

## **Registrar Report for AGM 2021**

### **Policy and Campaigns update**

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

- Have overseen the evaluation of the Policy and Publications Framework and from that have led the implementation of a new system, which seeks to ensure that College Reports and Position Statements are impactful on topics that are aligned with the College's wider Strategic Objectives
- Have worked with Faculties, Committees and SIGs to ensure they had the opportunity to input into the evaluation and understand and support the rationale for this new approach.
- Linked to this, have asked colleagues in Strategic Communications to develop a support package so that members are supported in understanding how to use other levers to influence policy and change, beyond publishing documents.

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

Since becoming Registrar, the following College Reports and Position Statements have been published

- Mental Health of Higher Education Students (College Report)
- The Psychiatric Management of Autism in Adults (College Report)
- Suicide and Self Harm in Adults (College Report)
- ADHD in Adults with Intellectual Disability (College Report)
- Use of monoamine oxidase inhibitors in psychiatric practice (Position Statement)
- Improving core skills and competence in risk assessment and management of people with eating disorders (Position Statement)
- Social Prescribing (Position Statement)
- Detention of People with mental health disorders in Immigration Removal Centres (Position Statement)
- Our Planet's Climate and Ecological Emergency (Position Statement)

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

Since taking over as Chair of the PPAC, I have chaired 3 meetings. These meetings have allowed a broad representation of the College to input and advise on key areas such as Eating Disorders, the Mental Health Act and the College

response to Covid. As part of ensuring that the Committee makes a positive contribution to the College's commitment to co-production, I have also doubled the service user and carer representation on it. I will be considering further with the Committee over the coming 12 months on how it can enhance further its central role in the College on policy areas.

### **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:

- Endorsement process (ensuring there is a good rationale for the College to offer its logo for use on externally led publications)
- Surveys (ensuring that surveys are issued to improve knowledge on key issues while maintaining the principle of stopping survey fatigue among members)
- Consultation responses - considered, input and signed off on a wide range of College responses to consultations where the mental health voice was important)
- Getting it Right First Time (GIRFT) - ensuring that the College are inputting effectively from a mental health perspective to this programme
- Mental Health Information resources (taken over responsibility for patient information with the intention like College Reports and Position Statements that they are useful and impactful)

### **External Affairs Update:**

- Since last June the RCPsych's expertise has been referenced 40 times in Parliament, including praise from the Secretary of State Matt Hancock on our work in the COVID crisis. In this time no Medical Royal College was referenced more often.
- The College has met with key politicians and decision makers including regular meeting with the Secretary of State Matt Hancock and his Liberal Democrat and Labour Shadows.
- We have supported the All Party Parliamentary Group on Mental Health to hold a number on virtual sessions with hundreds of virtual attendees at each event
- The College has supported events with MPs and Peers to support a legislative ban on 'gay conversion therapy'
- We have submitted evidence to ten Parliamentary Select Committee inquiry and been asked to give oral evidence to five of them
- We responded to the White Paper on the future of the NHS and are preparing for the upcoming Health and Social Care Bill.
- We are also preparing to brief MPs on the Online Harms Bill, Gambling Bill and draft Mental Health Act Reform Bill

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

The Wellbeing Committee's mission is to empower every doctor working in psychiatry, across all career grades, to maintain and improve their health and wellbeing at work and thus remain well and motivated to achieve their full professional potential and thrive at work and to influence and shape organizational culture to promote supportive working environments.

The College's Wellbeing strategy has three key strands guiding the work of the committee, namely:

- To support
- To influence
- To transform culture

The Committee's recent and ongoing work includes:

- Developing the Wellbeing Champions programme; this project's aim is to have a Wellbeing Champion across all Divisions and Devolved Nations. The purpose of the role is to raise awareness and knowledge at regional and locality level of the individual and systemic factors that impact on Wellbeing; in addition to promoting RCPsych, local and national resources and gathering feedback from the frontlines on current challenges and areas for improvement.
- Collaborating with other committees on joint projects, such as the newly formed Digital SIG and the Sustainability Committee.
- Supporting the PTC Wellbeing group with a pilot podcast series, "You're Not Alone" as well as the development of trainee-focused helpsheets (with the involvement of the PSS).
- Creating an online hub for Wellbeing on the College website to provide greater access to the various services and resources provided, as well as offer external resources and links to projects.
- Developing wellbeing guidance for members, particularly with a focus on digital wellbeing

- Championing the various Member support services at the College, including the PSS, the Coaching and Mentoring Network, StartWell and the important work around patient suicide and homicide.
- Endorsing the proposed Doctors' Mental Health Programme (the business proposal is being finalized to be shared with SMT).
- Supporting the College's wider Wellbeing work, including CCQI's "Joy in Work" National QI Collaborative and the drive to include wellbeing requirements in all consultant and SAS job descriptions.

