on rare disease and genomics, prevention and treatment of infection and women's health as well as consultations on clinical trials and medical devices.

Rare diseases also featured highly, with the Policy and Communication Group (PCG) and Rare Disease Expert Group running two webinars in May on the topic Advancing the Frontiers of Gene Therapy in Rare Diseases. FPM collaborated with the Academy of Medical Sciences on a programme on Clinical Trials for Rare and ultra-rare diseases in March. Related to this, Sheuli Porkess represents us at the Academy of Medical Royal College genomics group and the UK Pharmacogenomics Network (UKPGx), both of which have been active in 2022 and are likely to become major clinical initiatives in 2023.

Following on from all the valuable work done by FPM in 2021 on COVID, PCG and a raft of our members were asked to support other clinical colleagues and the Chief Medical Officer's team with written summaries of the state of treatments for COVID, which grew into more detailed support through a multidisciplinary workshop with key leaders across pharma, academia, government and regulatory. The DEMENDE (DEfining MEDical Needs and Evidence) report followed, with a list of recommendations that have so far has led to a number of regulatory actions and support to both clinical and patient engagement activities. In August, we wrote evidence for the NICE Multiple Technology Assessment and the Evusheld Single Technology Assessment and summarised these for our parent colleges, as a review of antiviral treatments and the consequences of Long

COVID. Sheuli Porkess gave the RCP London Christmas lecture on antibiotics and in April, the new statement by AoMRC on the initial antimicrobial treatment of sepsis to which FPM contributed was published.

In May, FPM attended the launch of Healthy Mum, Healthy Baby, Healthy Future: The Case for UK Leadership in the Development of Safe Medicines for Use in Pregnancy. Dr Allyah Abbas-Hanif was a commissioner and I provided evidence to the report alongside Dr Pauline Williams. We also provided a response to the NICE scoping request for a new menopause guidance alongside the British Menopause Society and in August were one of the authors of the Menopause Practice Standards with RCOG, BMS, FSRH and RPS. In September FPM published the Women in Pharmaceutical Medicine report and contributed to the Annual BPS symposium on a session on women's health.

Amongst the other initiatives, the clinical trials and devices consultations were extensively supported during the year as was the consultation to the Good Medical Practice Review from the GMC. The journal club, fireside chats and webinars have been very active and thanks must go to all those members involved.

In terms of our remit for setting standards in pharmaceutical medicine, FPM Global and the EDI Forum have contributed to FPM becoming more inclusive to all pharmaceutical physicians. The Clinical Pharmacology and Skills Alliance (CPSA) is another initiative with British Pharmacological Society to support extending the reach of clinical pharmacology in medicine to ensure safer and more effective delivery of medicines.

The Membership Committee has broadened the opportunity to include Members with international qualifications in pharmaceutical medicine and is exploring ways in which we can be more inclusive for our many colleagues in the UK who qualified in other countries as well as the UK. This year several pharmaceutical physicians were awarded Membership by the Distinction route and we are planning to have a big membership drive in 2023. FPM Global has been exploring several initiatives for us to provide education and examinations for standard setting in other countries including USA, India, Malaysia, Australia, Nigeria, South Africa, and the Middle East. In June, I visited the USA and more presentations to other country associations are planned.

The Education and Standards Committee has been exceptionally busy with new initiatives for education, such as in-house training in the US. The Diploma in Pharmaceutical Medicine Training programme has also gone from strength to strength. Dr Sharon McCullough was appointed to support this work. The Board of Examiners have continued to deliver their high standards and maintain the online examinations. Dr Ruth Dixon will be standing down this year as Chair of the Board of Examinations and I send a huge thank you to her. During her tenure she has provided leadership to ensure examinations remain at a high standard throughout the pandemic. PMST is gradually introducing the new curriculum and we maintain a good number of completing trainees, which is impressive, especially compared to other Faculties and Colleges. In addition, the PMST team has continued to work closely with GMC over the pilot of the new assessment days as part of enrolment and the implementation of a new quality assurance process. Recently we have been exploring how the Certificate of Pharmaceutical Medicine can be opened to other disciplines and countries.

