

Present	Dr Daphne Varveris Dr Jon McGhie Dr Ross Junkin Dr Sarah Ramsay Dr Angela Jenkins	Chair Elected Member Elected Member Elected Member
Ex Officio & Co-opted	Professor Lesley Colvin Dr Paul Fettes Dr Nicola Hogan Dr Alastair McDiarmid Dr Laura McGarrity Dr Neil O'Donnell Dr Sonya McKinlay Dr Colin Rae Dr Ann Shearer Dr Malcolm Sim Dr Malcolm Smith Dr Radha Sundaram Dr Cameron Weir	Vice Chair, SIGN Scottish Society of Anaesthetists Co-opted Trainee Member RA-A North East Scotland Representing Perioperative Medicine Workforce Lead Elected Member SIGN Representative Lay Representative Academic Anaesthesia Representative RA, West of Scotland Lead RA in Intensive Care Medicine RA-A, East of Scotland
In Attendance	Dr Fiona Donald Mr Jono Bruun Dr Ed Mellanby Mr Peter Kunzmann Dr Malcolm Watson	President, RCoA CEO, RCoA Associate Postgraduate Dean for Simulation Training Head of Policy & Public Affairs, RCoA
Apologies	Dr Susan Chapman Dr Paul Bourke Dr Nafees Jafry Dr Pete Paisley Dr Gary Rodgers Dr Zuzanna Kusnirikova Dr John Wilson	Elected Member Chair AAGBI Scottish Standing Committee SAS Member Joint Lead RA, Pain Medicine Elected Trainee Member Scottish Paediatric Anaesthetic Network RA-A South East Scotland

1 Welcome, Introductions and Apologies

- Nominations for Scottish Board elections of 1 SAS and two elected members closed on 19th January, and we were delighted to appoint Nafees Jafry, Angela Jenkins and Susan Chapman as are new representatives.
- Fiona McDonald and Jono Bruun were welcomed to the meeting as were the new members.
- The chair thanked Kate Carey and Alastair Thompson who had stepped down.
- Noted that this left a vacancy for a Clinical Director and all were asked to take this back to their departments. **Action: ALL**
- Paul Fettes was moving on from the SSA.
- Nicola Hogan would continue as a co-opted trainee member.
- Jon McGhie continues as Vice Chair. Still seeking a second Vice Chair.

2 **Approval of the Minute of the Meeting held on 4 October 2022**

Approved.

COPES process updated and adapted for Scotland. Will be included on the COPES website. Scottish logo noted as part of the Brand Guide.

3 **Education, Training, Recruitment and Exams**

3.1 **Training and Impact of New Curriculum**

Recruitment of College tutors ongoing, rethink required on how to look after trainees. Colleagues needing to be cajoled into taking on these roles due to not enough PAs. Turnover of consultants in the west with no formal arrangement for College tutors. Situation just about stable. ICM has simplified but still hugely demanding. More complicated mapping system of new curriculum which will probably settle with time as people get used to it. Answer maybe that EDT is well bedded in. Trainees do need a bit of extra time. Some trainees near the end of their training struggling. College tutors do get sessions allocated but need more as unable to cope with increased workload. Probably a bedding in process but creating stress in trainers.

Action: Daphne Varveris to recirculate letter to CMOs if can help with negotiating to support this work.

3.3 **Recruitment Report [Jon McGhie]**

Circulated report noted.

- August 2023 intake coming up, applications are up resulting in insufficient posts for those who want to be anaesthetists.
- Less applications for ST4 but massive uptake in England & Wales.
- Expect to appoint to all posts.
- NES unwilling to expand numbers.
- Issue re move to online interviews which has put a strain on the number of interviewers required (12-16 a day). Some disengagement from senior and junior trainers.
- In a good position but more work to be done.
- Number of backups for IT failures is proving problematic but no plans to move back to face-to-face interviews due to savings in cost. Will be discussed at recruitment committee.
- Noted one of the issues is covering consultants to allow them to get away to conduct interviews.

3.4 **Workforce Report [Neil O'Donnell]**

Circulated report noted.

A submission for an uplift of ST numbers from August 2023 onwards was made to the Transition Group via NES. Data supports an increase in the ST establishment from 221 to 260 therefore a requested uplift in ST numbers of 15 posts in 2023 has been made. If approved, this would result in an average CCT output of 65 a year, which along with Dual ICM/Anaesthesia CCTS should hopefully match consultant retirement and expansion going forward.

