

## **Registrar Report for AGM 2023**

### **Policy and Campaigns update**

#### **College Policy Documents (Strategic)**

- Following the decision by Council in 2021 to agree a new system for developing College publications, I have worked with colleagues in Strategic Communications to engage with Faculties, Committees and SIGs to both make them aware of the revised process as well as ensure that they understand that the motivation for this approach is about supporting authors in getting the best impact from their work.
- Have worked with authors of documents in the legacy system to ensure that they have a reasonable time to complete their publications before that pipeline is removed so that all documents going forward emerge from the new system.
- Building on my commitment in last year's AGM Report, colleagues in Strategic Communications have run a number of policy influencing sessions so that Faculties, Committees and SIGs understand the range of potential tools that can be used to achieve their ambitions.

#### **College Policy Documents (Facts and Figures)**

Since last June the following publications have been published or have been cleared and are awaiting publication:

- Medical Emergencies in Eating Disorders (College Report)
- The role of work in supporting better mental health and well-being (Position Statement)
  - Outcome measures for mental health covering all specialties (College Report)
  - Liaison Psychiatry Outcomes (College Report)
  - Guidance for managing ADHD in Scotland (College Report)
  - Perinatal Mental Health Services (College Report)
  - Mental Health Treatment Requirements (Position Statement)
  - Stopping over medication of people with Intellectual Disability, Autism or both. Appropriate medication in Paediatric Health - STOMP-STAMP (Position Statement)

## **Information resources for patients and the public**

- Since last year I have taken over responsibility for patient information resources.
- Working through colleagues in Strategic Communications, the governance for this work has been refreshed so it is able to support ever improving outputs in this area.
- Examples of resources published are CBT, ECT and Social Prescribing.
- To support the College's commitment to supporting people affected as a result of the war in Ukraine, relevant resources such as those on PTSD and coping after a traumatic event have been translated into Ukrainian.

## **Policy and Public Affairs Committee (PPAC)**

- Over the last year, there have been 3 PPAC meetings.
- I have continued to look for ways of increasing the effectiveness of the Committee, with an approach that seeks to ensure that it is discussing the important topics and has a more activity based approach between meetings.
- Substantive items covered over the past year include:
  - The role of medical psychotherapy
  - Mental Health Watch
  - Informatics and Mental Health
  - Learning from the influencing and achievements in Devolved Nations
  - Public Mental Health Implementation Centre
  - Supporting the mental health and well-being of psychiatrists
- I have introduced a dedicated item for patients and carers at all PPAC meetings, also engaging with them on a regular basis to support them in their role.

## **Other areas of activity**

I have also been involved in a range of other areas to both improve processes and ensure the College voice is heard on key topics:

- Bipolar Commission - Working with Bipolar UK, we have supported the development of a soon to be published Report that will seek to improve services for these patients.
- 0-25 Activity - I have taken forward with the Steering Group that I chair, with agreed objectives on a suite of outputs covering the full age range to articulate the College position and guidance in this area.

- Acute Behavioural Disturbance/Excited Delirium - An Expert Reference Group to develop a position statement on Acute Behavioural Disturbance and Excited Delirium, with representation across multiple faculties and the devolved nations.
- Mental Health and oversight group
- Chair for the Act Against Racism work
- Work with RHO – Race and Health Observatory
- Work GMC regarding doctor's mental health
- Appointment as expert to the Advisory Group Centre for Early Childhood, Royal Foundation

It is hoped that the final position statement will be published this summer, following council approval.

- I have overseen and signed off on a number of responses by the College to consultations, including on topics such as conversion therapy, mandatory covid vaccination and the proposed new Access standards for mental health.
- Working with colleagues in Strategic Communications, there have been responses developed to 5 Preventing Future Deaths (Regulation 28) Reports issued by Coroners, with a system for ensuring that any actions committed to by the College being followed up on.

### **Overview of Public Affairs Activity**

- **Health & Care Act** - A key priority for the College has been influencing the Health and Care Bill as it made its progress through Parliament, prior to becoming an Act. During this period the College worked collaboratively with an alliance of over 100 organisations, campaigning for long-term planning as to the workforce requirements of the NHS workforce.
  - Other areas of focus for the Bill include our success in making sure there will be at least one member with expertise and knowledge of mental health on the new Boards for Integrated Care Systems (ICSs). The College will be working with the DH&SC on the Statutory Guidance for this policy.
  - The College was disappointed the Government did not accept the workforce amendment committing for an independent report every two years on workforce needs. The College will continue to work with the Government to achieve a long-term and evidence-based approach to plan for the needs of the health and care workforce.
- **The Nationality & Borders Act** - The College also worked to influence the contents of this legislation by engaging with MPs, Peers, and external

organisations to raise the mental health needs of refugees and those seeking asylum.