Our medical student courses continue to give those medical students a thorough grounding in the science and the practice of all aspects of pharmaceutical medicine and the appropriate use of medicines. The Brighton and Sussex Medical School undergraduate 'spiral curriculum' in Medicines 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.

The Revalidation team, including our very committed appraisers, are some of our unsung heroes who have throughout the pandemic delivered appraisals online and continue to deliver the excellent service that enables our connected doctors to have personal and professional support through their annual appraisals.

Trustees, committee chairs, directors and the senior management team came together in March, April and May to develop FPM's strategy for 2023-2025, which builds on our existing achievements. The Trustees were ably led by Dr Assem el Baghdady and his team and the strategy is aimed at supporting the advancement and deployment of technologies and medicines, developing stronger partnerships, committing to global standard setting, executing EDI as well as sustainability goals and influencing policy to align with the greatest medical healthcare needs, especially in aspects of inequality in healthcare. As we developed our strategy, it became apparent just how many members are actively involved in FPM activities and it is an enormous tribute to them that we achieve so much. Dr Stephen Lockhart and Professor Alan Boyd were both awarded Fellowship of the Academy of Medical Sciences for contributions to medical science, justifying how important pharmaceutical medicine is to our medical ecosystem.

We have two new trustees – Dr Kamlesh Sheth, the new Treasurer who replaces Dr Peter Feldschreiber, and Dr Ado Muhammad (new Appointed Fellow Trustee) who replaces Dr David Jefferys. A massive thank you goes to the outgoing trustees – though I hope it is simply farewell as a Trustee rather than as support for FPM.

The next decade is promising to be one of the most demanding periods of change in healthcare. There will be continued increase in public and patient engagement and empowerment and expansion of management of health in the community. There is a completely new generation of devices, diagnostics, prophylactics and treatments driven by genomics and advanced therapeutics. This change demands flexibility in training of healthcare professionals and it is where pharmaceutical medicine will be much in demand! These activities require FPM to continually reappraise our Strategy, to keep it fit for purpose and always designed to ensure equitable delivery of healthcare to public and patients, wherever and whenever they are.

All this could not have been achieved without the dedication, hard work and adaptability of the FPM staff and the leadership of our CEO 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, particularly with the digitalisation project. She personally is to be congratulated having won a "Highly Commended" CEO Leadership Award in the MemCom Excellence awards this year.

So, may I thank all our members and encourage you to join the AGM this year at on the 4 November 2022. Not only to hear and to agree the plans for the year but also to enjoy a virtual meeting.

D. FPM Summary

The scope of work and opportunities has continued to grow in 2022. The new strategy for 2023-2025 has been developed and is underpinned by three pillars of trust, sustainability and relevance.

As part of its plan to increase its operational resilience, FPM is investing in its digital infrastructure so that it can streamline its processes, increase its efficiency and ensure its future sustainability. This will enable FPM to deliver a modernised approach to its members to foster greater engagement. Currently, FPM is delivering two major change projects: the Customer Relationship Management system (CRM) and the Learning Management System (LMS).

The education and standards function continues to grow and on behalf of a commercial company developed and delivered an in-company training programme to support new members of staff with an understanding of medicine development.

For the last two years the policy and communication function has seen its activity increase exponentially as a result of the COVID-19 pandemic and this has continued in 2022. FPM collaborated with several organisations on the discussions surrounding the use of antivirals to combat COVID-19 in vulnerable patients and responded to several consultations.

The EDI agenda continues to be a cross-cutting theme in FPM across all functions and there have been several blogs and events. FPM is a member of the Inequalities in Health Alliance which is led by RCP London and continues to contribute to the advocacy work. FPM also became a member of the UK Health Alliance on Climate Change. An important project on membership was led by the Routes to Membership Working Group which reviewed the criteria for the award of Membership (MFPM) and resulted in the widening of the number of qualifications that will be accepted for the award of MFPM.

