



ANNUAL GENERAL MEETING

21 November 2023

A. REGISTRAR'S ANNUAL REPORT 2023: Dr Chris Worth FFPM

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

The Membership

As of 14 November 2023, there were 1599 FPM members in 38 countries with 79% based within the United Kingdom and 21% based in other countries. This year we have seen a 1.5% 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 met for four Full Board Meetings (average attendance 78%) during the last twelve months. Furthermore, the Board of Trustees met for several Extraordinary Board Meetings in 2023.

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:

- Finance Committee
- Executive Committee

- Remuneration Committee
- Fellowship and Awards Committee
- Education and Standards Committee
- Policy and Communications Group
- Trainees' Committee
- Membership Committee
- Global Forum
- Equality, Diversity and Inclusion 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 and working groups, 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 FPM.

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 2023

This year, nine new Fellows were admitted by the Board following the recommendation of the Fellowship Committee. In addition, four nominations for Honorary Fellowship and six nominations for Membership by Distinction were successful.

We were also delighted to award the FPM President's Medal to Dr Ruth Dixon in recognition of her very significant contributions to the field of Pharmaceutical Medicine. Dr Sue Tansey was the recipient of our 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. Dr Arash Yavari received our new Academic Achievement award, which is presented to the candidate with the highest mark in the Certificate and Diploma in Pharmaceutical Medicine exams.

Recognition and celebration of these achievements took place at FPM's Annual Awards Ceremony which was held on 27 June 2023 at the Royal College of Physicians, London. On behalf of FPM, I offer my congratulations to all those who have received FPM awards during 2023.

Board Elections and Appointments 2023

During the last 12 months we completed the following appointment:

- Professor Gerald McKay – Appointed Trustee for RCP&S Glasgow for a second three-year term.

Mr William Payne completed two terms of office as Lay Trustee in May 2023. Dr Emma Harvey stood down as Elected Fellow Trustee in August 2023.

At the AGM, the following will take office:

- Dr Emma Iovoli as Elected Member Trustee
- Dr Rav Seeruthun as Elected Fellow Trustee
- Dr Frank Armstrong as RCP Edinburgh Trustee

At the AGM, the following will demit office:

- Professor Alan Cribb - Lay Trustee
- Professor Angela Thomas OBE – RCP Edinburgh Trustee
- Dr Assem el Baghdady – Co-opted Member Trustee

FPM thanks the trustees for their highly significant contributions to the work of FPM.

FPM Headquarters

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. I urge you to 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 all the staff for their incredibly hard work in managing and supporting FPM's very varied activities through the last twelve months: Marcia Philbin and her team Ben Cottam, Sarah Davis, Musie Gebremariam, Jola Kosobucka, Katie Gill, Andrew Meads, Tony Roche, Will Strange and Marianne Whitelam.

We have welcomed also this year William Booth, Flora Butler, Alicia Rose, Joanna Szust and Amy Woodward to the staff team. We said farewell to Sam Baglioni, Sarah Davis, Seb Fielding, Kay Grimwood, David Henderson, Joe Meredith, Konrad Obiora, and Eve Snare. We wish them well in their new ventures.

B. TREASURER'S ANNUAL REPORT 2023: DR KAMLESH SHETH FFPM

I am pleased to present my first report as Treasurer of the Faculty of Pharmaceutical Medicine.

Finance Committee: Treasurer Dr Kamlesh Sheth, FPM Member Dr Prasad Velisetty, Accountant Mr John Speed, CEO and Head of Membership and Operations.

Financial Period – 1 January to 31 December 2022 (Details in the Annual Report for 2022)

FPM's operating loss of £172,384 compares to a budgeted deficit of £63,531 for 2022, a variance of £108,853. The main reason for the variance was missed income targets, with PMST, examinations, events and training all missing income growth targets. Expenditure was marginally down on budget.