Associate Registrar for Wellbeing and Retention additional RCPsych involvement:

- Under the leadership of Dr Trudi Seneviratne, liaison with the Royal College of Physicians focused on developing opportunities for joint educational projects (clinical matters and workforce wellbeing)
- Supporting the development of the Wellbeing focused programme at the upcoming International Congress of the Royal College of Psychiatrists, 2021.
- Contribution to the RCPsych Task and Finish Group focused on formulating key recommendations in response to the UCL Understanding Career Choices Report.
- Wellbeing related presentations (e.g. local trust, RCPsych GAP conference, Royal College of Surgeons of England).

I would like to take the opportunity to express my deepest gratitude and thanks to all members of the Wellbeing Committee and supporting College staff for their amazing work on workforce wellbeing.

14.05.2021

**Helen Crimlisk**

## **Annual Update**

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

The [LMC](#) has met 3 times over the last year. The website of the [LMC](#) has been further developed, with pages to support psychiatrists looking for resources regarding Leadership and Management Development at all stages of their career. One of our meetings was devoted to developing our Strategic aims for the next 3 years. This was mapped onto RCPsych values and also RCPsych Presidential aims. We were delighted to be joined by the RCPsych College Patient and Carer Leads, Simon Rose and Rachel Bannister to co-produce the Strategy which can be found [here](#).

We were joined in one of our meetings by Jan Birtle, RCPsych Special Advisor for Coaching and Mentoring, to discuss the value of [coaching and mentoring](#) in supporting psychiatrists at all points in their career, but especially to support development when roles change or at times of challenge or growth. Many of the Committee shared experiences of how they had used coaching as they developed as leaders and explored reasons behind the fact that there is still a view that asking for help may be seen as a sign of weakness rather than a legitimate and helpful development opportunity. We agreed that sharing our support of these measures as leaders was important in challenging this misperception.

The LMC has supported the development of the [College Engagement Network](#), (CEN) which is a developing network for Psychiatrists leading transformation work such as the Community Mental Health Framework. This group has been rolled out in some parts of England, but plans are underway to expand over the next year. Several members of the CEN sit on the LMC and Helen Crimlisk and Billy Boland (Chair of the RCPsych GAP Committee) have been attending and supporting the development of the CEN as leaders tease out the learning from the change processes inherent in these innovative models of care, influencing how they adapt and are adopted elsewhere and providing a conduit between Mental Health Trusts, the College and NHS England.

On the trainee front, it has been a pleasure to see the first cohort of 32 Fellows graduate from the RCPsych College [Leadership and Management Fellows Scheme](#) (LMFS) after a challenging year disrupted by the COVID outbreak. Year 2 of the programme has been delivered digitally by the CALC Team to 24 Fellows who are progressing extremely well. There is an active Alumni group who have contributed to several publications on Leadership and Management and a publication outlining the principles behind the LMFS can be found [here](#). Thanks have been extended to Michael Hobkirk, who has stepped down as LMFS Tutor but will continue on the Committee leading on broader leadership educational matters.

Following a recruitment process with CALC, we are extremely pleased to welcome Alex Till as the new Director of the LMFS and Ross Runciman and Suhana Ahmed as the new Educational Leads. They have ambitions to grow and

extend the scheme developing a modular course co-led with Trust senior psychiatrist leaders who will support the delivery of the course. The feedback we had from Fellows was that meeting these experienced leaders was incredibly valuable and it is hoped that this structure will strengthen the link between Trusts and the Scheme, ensuring the value of leadership development is in line with what Trusts need in their future leaders. It is anticipated that the modular approach will enable a more diverse group of psychiatrists to access the course and also in the longer term provide a resource which more psychiatrists can access. There are also plans to work more closely with the FMLM and to work towards the course being accredited by the FMLM.

The LNC has continued to work to support the SAS Committee and is delighted to see the developments around the proposed new [Specialty](#) Doctor grade. This provides recognition to the ability and contribution of SAS doctors and recognises their contribution as leaders as well as clinicians. An increasing number of Trusts are offering SAS posts with a focus on CESR support but adherence to the SAS Charter and supporting SAS psychiatrists who want to remain in this role. Access to leadership development is something which should be on offer to all SAS doctors.