Finally, FPM entered two industry awards where it was shortlisted in several categories. FPM was awarded Association Excellence's silver award for best longstanding event for the Annual Symposium, and the Chief Executive won the Highly Commended Award for CEO Leadership by Memcom.

Revalidation and appraisals

FPM is a Designated Body for providing annual appraisals and GMC revalidation. On 27 October 2022, 660 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 NHS England (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. In order to understand the impact of video appraisals we undertook a survey with our appraisers and it showed there was almost unanimous support by appraisers for consideration of appraisals by videoconference to be permitted for at least some of the appraisals in each cycle. The results provided strong

reassurance that the quality and benefit of appraisals has not been compromised by the need to undertake appraisals remotely during the pandemic.

During the 2021/22 appraisal year, 101 doctors connected and 71 disconnected. Those doctors coming to us from the NHS join us with first-hand experience of the huge challenges the NHS has faced during the pandemic – and continues to face. A number of our doctors have continued to support the covid vaccination program. As a result of the GMC's own response to the pandemic, the 2021/22 year included the highest number of revalidation recommendations of the last five years.

One of our very experienced Appraisal Leads, Dr Sharon McCullough, stepped down during the year to take on the role of Director of Training and Development at FPM and we are very pleased to have appointed an excellent replacement in Dr Liz Clarke. Quarterly meetings with the Appraisal Leads continue to be valuable for ensuring consistency and for generating quality improvement ideas. For example, there has been a collaborative effort in producing new online guidance for completing the PReP Input Form which we hope will help to make the process more straightforward. The new guidance, '*How To Complete Your Input Form*', can be viewed [here](#). The Appraisal Leads also deliver an online introduction to appraisal and revalidation every six weeks mainly for newly connecting doctors but it is open to all connected doctors.

We are fortunate to have 85 highly enthusiastic appraisers. Of these, we have 25 appraisers who are connected to other designated bodies including, for example, the NHS. This helps to ensure similar standards across pharma and benchmark with other designed bodies.

We are also fortunate that Mr William Payne who is a board trustee, has continued to work with us as our Lay Representative and has provided valuable advice on a number of matters.

During the year, in addition to two networking sessions for our appraiser team, we ran mandatory training for appraisers by WebEx. The feedback on both the content and the technology was very positive.

All appraisees are required to complete a post-appraisal questionnaire in PReP. This covers a range of matters including views on PReP and personal feedback on the appraiser. Free text comments are also sought. The results are aggregated for each appraiser and sent to them annually. The most recent comments are once again overwhelmingly positive. They show that doctors felt well supported by their appraisers and the office team. It was clear that many felt that having the opportunity to discuss the events of the year with a peer was invaluable.

Education, Standards, Ethics and Practice

We held three PMST Assessment Days on 7 March, 6 June and 6 September 2022 – a fourth session is scheduled for 6 December. The panel assessed a total of 17 applicants and approved the enrolment of all but one applicant. We sent the GMC a report on the conduct of the PMST Assessment Day process, which we were piloting to address an issue the GMC had about our enrolment process; their response is pending.

The GMC's annual national training survey was live between 22 March 2022 and 17 May 2022. 73 trainees and 80 educational supervisors (ESs) were included in the survey with 82% of trainees and 70% of ESs completing the survey. The overall satisfaction of trainees and ESs was 80% and 72.5% respectively.

The undergraduate Drug Discovery and Development programme was delivered as live online lectures for Brighton and Sussex Medical School (BSMS) and Kent and Medway Medical School (KMMS) with students entering the final year of the programme at BSMS and their second year at KMMS for the first time. The partners, FPM, ABPI and BSMS have continued to discuss how to convert the existing programme into a digital format to allow for the possibility of delivery to a greater number of medical schools. We plan use feedback from the students who have completed the programme to help support and source the funding for the digitisation project.