- **The Online Safety Bill** – The College also briefed MPs for the Parliamentary progress made so far on the Online Safety Bill and will continue to do so as it is a ‘carry-over’ Bill for the new Parliamentary session.
- **E-Actions** – The College has also utilised its e-action capabilities to engage with our members and MPs on key issues throughout the year. Examples of campaigns run include issues around workforce planning for the Health and Care Bill, improving capital investment in the Mental Health estate in England and Mental Health spending in the new ICS areas.
- **Ministerial Engagement** – The President of the College met regularly with the Ministers for Mental Health – Nadine Dorries MP and more recently Gillian Keegan MP. The President has also attended events with the Secretary of State for Health and Social Care – The Rt. Hon. Sajid Javid MP – such as roundtable discussions and a keynote address he gave shortly after his appointment. The President has also met with Health Minister, Edward Argar MP.
- **Mental Health Policy Group (MHPG) & Academy of Royal Medical Colleges (AoMRC)** – Much of the College’s public affairs activity has been co-ordinated via our membership of the MHPG and the AoMRC to help amplify our key messages and impact. Often this has included joint letters to Ministers, Secretaries of State, and engagement with the Bill Team in the DH&SC to influence legislation.
- **Launch of the Public Mental Health Implementation Centre (PMHIC)** – The launch of the PMHIC took place in March 2022 at the Houses of Parliament and was hosted by an MP, with 12 Parliamentarians attending on a cross-party basis. The Minister for Mental Health – Gillian Keegan MP – also attended the event.
- **APPG for Mental Health** – The APPG held meetings through the year on a range of issues including Cop26 and the mental health aspects of climate change, changes to Universal Credit, reforms in the Health and Care Act and the Mental Health impact the pandemic.
- **The Parliamentary Scholar’s Programme** – This scheme has continued to be in limited operation during the year with one participant working with former President of the College, Baroness Hollins. The programme has now been reopened with an additional five participants becoming Parliamentary Scholars in September/October 2022.
- **The Party Conferences 2021** – The College had a presence at the 2021 Party Conferences and attended roundtable events with the Secretary of State for Health and Social Care, Shadow Ministers and engaged with various MPs and other stakeholders.
- **Patients & Carers’ Conference** – The Public Affairs team facilitated a workshop at this Conference to develop the perspectives of people with lived experience into our influencing and campaigning activity.
- **Mental Health Watch** – This resource provided by the College has continued to be a valuable resource for our engagement activity and a source of statistics regularly referenced in our Parliamentary briefings and by Hansard following debates in Parliament.

- **Parliamentary Select Committees** – The College submitted written evidence to a range of different inquiries held by various Select Committees which led to representatives of the College being called as oral witnesses as a consequence.

### **Supporting Members :**

- With regard to supporting our members, we have created a Wellbeing Champions' network who are a key link between Trusts, Divisions and Devolved Nations, and the College and help us to understand the issues at a local level as well as how we can support psychiatrists locally and through influencing at a national level.
- We have also increased the capacity of the Psychiatrists' Support Service as it continues to grow and hope to increase it further this year, particularly with more SAS doctors joining as Peer Support Psychiatrists.
- We have also held our first post-COVID face to face event to discuss the issues facing the NHS workforce post-pandemic, which was cross-Collegiate and multi-specialty as well as multi-disciplinary.

### **Wellbeing Committee Report**

#### **Dr Mihaela Bucur, Associate Registrar for Wellbeing and Retention, Chair of the Wellbeing Committee**

The Committee's recent and ongoing work includes:

- The Wellbeing Champions programme update  
The pilot programme intends to raise awareness and knowledge at the regional and locality level of the individual and systemic factors that impact Workforce Wellbeing, promote RCPsych, local and national wellbeing resources and gather feedback from members on current challenges and critical areas for improvement regarding workforce wellbeing. The Wellbeing Champions are now recruited across most divisions and PTC, and they are supported at RCPsych with focused training sessions.