ICM - 16 new posts approved for August 2023 recruitment. Now close to planned ICM training establishment numbers. Excellent progress has been made.

New curriculum – transition to the new curriculum in Scotland appeared to have occurred with the potential concerns around suitably qualified trainees being unable to progress. Only 2 of 12 CT3 top-up posts were filled in August 2022 making an argument for such posts to be available for August 2023 unlikely.

Going forward things look positive.

Other points:

- NES trying to reduce headcount for NTS and make WTE.
- Scottish Academy meeting last week – Alastair Leckie mentioned hold up with Scottish Government funding.
- Succession planning as Neil O’Donnell will be stepping down.
- Retirement – some people not staying on until 60, going between 55 and 60. Reasonable to keep at 60 for the moment.
- Increase in people working LTFT and people wanting to change their work/life balance.
- Good for trainees to take 80% post, makes little difference to salary but unintended consequences.
- Message from Scottish Government (SG) – submission was not based on impact that LTFT has on specialty. NES saw as a way of ensuring that SG would fund posts requested this year. Next year will just add in impact of LTFT.
- Government led work trying to increase recruitment in less well-resourced hospitals. Not aware of distribution plans. Treatment hubs would be a good opportunity for trainees to get experience. Senior DME starting to apply pressure but nothing formal produced and not reached STB yet.
- Need to ensure that work continues when Neil O’Donnell steps down.
- Can’t be expansion posts and LTFT posts. Most expansion posts are unfunded. New NES Medical Director looking to follow what HEE is doing - matching training places where the greatest need is. Think Scotland does not fit this model. Need to incentivise at consultant level and not be disrupting trainees.

3.5 Trainee Update [*Nicola Hogan*]

No major issues to report.

- Many previous issues had been addressed.
- Trainees not raised anything specific recently.
- Training rest facilities – Gary Rodgers looking to see if adequate.
- Upcoming meeting with Scottish trainee representatives soon.
- Scottish Board newsletter will be being pulled together over the coming months. Please send items of interest.
- Gary Rodgers working on incident reporting system.
- Supporting development of simulation strategy.

Simulation Strategy – Dr Ed Mellanby gave a presentation on simulation and the national approach to the simulation curriculum and the development of a simulation strategy. The strategy was currently draft and all were welcomed to provide input. **Action: ALL**

3.6 RA(As) Updates – Including ICM and Pain

All going well in ICM, 16 new posts awarded. Advertised 20 posts with interviews from 25-31 March, offers out in April. Adam Hill written to FICM. Trainees would be able to accept 2 offers in a round of recruitment. Growing academic cohort.

Other issues

- Bed pressures – concerned that impacting on trainees.
- Unaware of elective surgery being cancelled to save money. However, some HBs are pausing elective surgery.
- Treatment hubs not open yet.
- Small gap in advanced pain, momentum stalled a bit. New President has taken up office.

3.7 Anaesthetics Assistants [Daphne Varveris]

Multi professional group SMAAD been disbanded. Fiona Fraser through MMHAP had adapted framework recently. On TURAS website with proper sign off guidelines.

Only concern was that there is no process for ensuring updating.

Action: Link to be sent to Ross Junkin

3.8 Anaesthesia Associates [Sonya McKinley]

Sonya McKinley had attended the Anaesthesia Associates Founding Board Meeting on 11 January.

- Regulation commences in late 2024
- GMC working on regulatory framework
- From 2025 all newly qualified AAs will be in GMC approved curriculum.
- UK and overseas standardised assessment – AARA
- 2025 in addition to primary qualification assessment after training.
- 2-part assessment
- GMC will lead in delivery of exam with College so will bear the cost
- Faculty of AA will be established, College AGM in 2023
- Become affiliated members of the College
- Communication strategy – minor backlash to published blog in College bulletin, caused impact on twitter.
- Needs to be clarity on College’s position
- NES and HEE allocate the training numbers
- Need to engage and embrace the opportunity to expand the anaesthesia team
- Does generate anxiety in trainees and consultants.
- Being pushed forward by SG and surgical hubs.
- How is model going to be implemented?
- Needs to be managed carefully but a useful addition and members of the team.

The Board expressed different views on the development of this group and it was accepted that this was a controversial topic. As yet there was no clear picture on how this would work in Scotland as there was no clear framework. Agreed that communications could be improved.

3.9 Anaesthesia Associates Curriculum [Ross Junkin]

Issues with terminology.