Income received during the period was £1,840,185, up 3% or £53,879 on the previous year, but £112,500 below budget expectations. Membership subscriptions and income from revalidation services were above budget as membership continues to grow and the number of doctors connected to FPM's Designated Body reached a new high of 668 in 2022 (2021: 629). However, while income from training, examinations and events was up on the previous year, we did not achieve the targeted growth in these areas. FPM did not find new tenants for the sub-let at our Angel Gate offices during 2022, despite continuing to advertise this space for rent.

Expenditure increased by 13% to £2,012,569, an increase of £228,527 on the previous year and marginally down on budget. Expenditure increased as we invested in staff, hiring a Digital Communications Coordinator and contracting a new Director of Training Development. We spent more on event venues (compared to during the pandemic) as both the Education Day and Symposium were held in person, and on additional trainer fees to support the DPM training programme.

As at 31 December 2022 the operating deficit of £172,384 added to the investment losses of £168,027 for the 12 months and contributed to downward movement of £340,411 in FPM funds.

As at 31 December 2022 FPM's total free reserves amounted to £521,339. This represents approximately 3 months' operating costs, based on the then budgeted expenditure for 2023. The free reserve has been calculated assuming a sum of £240,084 which 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 2003, setting these funds aside at the trustees' discretion for development projects. The balance of unrestricted funds £491,743 was general funds available to fund day to day operations.

The full annual report and audited accounts for this period are available on FPM's website.

Current Financial Year January – December 2023

In January 2023, the trustees approved a deficit operational budget for the year of £48,977 (including depreciation). FPM is currently forecasting operational deficit of £183,444. The main reasons for the operational deficit are income not meeting the targeted growth and anticipated grants were not won. Income is forecast to be £1,938,826 which is 6% higher than in 2022, but 9% under budget. Expenditure is forecast to be £2,122,270 or 3% under budget. Reduction in operational costs for 2023 has been insufficient to offset the shortfall in income.

Note that some increase in expenditure includes the accrued costs of digitalisation of its services. FPM began work on its digital upgrade in 2022 with a new Learning Management System (LMS) for training and in 2023 a Customer Relationship Management (CRM) system and web portal which was last upgraded in 2009. The LMS, and the CRM, were partly grant funded and partly funded from the FPM reserves and depreciated over five years.

Investment values are up by 1% (£10,010) as at the 14 November and investments remain volatile especially due to the global geopolitical uncertainties.

We have now rented out the top floor of Angel Gate until the end of the lease in 2025 (the previous tenants left in October 2020).

At 31 December 2023 FPM is forecast to have total funds of approximately £755,000 (£761,423 at 31 December 2022) which includes £214,822 of restricted grant funding received in 2023. Free reserves are forecast to approximately 2 months' operating costs based on the budgeted expenditure for 2024.

Budget 2024

The CEO is preparing a multi-year plan to grow the FPM reserves. Budgets for 2024 and 2025 with a modest surplus each year are currently being prepared with a focus on core income generating activities and cost reduction. Reduction in 2024 costs will include a reduction in some of the non-essential events and activities, freeze on head count unless supported by project funding, limitation on non-essential spend and maximisation of utilisation of volunteers. FPM's current office lease, to which FPM is legally bound, will end in November 2025 and moving to a new office is forecast to save about £150,000 per year from 2026.

Faculty of Pharmaceutical Medicine Development Appeal Fund

FPM will continue to address possibilities for fundraising, including the Appeal Fund. The FPM is grateful to individuals and organisations that have donated funds to support the development of FPM. Donations to the Development Fund are 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 2023 Dr Flic Gabbay, FPM PRESIDENT

President's Introduction

I have now completed two full years in post and as I come up to my final year, I think it is time to review the manifesto on which I was elected.

The two priorities were to focus on "Providing science support and medical education" and deliver "Robustness of growth, governance and financial stability". The first priority is to support our important role in healthcare and to develop, utilise and disseminate the skills, knowledge and standards of those working in

pharmaceutical medicine. The external affairs team, including the PCG, staff and multitude expert groups and the Vice President, in particular, have worked tirelessly to increase our visibility.

FPM has sought out world-renowned experts amongst our membership and involved them in FPM projects. I have been involved personally in two women's health projects through Birmingham Health Partners and the Faculty of Sexual and Reproductive Health, meeting my goal of greater support in women's health.