The role of a Wellbeing Champion includes:

- Raising awareness, offering support and promoting the best
- practices concerning wellbeing matters in localities with which the Wellbeing Champion is associated;
- Developing workforce wellbeing focused presentations and format for delivery in localities;

- Facilitating the presentation and/or workshops in localities up to three times a year;
  - Gathering and providing feedback on local issues and concerns regarding workforce wellbeing in the localities;
  - Networking with other Wellbeing Champions to share the best practices and provide peer support;
  - Attending Wellbeing Champions Network meetings (up to three per year);
  - Advising on the ongoing Wellbeing Champions strategy and helping to revise the programme;
  - Linking with other wellbeing-related roles in the NHS People Plan, such as the Wellbeing Guardians and the Healthy Workplace Allies.
- Supporting and championing the Psychiatric Trainees Committee project “You are not alone” (Project Lead: Dr Shevonne Matheiken) focused on producing podcasts on different topics related to Wellbeing. Five episodes of the podcast series “You are not alone” have been released, and there has been excellent feedback so far.

1. Episode 1: Doctors with Mental Illness
2. Episode 2: Shielding doctors
3. Episode 3: Doctors with disability
4. Episode 4: Bullying and harassment
5. Episode 5: International Medical Graduates (IMG)

- Development of the Top Ten Tips leaflet for Wellbeing (Lead: Dr Mona-Lisa KWENTOH), which synthesises the main focus and direction of the RCPsych Workforce Wellbeing strategy.
- Application was made to the Policy and Public Affairs Committee (PPAC) to request the writing of the Position Statement on workforce wellbeing. The Wellbeing Committee has seen the need to write a new position statement in light of the challenges the workforce has faced since 2018, particularly during the ongoing global pandemic. There is a consensus from the Wellbeing Committee that a new position statement would be necessary, appropriate, and timely. A dedicated sub-group with members of the Wellbeing Committee has been formed to bring focus and leadership to the project.
- Representatives from the Wellbeing Committee and other senior representatives across RCPsych have participated in a joint stakeholders' event (Workforce Wellbeing: Learning from Covid-19 ) led by RCPsych and Doctors in Distress Charity, a pivotal opportunity to reflect on the challenges and opportunities for improvement ahead across different specialities, professional roles and organizational boundaries.

- Members of the Wellbeing Committee contribute and input to the development of the Wellbeing Programme at the International Congress in Edinburgh (2022) with integrated sessions for delegates on rapid coaching, lifestyle and life-care, yoga, rapid coaching, mindfulness and poetry.
- Planning the Wellbeing Hub on the RCPsych website, which is due to be launched in 2022.

### **Associate Registrar Leadership and Management**

#### **Helen Crimlisk, Chair, Leadership and Management Committee and Lead for Physician Associate in Mental Health**

- The Leadership and Management Committee is chaired by the Associate Registrar for Leadership and Management, Dr Helen Crimlisk and administered by Stephanie Whitehead. They have held 3 virtual meetings in Sept 21, Jan 22 and June 22 with between 15 & 20 attendees. The Committee has expanded with several additional co-opted members, but has no mechanism for electing members. This issue is being taken forward with the College to look into whether the LMC could have elected as well as Regional and Faculty-nominated and co-opt members.
- A deputy Chair, Dr Suhana Ahmed, has been appointed to support the Chair, commencing in June 22. Plans for the next year include running Leadership and Management Day events with CALC, building on the LMFS to offer a Leadership and Management focussed event to all psychiatrists as well as continuing to work on the LMC Strategy.
- Blogs have been written by the Chair of the LMC which are on the website <https://www.rcpsych.ac.uk/members/supporting-you/leadership-and-management/leadership-blogs> and have been communicated out via Twitter and other channels. A Strategy review session was held in conjunction with Patient Rep, Simon Rose, and Carer Rep, Rachel Bannister, who co-designed the strategy with us to review the committee's work over the year. The Committee appreciated their help enormously and has put in a funding bid to facilitate a regular carer and or patient rep on the LMC. This is awaiting a decision by College Staff and Officers.
- Specific areas focussed on by the LMC have included:
  - Coaching and Mentoring: Complexity & Diversity: a developmental approach to leadership: Dr Jan Birtles, Specialist Advisor for Coaching and Mentoring
  - Following a discussion at LMC about the value of coaching in an approach to Leadership reflecting diversity and complexity. Dr Birtles has gone on to support the College Engagement Network and The Leadership and Management Fellows Scheme supporting the