Discussion with GMC around what this will look like in terms of registration, similar to what a core trainee will do. Managed to generate a ToR which is in draft.

Issue is with Scottish Government.

4 RCoA President’s and Senior Management Team Report

The comprehensive circulated report was noted.

- College governance – proposals to update the College’s governance had been passed at the AGM held on 1st December 2022.
 - Membership had voted for a smaller board of trustees which had now reduced to 12 members. Council would remain the main representative group.
 - Agreement from the Privy Council now being sought.
 - Discussions tomorrow re extending voting rights. Proposals to extend voting rights to devolved nation chairs.
- Note from membership team on how many enquiries they can address every month. Focus is now on getting delays sorted and response times as low as possible.

- College's finances – structural deficit in the College. Financial recovery plan agreed last May with 2 year window to correct this. Ahead of the curve as things stand at the moment.
- Anaesthesia 2024 going to be held in Glasgow. Suggestion of venues, SEC or Glasgow Caledonian University. Comments to the Events team welcomed.

- New State of the Nations report out soon looking at anaesthetist numbers and gaps.
- Numbers of consultants has gone up in Scotland, small decrease in number of SAS doctors.
- The gap has increased between numbers in place and what needed.
- Increasing training posts and improving retention
- Report out in late March.

5 Clinical Quality and Research

5.1 Perioperative Medicine (CPOC) [Laura McGarrity]

Clinical exercise Science MSc run out of Napier. Cancer pathways can link in.

5.2 SIGN Update [Lesley Colvin/Colin Rae]

Proposed SIGN@30 conference at the RCPE in September 2023.

CHALLENGES FOR SIGN COUNCIL MEMBERS AND THEIR COLLEGES AND BODIES

- Presentations on their survey responses were given by three Council members, Alan MacDonald, Debbie Provan and Colin Rae.

The questions put to Council members were:

A. What are the 3 biggest challenges for you and the group you represent?

B. What are the 3 biggest clinical challenges? (This may overlap with A)

C. Could work in SIGN help address/resolve these challenges? Which ones?

Colin Rae has been asked to present at the meeting.

SIGN trying to promote the non-clinical aspects of its role, in discussion with SG.

Lesley Colvin, pleased that the update of chronic pain guideline had been accepted. Might be future work re implementation with RCoA and the Scottish Board. Would welcome contributions.

5.4 Safe Anaesthesia Liaison Group [Daphne Varveris]

Group had not met, meeting due to be held on 23 February 2023.

NrFit – lot of work going on in Scotland with national procurement leading on implementation.

5.5 Scottish Quality and Safety Group [Daphne Varveris]

Trying to take this forward by obtaining Scottish data from critical incidents. Looked for a safe haven, been a few suggestions but zero funding – a SG issue not an RCoA issue.

New plan – NHS improvement (NRLS) – collect data from systems and review it. Seeing if can utilise that idea and take forward.

Malcolm Watson meeting with colleagues this afternoon.

Action: Malcolm Smith, Malcolm Sim and Gary Rodgers would continue to pursue this.

6 Realistic Medicine and Atlas of Variation: Update [Dr Malcolm Watson]

- CMO trying to develop.

- To highlight unwarranted variation in healthcare in a geographical sense. Been asked to come up with an action plan. Linked originally to realistic medicine.
- Asked as HB to comment on these statistics. Impenetrable data. Presented in an overly simplistic fashion.
- In the public domain now and this makes it vulnerable to misinterpretation.

Action: Sonya McKinlay to report back after next meeting.

7 **Academic Anaesthesia** [*Malcolm Sim and Malcolm Watson*]

- Healthy number of trainees wanting to do higher degrees.
- More capacity – trainees who can supervise trainees.
- Fellows' posts – looking at charities to support PhDs. Come with up to £35k of funding with travel etc covered.
- Critical Care Masters degree at Glasgow University – any interest in running a Scottish day course using the course information? The SB was supportive of this.

8 **Communication and External Affairs**

8.1 **Scottish Academy (SA) Update: Meeting held on 1st February 2023** [*Daphne Varveris*]

a **Letter to Cabinet Secretary**

Feeling that clinical engagement was not as much as it should be.
SA had not yet received a response to the letter that had been sent.
CMO had intimated that he was keen to engage with groups of clinicians.

b **Draft Restricting Alcohol Advertising and Promotion Consultation**

Consultation closes 9 March 2023

c **EA Person Specification**

Still short of 2 EAs – keen to get applicants from Grampian area.

d **Letter from Isabella de Wit re Appointment of Consultants**

Noted that there is no end point to a CESR qualification but CCT has a 6 months fixed point.