In training and education, we have rolled out the revised curriculum for PMST, which forms the basis now not only of our GMC Certificate in Completion of Training (CCT) but also the revision of CSERs (required under new Legislation coming in on November 30th 2023 as the Portfolio Route) as well as our ongoing efforts to secure GMC specialist recognition of Pharmaceutical Medicine for overseas doctors working in the UK. The digitising of the examinations and DPM training were also in the manifesto and in 2024 we hope to maximise their potential by broadening the target audience.

The initiatives for collaborative pharmaceutical medicine training programmes to support healthcare are being further supported with the relationships with Brighton and Sussex Medical School, Kings College, NIHR, and international collaborations, including through IFAPP and earlier this year the launch of Middle East Association of Pharmaceutical Medicine Professionals (MEAPP). These programmes are emerging and, most recently, I've been pleased to support an Academy of Medical Royal Colleges (AoMRC) report by FPM and Royal College of Psychiatrists on the key aspects of the need for research and development collaborations in clinical medicine.

My second priority the "robustness of growth, governance and financial stability" has taken more time. Initial attempts at finding routes for new members to join to accompany established routes, has been fraught with challenges, potentially in part due to some lack of understanding of the difference and separation of GMC specialty standard and FPM membership. However, a new initiative to revise routes to membership is currently underway, it is a priority for 2024 and will, it is hoped, bear significant fruit. Furthermore, the operational delivery of specialty training is under review and will be modernised for the future.

The final piece on financial sustainability and governance is the most important. It has become clearer over time that there is some lack of understanding of the separation and relationship of responsibilities between staff and volunteers. Issues of governance and culture have emerged, but action has already been taken and further plans are in place to address this. Furthermore, the challenge of ending two successive years with a significant financial deficit combined with the downturn in the stock market in 2022 saw FPM's cash free reserves fall from 5 months to 3 months in 2022 and is now forecast to be less than 2 months at the end of 2023. Consequently, a three-year recovery plan has been developed to reduce costs and increase income to generate sufficient surplus to replenish FPM's reserves.

We are looking forward to a substantial increase in the number of Members and Fellows following a review of the routes to FPM membership. Also, we plan to reach out to non-physician audiences and expand our offerings globally to attract more candidates to take our examinations and training programmes. As you will see, from the line-up of speakers at the annual symposium we are increasingly recognised at both national

and international tables and I hope my last year in office will see another step up in our contributions to healthcare.

Meeting FPM's strategy

FPM's Strategy 2023-2025 is underpinned by three key pillars of Trust, Sustainability and Relevance.

Trust

External affairs has been a big part of activities in raising the profile of Pharmaceutical Medicine. Much contributed by myself and our Vice President. Pharmaceutical Medicine now enjoys sufficient prominence to be invited to meetings at almost all levels of government and the broader national infrastructure. FPM is a member of the Academy of Medical Royal Colleges (AoMRC) and as President I sit on AoMRC council. FPM trustees, members and staff contribute to a variety of AoMRC committees, activities, position papers and statements. AoMRC council meets with the DHSC CMO (Chris Whitty) and his team monthly. AoMRC council also meets with NHSE chief executive (Steve Powis) and his team fortnightly.

FPM (President and VP) meet regularly with NICE and is a recognised stakeholder, frequently providing evidence and information to consultations on guidance and health technology appraisals, with input from our volunteer expert groups. FPM meets regularly with the Director for Science, Research and Evidence, NIHR academy and the Head of NIHR CRN. We also interact with Office of Life Sciences, advising on innovation and interactions with industry. FPM is a member of Academy of Medical Sciences FORUM. I represent FPM as President on the FORUM and as an FMedSci, sit on their Council and Prof Alan Boyd (an ex-FPM President and also an FMedSci) also sits on their Finance Committee.

As part of an FPM drive on clinical trial activities FPM was invited to co-host a roundtable in collaboration with MedCity and Imperial College Healthcare NHS Trust (organised by our VP). The focus was on addressing diversity in clinical trials and the resulting report, "Advancing Clinical Trials" made several recommendations, some of which were referenced in the Lord O'Shaughnessy report into the landscape for commercial trials.