The DPM Training Programme was delivered successfully for the third year with new course director, Dr Sharon McCullough as Director of Training and Development. Eve Snare, FPM's new Education Manager supported Sharon throughout the year with delivery of the existing expert-led programme and behind the scenes with plans to convert the programme to a new format that will be delivered from FPM's first Learning Management System (LMS), from 2023. Implementation of the LMS is currently underway.

Dr Ulrike Lorch, Director Human Pharmacology, continued work on the plans for new physicians' training and capability assessments in early phase clinical trials, focusing amongst other things on defining the capabilities required by those working as early phase investigators.

Professor Penny Ward and Dr Sharon McCullough have been collaborating with the Royal College of Physicians to develop the content for an e-learning module titled, "Working with Investigational Medicines, which is one of a series of courses that aims to develop clinical research skills in medical professionals on behalf of NIHR.

Professor Ward and Dr Jeymi Tambiah developed and delivered FPM's first bespoke in-company Physicians Onboarding Development programme for a pharmaceutical company based in the US in April and are delivering the programme again later in November. In addition, the first in a new series of Masterclasses, The Fundamentals of Patient Engagement for Pharmaceutical Physicians was launched.

Examinations were successfully delivered online again via the TestReach system by the Officers and the wider Board of Examiners, ably supported by interim Exams and Standards Manager Kay Grimwood. Dr Ruth Dixon is demitting her role as Chair of the Board of Examiners at the end of 2022 and the vacancy is currently being advertised to suitably qualified FPM Fellows and Members. We would like to thank Dr Dixon for her work in leading the Board of Examiners and contributing to the wider success of FPM.

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. Members from the Ethics and Practice Committee were integral to this year's Annual Symposium planning. Other successes for 2022 include:

EXAMS

- All exams held online with remote invigilation
- Three students opted to sit papers in person at FPM's offices

DIPLOMA/CERTIFICATE IN PHARMACEUTICAL MEDICINE

- 46 Candidates sat CPM (DPM part 1) exam – down from 51 in 2021
- 24 candidates passed (52% pass rate) – usual range is 50-60%
- 28 candidates sat DPM part 2 exam (SAQ paper)
- 26 candidates sat DPM part 3 exam (CAP paper)
- There were 13 international C/DPM candidates (down from 16 in 2021)

DIPLOMA/CERTIFICATE IN HUMAN PHARMACHOLOGY

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

PMST

- 21 candidates have enrolled onto the PMST
- 15 candidates have completed the PMST programme
- 12 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 2022 we have continued to support a public understanding of the COVID-19 pandemic, with a particular focus on antiviral treatments and their deployment. In order to harness the expertise of our members, along with other stakeholder groups, FPM developed the COVID-19 'DEfining MEdical Needs and eviDence' (DEMENDE) multidisciplinary workshops. The outputs from the workshops have suggested approaches to encourage, incentivise and innovate in R&D and optimise the use of medical interventions in COVID-19 healthcare. Significant workstreams continue, focussing on support to vulnerable patient groups, the education of healthcare professionals on the optimal use of antivirals and the regulations and endpoints for treatments.

The Policy and Communications Group and associated expert groups have also been busy throughout the year responding to a number of important public consultations, including: the MHRA consultation on Medical Device regulation and the UK Government consultation on Equity in Medical Devices; the MHRA Future of UK Clinical Trials legislation; multiple NICE STAs and MTAs for COVID-19 therapeutics; supported writing of the Menopause Practice Standards, in collaboration with the British Menopause Society; the NICE Menopause guidance scope and the GMC Good Medical Practice consultation. The expert groups have also contributed to a number of scientific events, including educational events on Rare Diseases, breakout sessions at the FPM Symposium on medical devices and a joint Academy of Medical Sciences event on Clinical trials for rare and ultra-rare diseases.

FPM’s digital communications output has three interconnecting strands, each of which continues to evolve to meet the needs of members and external stakeholders.