The guidance states:

- Before any doctor can work in the UK, they must have the appropriate visa and be registered and hold a licence to practise with the GMC.
- CESR (Certificate of Eligibility for Specialist Registration) route doctors are only eligible to apply for a substantive consultant post once CESR is awarded.
- CESR route doctors are eligible to apply for locum consultant posts at discretion of the HB/appointment panel.

8.2 **CMO SA** [*Daphne Varveris*]

Value Based Health and Social Care for Scotland - presented by CMO at SA meeting.

Look at framework as a College and Board, does it meet standards and offer better value?

Actions:

- **Send to Fiona Donald**
- **Board should look at it too and send in comments.**

NHS Transformation – looking at digital pathways.

Health and Care Staffing Act – Bill passed and changes just being introduced now.

Digital Pathways – Looking at digital rota systems. Representation on digital pathways groups?

SLWG re staggering changeover dates – Prof Rowan Parks and Tom Harding sitting on this group. Neil O’Donnell part of that group as chair of STB.

Joint survey by SA looked at retiral intentions of people – 49% response rate.

Any specific issues Board want to address with the CMO?

- Aware of workforce issues.
- Drugs – short supply and unreliable – national procurement – list seems to be ever lengthening. **Action: Daphne Varveris happy to raise this.**
- Disjointed planning between SG level and HB level and the impact this has on training etc.

9 Reports from Committees and Other Groups

9.1 Maternity Care Issues [Ross Junkin]

SMAC – chaired by Pauline Wise had made big strides forward.
REACTS course had been successful.

9.2 Obesity Alliance Scotland [Daphne Varveris]

Report noted.
Good work going on.

9.3 SHAAP [Daphne Varveris]

Report noted.

9.4 Scottish Society of Anaesthetists [Paul Fettes]

The SSA is in good health with about 450 members. There are a healthy number of trainees as well as career grades.

Two meetings are held each year - a spring meeting in April, and a winter meeting in November. The latter is a joint meeting, and alternates between a joint meeting with the RCoA and the AoA. The most recent meeting was in Aberdeen and was a joint meeting with the Association. It was sold out, with 150 delegates and feedback was very good. The next winter meeting will be on 13 and 14 of November in the Royal College of Physicians, Edinburgh. It will be a joint meeting with the College, and it would be good to have College representation at it, in some form, and you may want to consider what that form will be.

Action: ALL

The next meeting will be the spring Meeting on 27 and 28 April in Peebles. Dr Fiona Donald has kindly agreed to speak again. It was also hoped to have Professor Gregor Smith, the CMO, speaking but he has responded to say that he cannot attend. Suggestions for substitutes would be gratefully received. (Note Daphne suggested inviting one of the Deputy CMOs Graham Ellis or Nicola Steedman who are both very well informed and would be good speakers).

Action: ALL

Otherwise, the programme is looking good with a wide variety of talks, a poster competition and parallel mentor tasting sessions. It is hoped that some of the Board would be able to attend.

There will be a change of Executive at the spring meeting. The current executive is coming to the end of their 4-year term. They will be replaced by an executive from the West of Scotland. This will be ratified at the AGM which will be held in Peebles.

9.6 Scottish Standing Committee AAGBI [Paul Bourke - apologies]

Dr Andrea Harvey would be taking over as convener.

13/14 September 2023 – the Annual Congress in Edinburgh.

9.7 **Scottish Health Technologies Group** *[Jon McGhie]*
Report noted.

10 **Items for discussion**

Meeting note:

Russell Ampofo contacted the chair to say that Anaesthesia Associates would enter UK statutory legislation in autumn. New nomenclature would need to be sought for 'assistants'.

10.1 **Assisted Dying**

Small WG under Sharon Drake had been convened.

10.2 **Abortion Buffer Zones**

Fiona Donald would raise with UK Academy.

Went all through the Ethics Committee. Been supported in Ireland. Will do something to support buffer zones just to protect staff and patients.

10.3 **Sustainability**

College about to appoint environment advisers. Not a group as yet.

10.4 **Branding**

Agreed a good idea to have an England/Wales brand.

12 **Dates of Meetings 2023 – All held at RCPE, 10:30 – 15:00**

- Tuesday 6 June
- Tuesday 3 October