Sustainability

The biggest influence on sustainability is to ensure we increase our membership to represent far more pharmaceutical physicians as this will help ensure our financial sustainability. Our Affiliate membership is growing, and efforts are now focused on growing the Member and Fellows categories.

As discussed in my introduction, some major investments have been made to the digitalisation of FPM to ensure better efficiency. The major digital change projects were the new Customer Relationship Management system and self-service web portal (CRM), the delivery of exams and implementation of the Learning Management System (LMS).

The sustainability of FPM's specialist training has also been a focus, particularly over the last year, and work is underway to strengthen governance and modernise operational delivery of the programme. The number of candidates undertaking PMST has, though, been steadily declining over the years – a problem also experienced by other medical specialities. In spite of this, FPM has worked hard to raise the profile of our specialty training through our social media and website and we hope that the discussions with the GMC on

offering more flexibility and establishing registration for overseas physicians working in the UK will help to raise the numbers.

On a more positive note, the success to date of two of our more recent developments in training – the launches of the digital version of the DPM Training Programme and of the Physician and Scientist Induction Programme respectively – shows that there is a need both nationally and internationally for the bespoke training that FPM is able to provide.

Relevance

The UK Life Sciences Vision report in 2021 brought in sharp relief the importance of the talent pool to maintain R&D and adequate innovation into health care in the UK. The Life Science Council has been tasked with overseeing this latest Life Sciences Minister’s report (July 2023) which stated: “The scale of medical and health sciences research in the UK is enormous”. The UK higher education sector performed £2.2 billion of medical and health sciences R&D and the business sector in the UK performed £5 billion of pharmaceutical R&D in 2020. Whilst many skill sets are required to run this research every life science company with clinical products requires physicians to develop strategy, design research and oversee ethical implementation of research and its transition into public health. In conjunction with ABPI we are conducting a survey of where number and where pharmaceutical physicians work.

D. FPM SUMMARY

FPM undertook four major change projects in 2023 to support its ongoing modernisation:

1. Implementation of the Learning Management System (LMS)
2. Transformation of DPM Training
3. Replacement of Customer Relationship Management system (CRM)
4. Replacement of Web portal

The revamped online DPM Training has been a huge success, even though the conversion from tutor-led to asynchronous delivery was resource intensive, and we thank all those involved who enabled it to happen. Another success story is the ongoing development of The Physician and Scientist Induction Programme which ran for a second year. Plans are now in progress to offer the programme to organisations in the UK as well as overseas.

Reaching out to the wider stakeholder community continues to be important for FPM and using a variety of channels to enable this helps to develop content which is fresh and engaging. For example, FPM collaborated with Liquona, an award-winning video production agency, to curate and launch a new animation to promote PMST as a route to professionalism in pharmaceutical medicine. In 2022, FPM produced a report called DEfining MEDical NeedS and Evidence (DEMEENDE) which outlined several recommendations in response to the COVID-19 pandemic. One of the recommendations was to develop educational material to support healthcare professionals understand the signs, symptoms and therapeutics of respiratory diseases and FPM secured a £145k donation to develop an eLearning programme which will be hosted on FPM’s new learning management system, FPM Learn.

As well as the successes, FPM has faced challenges too such as the high staff turnover (50%) which for a small organisation of 16 staff, is disruptive, as well as costly in terms of recruitment and onboarding. It is testament to the FPM staff that they have maintained operational delivery whilst adopting more efficient working practices to ensure that FPM has a sustainable future and this will continue into 2024.

Education and Standards

This has been a challenging but positive year for Education and Standards, and a time of transitions.

Specialty training

May saw the departure of FPM's Specialty Training Manager after some 17 years. Whilst we were sad to see him go, the change represented an opportunity to review and refresh our specialty training programme and much of the year has focused on thinking and planning for the future. Prospective changes on the cards include a refreshing of programme governance and the movement of at least some of the operational delivery to the Deanery for Pharmaceutical Medicine. This will also likely impact upon the shape of the Specialty Training Manager role in 2024.