- development of an Action Learning Set approach with coaching conversations to support psychiatrists in these groups.
- RCPsych Leadership & Management Fellows Scheme: Dr Alex Till, Director of the RCPsych Leadership and Management Scheme (LMFS). Following his appointment as Director of the LMFS <https://www.rcpsych.ac.uk/training/your-training/leadership-management-fellow-scheme>, Dr Till has worked with Dr Crimlisk and CALC, appointing Drs Suhana Ahmed and Dr Ross Runciman as Tutors. The course has been redesigned and is now co-led by senior psychiatric leaders from across the country aligned to the standards of the Faculty For Medical Leadership and Management (FMLM). A support session has now also been built in for Sponsors and Mentors. A further 30 Fellows will graduate in June 23.
  - College Engagement Network: Dr Crimlisk continues to work with Presidential Lead for Primary Care and VCS, Professor Linda Gask, to support and facilitate the monthly CEN meetings <https://www.rcpsych.ac.uk/improving-care/campaigning-for-better-mental-health-policy/the-college-engagement-network>. The pilot has evaluated well and it is now expanding across England. A small subgroup have been undertaking work on guidance for Consultant Job descriptions, taking into account the systems leadership approach necessary to support transformation. This is currently out for comments from Regions and Faculties.
  - SAS Doctors and Leadership: Dr Mohat Bhat, Associate Medical Director, NELFT, presented a session at the LMC regarding the leadership development programme he has led as SAS Tutor at NELFT. This has led on to conversations with CALC, the Associate Dean, Prof Regi Alexander and SAS Committee representatives about how the College can support their leadership needs. The SAS Committee is working on an options appraisal to outline the needs in terms of development of this group of psychiatrists.
  - Sustainability and Trust Green Plans: RCPsych Sustainability Scholar, Dasal Abayaratne reviewed the opportunities for addressing the pressing issue of sustainability as a result of the need for all trusts to develop a green plan by Jan 22 and this was an opportunity to think about how clinical leadership can support the ambition of these. Dr Jacob Krzanowski, Joint Associate Registrar for Sustainability led a session for the LMC on Why climate change is our problem. He focussed on the value of the NHS commitment to net zero by 2040, the opportunities from Trust and ICS Green Plans. He outlined the opportunities for psychiatrists to show leadership in shaping the narrative, acquiring and disseminating knowledge, acting as custodians and story tellers and bringing people together. Additional foci which align with other priorities could be addressing high resource areas of care, supporting care closer to home, reducing excess prescribing, building communities and reducing restrictive practices.
  - Physician Associates in Mental Health (PA-MH): Dr Crimlisk continues to lead on this workstream in association with Workforce Manager,



James Compagnone and HEE Leadership Fellow Dr Pranav Mahajan. The HEE Toolkit for PA-MH has been updated <https://www.hee.nhs.uk/our-work/mental-health/new-roles-mental-health/physician-associates-in-mental-health> , a Competency Framework for PA-MH has been developed <https://www.rcpsych.ac.uk/improving-care/physician-associates/the-competence-framework-for-physician-associates-in-mental-health> along with a patient information leaflet written with patient rep, Ellie Wildbore, a recruitment film has been developed, [https://youtu.be/wd9ZZg\\_xb7U](https://youtu.be/wd9ZZg_xb7U) , a membership offer is being piloted and the 2<sup>nd</sup> Conference for PA-MH attracted over 150 attendees in April 2022.

- Dr Crimlisk has presented work relating to the activities of the LMC at the College Medical Directors Engagement Event, the International Congress, Regional and Faculty meetings, HEE and NHS-EI events.

### **Associate Registrars for Membership Engagement**

#### **Dr Lenny Cornwall & Dr Anand Ramakrishnan – Associate Registrars for Membership Engagement**

We were appointed as joint associate registrars for a 5-year term of office in July 2021. We had an initial meeting with the Registrar to plan activity for the first year, with the main focus relating to the 2021 membership survey.

The membership survey was conducted in Spring 2021 and the results were presented to College Council in July 2021. We participated in that discussion and the outcome was the development of an action plan to improve member engagement. We held an initial meeting with the College Officers to develop the action plan and we have had regular meetings since then with the Registrar and Chief Executive to review progress with the plan.