Meeting the increasing demands on mental health services and having a workforce to deliver the expansions in Mental health Service provision outlined in the Long-Term Plan means embracing people entering the workforce in so-called new roles. Competency frameworks have been developed for Peer workers and Advanced Practitioners (PDF) and work is being developed with the [NCCMH](#) to undertake a similar process for Physician Associates in Mental Health. Helen Crimlisk and Workforce College Lead, James Compagnone, have had contact with over 70 Trusts on the value and practicalities of employing Physician Associates in Mental Health Trusts. A webinar is available [here](#). A [Toolkit](#) for employing Physician Associates working in mental health has been developed with HEE and a College [website](#) with resources including our new promotional film can be found here. The first RCPsych Physician Associate Conference will be held in July 2021 to encourage interest in and support this exciting new workforce which will particularly address the scandalous Mortality Gap experienced by people with Severe Mental Illness.

## **Tim Ojo**

### **Associate Registrar for Policy Support**

- Through my role as Chair of the Editorial Board, led on behalf of the Registrar the undertaking of the evaluation of the Policy and Publications Framework, in particular focusing on how the impact of College Reports and Position Statements could be enhanced.
- Following that, now leading on the Editorial Board central role in working with Faculties, Committees and SIGS in implementing the new system that emerged from the Editorial Board
- Despite the challenges of Covid, working with its members have both maintained the operation of the Editorial Board and have actually increased the expertise available to it through its membership
- Within the last year, have provided feedback through the Editorial Board on over 30 proposed publications, with 9 published during that period (see Registrar Report for details)

Have overseen through my Chair role of the Expert Group a revamp of the College's Mental Health Watch platform, which is a key mechanism for holding the government and policy makers to account for mental health issues.

- Co-chaired Expert Reference Group for producing a College Position Statement on Historical Childhood Sexual Abuse.
- Participated and Chaired events within the College's 2020 Black History Month celebrations
- Membership of the MHA reference Group
- Membership of the CPSG .

## **Associate Registrar for Membership Engagement**

Please briefly outline:

Your objectives/issues for the past year (2020-2021)

1. Liaise with Dr Seneviratne and Ms Cook to set up MS Teams meetings with Divisional Heads.
2. Continue to contribute to RCPsych Insight Editorial Team as clinical co-editor.
3. Engage with membership through College events during covid-19 pandemic.
4. Liaise with Registrar and Chief Executive to reactivate support for full membership survey in early 2021.
5. Contribute to discussions re designing, content and planning of membership survey.
6. Submit end of term report to Dr Seneviratne in June 2021.

How you achieved your key objectives and with what outcome?

1. Over the last year 2020-2021 I have regularly (alternate month) contributed to Editorial Board meetings for RCPsych Insight in my role as Clinical Co-Editor. In this role I have contributed to discussions regarding theme of each issue, contents and advised on appropriateness or otherwise regarding contents. Since my last report I have contributed as clinical co-Editor to contents of RCPsych Insight Issues 15 and 16.
2. I have contributed to development of International strategy as a member of working party invited by Chief Executive.
3. I have contributed to the first ever South Asian History month celebrations by College held in July 2020. I chaired Q&A sessions at the two webinars held on 9<sup>th</sup> and 16<sup>th</sup> July 2020. I am involved in the Committee chaired by the Chief Executive in developing activities and events to celebrate South Asian History Month in July 2021.
4. Following Dr Trudi Seneviratne's election as Registrar, RCPsych I arranged initial meeting to update her re my role and ongoing work. Subsequently I have met with Dr Seneviratne regularly on MS Teams to discuss membership engagement during COVID-19.
5. I have contributed to RCPsych Race Equality Action plan as a panel member of the first round table discussion held on 23.9.2020.
6. I am part of the Project team for membership survey along with the Chief Executive and Registrar. I have participated in meetings on MS Teams in 2021 with Research by Design (RbD) and the project team. I have studied the findings from pilot survey undertaken in 2016 and contributed to designing methodology of the survey to maximise membership



engagement, development of focus groups in an inclusive manner and development of survey questionnaire.

7. I have attended weekly catch up meetings with Project Team for membership survey (led by Ms Catriona Grant, EA to Chief Executive, RCPsych, Mr Paul Rees) every week since 5 March 2021 with Chief Executive and Registrar re membership survey. I have specifically reviewed a) Proposal from RbD re membership survey and focus group b) Topic guide for RCPsych member research developed by RbD c) contributed to developing of final membership survey questionnaire.
8. As part of increasing awareness about membership survey I have contributed to RCPsych membership survey webinar on 13.5.2021 as a speaker. In this regard I have worked closely with RCPsych CEO, President and Registrar.
9. I have continued to engage with members on RCPsych twitter and encouraged them to participate in membership survey.
10. I have undertaken committee work re RCPsych 180<sup>th</sup> year celebrations and attended such meetings in April and May 2021.
11. I have reviewed Membership Engagement data for College events in 2020. I have met Divisional chairs on 12.4.2021 and Heads of Devolved Nations on 14.4.2021 on MS Teams and updated them re membership survey.