In the meantime, work on the day-to-day management of the programme continued. Three PMST Assessment Days were held on 28 March, 27 June and 26 September respectively – and a fourth session is scheduled for 12 December – and the monthly competence progression meetings (ARCPs) continued for the 85 trainees in PMST. Meanwhile, the second “Lunch and Learn” training session for Educational Supervisors took place on 3 July 2023 and was once again warmly received. FPM is also speaking with the GMC about a number of specialty training issues.

Training

- Digital delivery of FPM's learning was a big theme for the year. The DPM Training Programme, has been redeveloped for delivery via the Faculty's Learning Management System (LMS). The virtual programme comprises nine modules – six content-based and three exam preparation modules – and each module is supported by live sessions (two apiece for the content modules, one apiece for the exam modules). Delegates also had a chance to try out – and have marked – a mock MCQ, SAQ, and CAP exam under exam-like conditions. Registrations were good and exceeded forecast, feedback was positive.
- The e-learning module aimed at non pharmaceutical physicians doing clinical research, “Research in practice: Getting involved in clinical research” went live in June 2023. The module was one of four being developed by FPM and others in partnership with the Royal College of Physicians London on behalf of the NIHR. The module is available on the NIHR Learn platform. As of July, some 100 people had accessed one or more of the modules, initial feedback was very positive and discussions in the autumn focused on how the material might be made available to the widest possible audience.
- Continuing the digital theme, funding has been secured for development of four e-learning modules on respiratory diseases for clinical staff, building upon the recommendations of the DEMENDE (DEfining MEdical NeeDs and Evidence) report in 2022. Work will get underway towards the end of 2023 for launch of the modules in 2024.

- The undergraduate Drug Discovery and Development programme was delivered as a series of live online lectures for Brighton and Sussex Medical School (BSMS) and Kent and Medway Medical School (KMMS). Conversations were held with the medical schools and with the ABPI about suitable formats and delivery platforms for a digital version of the programme, and a formal plan will be developed in 2024 for roll-out in 2025. A key challenge to be resolved is planning for delivery to a wider number of medical schools.
- The Physician and Scientist Induction Programme was delivered for a US-based client for the second time in May and November respectively, and discussions initiated on further sessions for 2024. This was the first client for the programme: subsequently, information about the programme was made available to a wider audience and attracted a number of expressions of interest. Enquiries were also received for a potential open-market classroom session and this is being explored for early 2024.
- Our small portfolio of one-day training courses also attracted healthy numbers, not least for the popular “ABPI Code in a Day” course, which ran four times in the year.

Examinations

Autumn 2023 saw FPM’s examinations delivered online again via the TestReach platform. There were some technical issues with the platform that were resolved as the session was being prepared, and the usual challenges for a small number of students examining in an online environment, but on the whole the session went smoothly. We are in talks with TestReach about how we might eliminate some of the outstanding manual tasks that go with online delivery.

Meanwhile, following the departure of the previous Chair of OBoE at the end of 2022, the open Chair role and the pending departure of paper convenors in early 2024 has meant that recruitment to OBoE was a significant theme of activity across the year. Some eight candidates expressed an interest in joining, and in the autumn a series of meetings were underway with existing OBoE members as part of a transition plan. A candidate to Chair OBoE is still being sought. We are grateful to OBoE members for their continued high standards during this period of transition.

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 speciality can bring to public health. 2023 has been a year of external engagement and collaboration but also a year of strengthening our systems and processes to match the rapidly changing healthcare landscape.

The FPM expert groups cover almost every aspect of pharmaceutical medicine and are an invaluable source of knowledge and advice. Looking externally, the groups monitor developments in science and policy, both in the UK and around the world. This year, they have been particularly busy developing responses to several major public consultations, including; WHO guidance on clinical trials, the UK Government Major Conditions Strategy, the NICE Single Technology Appraisal on AZD 3152 for preventing COVID-19, the ICH Guideline for Good Clinical Practice, the DHSC consultation on supporting the delivery of COVID-19 and influenza vaccination, and the NICE guidance on the management of sepsis. The infectious disease expert group have also continued their work reviewing guidance and supporting understanding of COVID-19 therapeutics and

vaccines. As a follow-up from our work on Covid-19 since 2020, FPM are providing information to Module 4 – vaccines and therapeutics – of the UK Covid-19 Inquiry. This process has started and will run through 2024.