The action plans cover 10 domains as follows, with a summary of our work to date in each area:

- Improve communication with members
  - Contributed ideas for RCPsych Insight, which included a large item in Insight 18 on “What the College does”.
- Develop a blended model for services and activities
  - In person events have restarted with plans to deliver a hybrid model.
- Increase emphasis on member well being
  - This is ongoing work.
- Promote involvement in College activities
  - Engagement with sections of the College. We have a programme of meetings held with devolved councils, faculties, divisions, and SIGs to discuss how they are promoting member engagement.
- Promote Psychiatrist Support Service
  - We have met with PSS staff to discuss ways to improve awareness of the work of the PSS as the way to promote it.
- Promote CPD online
  - This is ongoing work.

- Improve support for SAS doctors and affiliate members
  - Work is progressing in opening up more opportunities for affiliate members in College activity.
- Improve support for Psychiatric Trainees Committee
  - We have met with the PTC Chair, the Dean, and relevant College staff to discuss the Dean's programme of work and how that will improve trainee member engagement.
- Make research a priority for the College
  - We have met with officers of the Academic Faculty and generated ideas to improve opportunities for members in academic activity at a local level.
  - We have ensured there is a research-related item in each edition of RCPsych Insight.
- Ensure regular consultation with members
  - We are planning focus group consultations to explore further the themes that emerged from the membership survey.

As associate registrars for membership engagement, we are the clinical editors for RCPsych Insight. Insight remains a member magazine, written by staff from the College communications team to present news and topical issues to members in an informal style. We contribute to each issue with a planning meeting to develop content, and a review meeting to agree the final copy.

### **Regional Advisor Committee Activity**

The committee has been engaged in a number of document updates as well as looking at how to expand their role beyond the quality assurance process.

- To aid in the quality assurance process, Regional Advisors and Deputies provide the final sign off to job descriptions soon to be advertised by organisations employing Consultant or SAS psychiatrists. Regional Specialty Representatives provide a vital service in completing the initial checks for Job Descriptions within their specialty. The process has been going through some modernisation and streamlining over the last year, culminating in the release in March 2022 of the online JD portal.

This has been a collaborative undertaking between the RA Committee, the committee manager, Head of International, Devolved Nations and Divisions Elen Cook, the JD Coordinator Karen Glen and the project management team. The online portal means that the college can keep up with the demand to have college approved job descriptions and employing organisations can show clearly that their JDs have been through the process as they can display the RCPsych kitemark confirming approval. It also lessens the administrative burden, which remains significant for a process that attracts between 800 and 1100 JDs per year.

- Important guidance documents for the successful creation of Job descriptions have also been updated. PS06 – 16 Guidance for Office Accommodation and Administrative Support for Consultant Posts has

been through a considerable review process, taking into consideration the opinions of RA/DRA Committee members and those involved in the creation of Consultant JDs. The committee has also updated the less formal but equally helpful document 'Top 10 mistakes when writing Job descriptions'.

- The committee will be involved in developing and signing off the update for CR207: Safe Patients and High-Quality Services. The review of this document is quite a large project, involving each of the faculties and a separate working group comprised of faculty members later in 2022. The document provides a guide to job plans in each specialty, giving information to those creating JDs in a psychiatric specialty, specific information on what should and could be found in that specialty's job description. The review will also create entirely new sections of advice for Community teams and Crisis teams. Faculties have been contacted for their initial review of their section of the document, which we hope to have by the end of May.
- The committee will also take part in the creation of the RCPsych Digital Guidance (work being led by our Policy team) throughout 2022.
- Regional teams, comprising RAs, DRAs and RSRs and College Assessors remain part of a vital function of the RCPsych. There are over 500 registered College Assessors who are trained and attend AAC panels on behalf of the college. Recruitment for College Assessors and RSRs is ongoing, with training held three times a year for each group (depending on demand). RAs and DRAs also have a remit that goes beyond Job Descriptions, acting as regional points of contact for educational matters and working with HEE/HEiW/NIMDTA in matters related to PGME, such as annual ARCPs. To expand the role further, the committee is also exploring the possibility of being regional points of contact for the Invited Review Service – we hope to be able to update on this later in the year.