Strand one is the website fpm.org.uk. We have focussed on regular publication of blogs – commentary pieces, analyses and reflections on the latest scientific developments, changes to regulations and the views of patients. We have also rolled out incremental updates to the design to enhance the user experience.

Strand two is email communications. The monthly *FPM Bulletin* collates blog articles, internal and external news, event information and much more into an easily digestible and engaging update. The *FPM Bulletin* is now complemented by the regular President’s newsletter, which summarises the busy policy environment and the potential impact on the FPM and our members.

Strand three is social media. The FPM LinkedIn page remains a key tool in building our audience and our brand amongst established and new markets. The page has attracted 750 new followers in the first ten months of the year and is due to have 6000 page followers before the end of 2022. This audience has been developed organically with a content-oriented publication strategy. Particularly popular posts during 2022 have included links to our *Women in Pharmaceutical Medicine* report which was shared many times, awards-related posts celebrating individuals who have been honoured by FPM and other organisations, and content posted during FPM Education Day.

Our Twitter presence has been amplified by support from key stakeholders and it is a very valuable tool in sharing live updates from events and building engagement with new audiences via reciprocal links.

Outside of our main two channels, YouTube has developed beyond being just a library for our video content and now has over 100 subscribers who receive alerts each time we broadcast a new video. Facebook remains a largely untapped opportunity but we are optimistic of high value engagement particular amongst members of the UK medical community via related professional groups.

Main FPM Digital Comms facts and figures

Channel	Facts and figures	Commentary
Website	Pageviews (all from 01 Jan to 24 Oct) 2022 – 26,200 2021 – 29,406 2020 – 27,170 2019 – 16,903 2018 – 18,401	The current website, launched in March 2020, continues to perform well and has sustained high traffic volumes despite fewer blog articles being published in 2022.
Email	Typical open rate of president’s bulletin: 60%-65% Typical open rate of FPM Bulletin: 51% - 53%	Compares very well against benchmarks* e.g.: Healthcare: 22% Pharmaceuticals: 19% Professional Services: 22%

Channel	Facts and figures	Commentary
		*source, Mailchimp (2022)
LinkedIn	5,812 followers (as of 25 October 2022) Typical monthly analytics: Impressions: 10,000 – 40,000 Clicks: 500 – 3,000	LinkedIn is our most prominent public-facing channel and the main traffic referrer to our website.
Twitter	Analytics (all from 01 Jan to 24 Oct) Engagement rate: 4% Link clicks: 300 Retweets: 250 Likes: 600	Modest numbers. Potential for growth.

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. We were also delighted to welcome event partners to all three of the principal FPM events through 2022 – the awards ceremony, education day and annual symposium. These vital engagements greatly enhance the experience of delegates and the revenue contributes significantly towards the financial stability of the organisation.

Equality, Diversity and Inclusion Forum

FPM’s Equality, Diversity and Inclusion (EDI) Forum continued work towards its vision of ensuring that FPM is diverse and inclusive at every level of the organization whilst members continued to act as champions for EDI in their own professional and personal capacities outside of FPM. Under a new chair in 2022, Dr John Ndikum, the EDI Forum has undertaken a wide range of activities raising awareness of EDI-related issues through events and blogs, collaborating and engaging with external stakeholders, engaging FPM’s membership and contributing to broader FPM activities such as the Annual Symposium and consultation responses.

The EDI Forum delivered several online events this year including a webinar with the Yale School of Public Health about their pioneering EDI initiatives, as well as several Fireside chats with Dr Marc Watson for World Mental Health Day 2022 and with Lamont Terrell for Black History Month 2022. Members of the EDI Forum also sat on the Annual Symposium working group for this year’s flagship event. Moreover, 2022 has seen multiple blogs published by the EDI Forum including a piece about ‘Diversity in Action’ about working in a diverse organisation authored by Forum member Dr Ansuya Naidoo for the World Day for Cultural Diversity for Dialogue and Development.