We are also forming a new group, the Working in Partnership with Patients & Communities Forum. This new forum aims to leverage FPM's influence to support and champion active partnerships with patients and communities in the healthcare and life science sector and to ensure patient advocacy is central to all of FPM's work. The group's co-chairs hosted an FPM Masterclass earlier this year on The Fundamentals of Patient Engagement for Pharmaceutical Physicians. All expert groups continue to influence internally and externally, organising events and supporting strategic decision-making.

FPM also continues to play a very active role in collaborative engagement across the healthcare and life sciences ecosystem. Our President has been leading a strand of work focusing on the reclassification of emergency contraception as part of the Faculty of Sexual and Reproductive Health's 'Hatfield Vision' – that "by 2030, reproductive health inequalities will have significantly improved for all women and girls...". The FPM President, Vice-President and Chief Executive have been involved in multiple strands of work concerned with addressing health inequalities, during several initiatives and, FPM was a joint signatory to the "Advancing Clinical Trials: Making the UK a global leader in inclusive and diverse clinical trials" report. FPM is also an active member of the UK Health Alliance for Climate Change.

FPM's digital communications strategy and activity have gone from strength to strength during 2023. A particular focus has been put on telling the stories of pharmaceutical physicians' careers, notably through a small but growing library of careers videos developed in collaboration with the careers working group. These and other outputs have been shared with audiences using three digital comms strands:

- Strand one is the website fpm.org.uk. We have focussed on the 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 complemented by additional distinct campaigns spotlighting events, opportunities to get involved, and the latest blogs.
- 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. This audience has been developed organically with a content-oriented publication strategy. Particularly popular posts during 2023 have included the careers videos which have had >4.1k views for 'What is Pharm Med?', and 1.2k – 1.8k views for the other four published to date. Posts relating to awards – either FPM's own awards, or the achievements of FPM VIPs – have also received very high engagement numbers.

FPM's X (formerly Twitter) presence has been amplified by support from key stakeholders, and although the platform's future is in doubt, it remains an occasionally valuable tool for sharing live updates from events and building engagement with new audiences via reciprocal links.

Bolstered by the careers videos, FPM's YouTube channel has organically generated >100 page subscribers.

A new innovation for FPM came in September this year with the launch of our Instagram account. The FPM posts have a distinct brand and are targeted at an audience that is younger and/or less aware of medicines development than existing audiences.

Events

This has proven a challenging year for FPM events, with content remaining at its usual high quality but ticket and sponsorship sales at times difficult to secure.

The events year was dominated by work on two key events – the Education Day in June and the Annual Symposium in November. Following our successful trialling of hybrid event delivery in 2022, both events were/are delivered in that format, combining in-the-room at the Wellcome Collection in London with online streaming. The Education Day explored the theme, “Brave New Worlds” and speakers examined a host of innovations in drug development which are expected to enable faster access to new, life changing treatments. Numbers for the event were solid but not exceptional, with 78 people joining either in the room or online, and there were questions as to whether the event was hitting the target demographic. Nonetheless, delegate feedback was positive and all factors around this year's event are being taken into consideration in planning for 2024.

The theme for the Annual Symposium, meanwhile, is “Navigating the future-scape of pharmaceutical medicine” and the event will examine some of the biggest challenges and most exciting opportunities for global healthcare in the post-pandemic world. The programme went live in early summer and ticket and sponsorship sales continue to come in – at the time of writing, close to 150 tickets have been sold. Planning for the 2024 Symposium is already underway, ticket and sponsorship sales will open shortly after this year's event, and we will be taking a fresh approach to programming and speaker recruitment. We are very grateful to sponsors of this year's events.