### **Public mental health implementation centre (PMHIC)**

- The College has set up a new Public Mental Health Implementation Centre (PMHIC) in the last year. The PMHIC is led by two Clinical and Strategic Directors (Dr Peter Byrne and Dr Jonathan Campion), and is hosted by the NCCMH in the College and is overseen by an Advisory Board.
- The PMHIC aims to improve the implementation of evidence-based interventions to prevent mental disorders, their associated impacts (including through improved treatment coverage), and promote mental wellbeing and resilience. It will do this through seeking to influence local and national governments across the UK, furthering knowledge of public mental health approaches and their implementation, and providing educational resources and opportunities for Psychiatrists and other professionals.
- To do this, the centre has identified three priority areas for action: 1) early years, children and young people (from conception to 25), 2) marginalised communities, and 3) reducing the healthy life years gap.

- The College held a parliamentary launch for the centre in March 2022, which was attended by approximately 70 stakeholders and potential future collaborators, including 11 Parliamentarians, amongst whom was Gillian Keegan MP, Minister of State for Mental Health and Social Care.
- The launch event coincided with the publication of the Centre's first official briefing paper: Public mental health implementation – a new centre and new opportunities, which provides information about the aims of the Centre and its areas of work. Additionally, the Centre has recently produced an evidence table and a summary of public mental health interventions, which they are discussing national government bodies across the UK. The criteria applied to the evidence included: (1) Interventions with a moderate-to-strong evidence base, (2) Evidence for impact across a wide range of areas including health, education settings, workplace, and communities, (3) Largest potential population impact on mental health, (4) Targeting groups at higher risk of mental disorder and marginalisation from PMH interventions.
- The Centre has been developing its research strategy, and is bidding with other collaborators for a range of NIHR public health research grants. They are also working with faculties, including working with perinatal, child and adolescent and general adult Psychiatry faculties to produce a position statement on early years mental health.
- The Centre will be undertaking a range of activity over the next year and if you are interested in finding out more or collaborating with them, please contact at [public.MH@rcpsych.ac.uk](mailto:public.MH@rcpsych.ac.uk)

### **Demitting Officers at AGM**

<b>Committee</b>	<b>Outgoing Chair</b>	<b>Incoming Chair</b>
Eating Disorders Faculty	Dr Agnes Ayton	Dr Ashish Kumar
General Adult Faculty	Dr Billy Boland	Dr Jon Van Niekerk
African Division	Dr Catherine Syengo Mutisya (Interim)	Dr Neil Horn
Private & Independent Practice SIG	N/A - Mona was interim	Dr Mona Freeman
Womens Mental Health	Dr Beena Rajkumar Dr Ruth Reed	Dr Stella Kingett

<b>Committee</b>	<b>Outgoing Vice-Chair</b>	<b>Incoming Vice-Chair</b>
Eating Disorders Faculty	Dr Ashish Kumar	Dr Agnes Ayton

General Adult Faculty	Dr Jonathan Scott	Dr Priyadarshini Natarajan
London Division	N/A - post has been vacant	Dr Bradley Hillier
North West Division	N/A - post has been vacant	Dr Samir Shah
South Eastern Division	Dr Hasanen Al-Taiar	Dr Rajnish Attavar
South West Division	N/A - post has been vacant	Dr Paul Winterbottom
South Asian Division	N/A - post has been vacant	Dr Vijaykumar Harbishettar
Western Pacific Division	Dr Kit Wa Chan (interim)	Dr Rebecca Louise Horne

<b>Committee</b>	<b>Outgoing Finance Officer</b>	<b>Incoming Finance Officer</b>
Eating Disorders Faculty	Dr Andrea Brown	Dr Venkat Chetan Reddy Majjiga
General Adult Faculty	Dr Asif Bachlani	Dr Jeya Balakrishna
Liaison Faculty	Prof. Tayyeb Tahir	Dr Marc Mandell
West Midlands Division	N/A - post has been vacant	Dr Martin Curtice
Middle East Division	N/A - Joseph was interim	Dr Joseph El-Khoury
South Asian Division	N/A - post has been vacant	Dr Sheeba Ninan
Digital SIG	N/A - post has been vacant	Dr Pranveer Singh
Rainbow SIG	Dr Josep Vilanova	Dr Elinor Hynes
Spirituality SIG	N/A – Christopher was interim	Dr Christopher Findlay
Womens Mental Health SIG	Dr Philippa Greenfield	Dr Katie Clyde

<b>Committee</b>	<b>Outgoing Member representative</b>	<b>Incoming Finance Officer</b>
Board of Trustees	Prof John Gunn	Dr Billy Boland