FPM marked several observances for the first time with written pieces; Dr John Ndikum penned an article about the Windrush Generation for Windrush Day 2022, and FPM interviewed a number of FPM Fellows for

Pride and South Asian Heritage Month. EDI Forum members also contributed to various FPM consultation responses including the organisation's submissions for the GMC's Good Medical Practice consultation and the UK government's Equity in Medical Devices consultation. Finally, FPM launched the anticipated Women in Pharmaceutical Medicine report which aimed to evaluate potential differences in the experience and barriers in the career progression of women in pharmaceutical medicine.

Events

FPM's holds both free and paid-for events throughout the year. The popularity of our online events means we will continue to run online events alongside our face-to-face activities. Our aim is to deliver a varied programme of events which are accessible to all our members as well as to non-members. This year's Annual Symposium is our first fully hybrid event running both in person in London and online. We wanted to make sure our online delegates had an equivalent experience to those attending in person so we invested in a fully hosted online platform which allows our delegates to network, move between sessions and ask questions. Going forward we expect to run more hybrid events as they give our members the opportunity to meet in person or the convenience of attending online. A summary of the online events undertaken by FPM in this reporting period is provided below:

Events	Training	Free to attend events
FPM Annual Symposium 2022: in person and online	Preparing for the Diploma in Pharmaceutical Medicine (DPM) Exam: online (free)	Fireside chat with Dr Bu Siakpere: improving EDI in our day-to-day practice: online
FPM Education Day 2022: in person	DPM Training Programme: online	Fireside Chat with Marc Watson: From surviving to thriving with my mental health: online
Advancing the Frontiers of Gene Therapy and Rare Diseases: online	Managing Medical Emergencies in Human Pharmacology: online	Fireside Chat with Lamont Terrell: From Medicinal Chemist to Diversity Champion: online
	The Code in a Day: a guided tour of the ABPI Code of Practice: online	EDI in Focus: Yale School of Public Health on leading the way in Diversity, Equity, Inclusion and Belonging: online

FPM's virtual Journal Club continues to be popular with members. Papers debated at Journal Club for this reporting period:

- Molecular Landscape and Actionable Alterations in a Genomically Guided Cancer Clinical Trial: National Cancer Institute Molecular Analysis for Therapy Choice (NCI-MATCH) (led by Dr Adam Hexter in May 2022)
- Diagnostics and Treatments of COVID-19: A Living Systematic Review of Economic Evaluations (led by Dr Caz Canavan in June 2022)
- Symptom prevalence, duration, and risk of hospital admission in individuals infected with SARS-CoV-2 during periods of omicron and delta variant dominance (led by Dr Anuradha Kulasekaran in July 22)

FPM Global

FPM Global was launched as a new committee in 2021 to provide leadership in establishing pharmaceutical medicine as a global medical specialty and to increase FPM's global reach through the creation of a network of pharmaceutical physicians who work outside of the UK. In 2022, under the direction of the Chair, Dr Viraj Rajadhyaksha, plans have been scoped to focus on the following:

- Build the web page, create a social media campaign and raise the profile of FPM Global members
- Start the process to develop workstreams and networks in regional areas
- Consult with external bodies such as RCP London to learn from their experience

The work of FPM Global is still in the embryonic stage but there have been some notable successes. In June, the President attended a meeting organised by Dr Jeymi Tambiah with members in San Diego, USA where they reviewed the current offering to overseas based pharmaceutical physicians, especially the lack of training and educational development opportunities for new entrants as well as current members. In October, Professor Peter Stonier presented a session entitled "From training to trusting" at IFAPP's International Conference on Pharmaceutical Medicine 2022 with PMST Trainee, Dr Jaya Chidambaram who spoke about her experience of the PMST training programme.

FPM objectives for 2023

1. Launch and implement FPM's new Strategy 2023-2025.
2. Strengthen the governance in FPM through clarification of roles and responsibilities.
3. Launch the new Customer Relationship Management System (CRM).
4. Begin the population of the new Learning Management System with education and training products.

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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