The series of “Conversations” events resumed this year. These two-hour discussion events included sessions on environment sustainability and what it might mean for pharmaceutical physicians (in May); pathways to career excellence (in October); and new frontiers in cellular therapies for cancer (also October). The “Fireside Chat” series, meanwhile, ran a little more infrequently in 2023 than in 2022 but included, in March, a popular session on women in pharmaceutical medicine with guest speaker Dr Catherine Ludwig, in October, on diversity in life sciences with guest speaker Steve Fuller, and in November on the importance of diversity in the pharmaceutical sector with guest speaker Kim Sowemimo. Rounding off the programme of shorter events for the year was a free discussion session in February on patient-centric approaches to medicines' development with a panel of expert speakers. FPM's virtual Journal Club continues to be popular with members.

We will review the schedule of short events for 2024 to ensure FPM's resources are deployed where they can be most effective.

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 organisation, whilst members continued to act as champions for EDI in their own professional and personal capacities outside of FPM. Under the chair, the EDI Forum has

undertaken a wide range of activities to raising awareness of EDI-related issues through multiple Fireside Chats with prominent organisations and speakers. FPM is engaged with a number of stakeholders including:

- Inequalities in Health Alliance (hosted by RCP London)
- UK Health Alliance on Climate Change
- National Healthcare Inequalities Improvement Network (NHS England)

FPM Global

FPM Global has consolidated its role to increase influence through the creation of a network of pharmaceutical physicians who work outside of the UK. A new web page has been created to raise the profile of FPM Global members and meetings were held with external bodies such as the US based Academy of Physicians in Clinical Research to understand the opportunities to build networks in regions overseas.

In January, the President led a meeting with members in San Francisco to review opportunities for FPM to support further pharmaceutical physicians based in North America, especially the lack of training and educational development opportunities for new entrants as well as current members.

FPM was represented by the President and Specialty Training Director at the launch in Egypt of the Middle East Association of Pharmaceutical Medicine Professionals (MEAPP). It is proposed that a mutually beneficial collaboration between the two organisations will help to strengthen standards in pharmaceutical medicine in the region.

Workforce issues for International Medical Graduates also continues with the GMC as reported in the Presidents summary.

Revalidation and appraisals

As of November 2023, 683 members had a prescribed connection to FPM as their designated body. This is the highest number of connected doctors since the introduction of revalidation at the end of 2012. During the 2022/23 appraisal year, 111 doctors connected and 72 disconnected. There has continued to be a welcome, greater focus on health and well-being at appraisals since the pandemic and, with NHS England (NHSE) and with GMC backing, there continues to be considerable flexibility in revalidation for doctors whose lives have been impacted either personally or professionally by the pandemic and other circumstances. NHSE guidance continues to allow appraisals to take place via video conference. The GMC have published their new Good Medical Practice standards during the year, their first update for ten years. This will come into effect on 30th January 2024. All appraisal providers will be updating their appraisal systems to reflect the changes, for example in domain titles, early in the new year. However, we have started to explore the implications for appraisers and our connected doctors.

We are fortunate to have 80 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 have continued to hold quarterly meetings with the Appraisal Leads which are valuable for ensuring consistency and for generating quality improvement ideas. 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. During the year, we provided four networking sessions for our appraiser team. The feedback on both the content and the technology was very positive.

Although our lay advisor, Mr William Payne, has come to the end of his term as a board member he has agreed to continue as our Lay Representative. We have valued his wise counsel on a number of matters. The most recent ratings and free text comments from the post-appraisal questionnaire which appraisees complete are once again overwhelmingly positive. This includes views on the appraisal platform PReP and personal feedback on the appraiser. The results are aggregated for each appraiser and sent to them annually. Importantly 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.

FPM objectives for 2024

1. Modernise the operational delivery and governance of pharmaceutical medicine specialist training.
2. Modernise question and standard setting as well as assessment to deliver two diets of DPM examinations from 2025.
3. Review and launch new routes to membership with maintenance of standards.
4. Modernise financial operational processes to improve efficiency.

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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