#### Issues arising for Registrar/wider College

1. Membership survey has been successfully launched after careful planning and is live from 19.5.2021 to 13.6.2021. (April -June 2021) and webinar to reach out to members.
2. I am pleased to report that I have been able to meet all the key objectives set out for 2020/2021.
3. I will be presenting the findings of membership survey alongside, Dr Seneviratne, Registrar, RCPsych to Council on 12 July 2021.
4. I complete my 5-year term as Associate Registrar (Membership Engagement) in July 2021. I am planning to submit end of term report to Dr Seneviratne by end of June 2021.

**Dr Santoshkumar Mudholkar**  
**27.5.2021**

## Demitting Officers at AGM

	<b>Outgoing</b>	<b>Incoming</b>
Dean	Kate Lovett	Prof Subodh Dave
Treasurer	Jan Falkowski	Prof John Crichton

<b>Committee</b>	<b>Outgoing Chair</b>	<b>Incoming Chair</b>
Child and Adolescent Faculty	Bernadka Dubicka	Elaine Lockhart
Liaison Faculty	Jim Bolton	Annabel Price
Rehab and Social Faculty	Raj Mohan	Sunil Nodiyal
RCPsych in Scotland	Prof John Crichton	Linda Findlay
Eastern Division	Abdul Raof	Kallur Suresh
South Eastern Division	Prof Catherine Kinane (elected Finance Officer)	Prof Rafey Faruqui
Trent Division	Anand Ramakrishnan	Shahid Latif
West Midlands Division	Ignacio Agell-Argiles	Muhammad Gul
European Division	Michael Best	Maria Angela Carballedo Aenlle
Middle Eastern Division	Suhaila Ghuloum	Ovais Wadoo
Pan American Division	Sophia Frangou	Prof Kenneth Kaufman
South Asian Division	Sandip Deshpande	Manoj Kumar
Western Pacific Division	Prof Steve Kisely	(N/A – no one applied)
Neurodevelopmental SIG	Tom Berney	Peter Carpenter
Philosophy SIG	Abdi Sanati	Anastasios Dimopoulos
Private and Independent SIG	Lesley Haines	Simmi Sachdeva-Mohan
Rainbow SIG	Máire Cooney	Pavan Joshi
Spirituality SIG	Alison Gray	Christopher Cook
Transcultural SIG	Shahid Latif	Fabida Aria
Volunteering SIG	Sophie Thomson	Anis Ahmed

<b>Committee</b>	<b>Outgoing Vice-Chair</b>	<b>Incoming Vice-Chair</b>
Child and Adolescent Faculty	Jon Goldin	Prof Alka Ahuja
Liaison Faculty	Annabel Price (elected Chair)	Alex Thomson
Rehab and Social Faculty	Arpan Dutta	Asha Praseedom
RCPsych in Scotland	Linda Findlay (elected Chair)	Jane Morris
RCPsych in Northern Ireland	Michael Doherty	Stephen Moore
Eastern Division	Joanna Woodger	Anna Conway Morris
Trent Division	Madhvi Belgamwar	Rais Ahmed
West Midlands Division	Muhammad Gul (elected Chair)	Suchithra Thirulokachandran

European Division	Maria Angela Carballedo Aenlle (elected Chair)	N/A – no one applied
Pan American Division	Prof Kenneth Kaufman (elected Chair)	N/A – no one applied

<b>Committee</b>	<b>Outgoing Finance Officer</b>	<b>Incoming Finance Officer</b>
Child and Adolescent Faculty	Prof Alka Ahuja (elected Vice-Chair)	Guy Northover
Rehab and Social Faculty	Sunil Nodiyal (elected Chair)	Hemant Bagalkote
RCPsych in Scotland	Jane Morris (elected Vice-Chair)	Pradeep Pasupuleti
West Midlands Division	Rajkumar Kamatchi	(N/A – no one applied)
Adolescent Forensic SIG	David Kingsley	Gabrielle Pendlebury
Neurodevelopmental SIG	Peter Carpenter (elected Chair)	Raja Mukherjee
Philosophy SIG	(N/A – Hasanen was co-opted)	Hasanen Al-Taiar
Spirituality SIG	Christopher Findlay	Omur Miles
Transcultural SIG	Sarwat Nauoze	Praveen Kumar Gandamaneni

Rob Chaplin – Research Fellow CCQI

Mike Crawford – Director of CCQI

Peter Byrne – Associate Registrar for Public Mental Health

Santosh Mudholkar – Associate Registrar for Membership Engagement

Ian Davidson – Autism Champion