

The Academy of Medical Royal Colleges and Faculties in Scotland

Strategic Priorities 2020-2023

Role of the Academyⁱ

The Academy of Medical Royal Colleges and Faculties in Scotland - known as the "Scottish Academy" - contributes to improvements in the health of the people of Scotland by the promotion and co-ordination of the work of the Medical Royal College and Faculties and giving the medical professions a collective voice on clinical and professional issues.

The main objectives of the Scottish Academy include:

- To ensure quality of care and patient safety is maximised by maintaining and improving standards within the profession
- To provide a co-ordinated voice from the specialties in relation to education, training, clinical standards and effectiveness and research and quality which are supported and promoted by all constituent members.
- To co-ordinate and exchange expertise across the Colleges and Faculties in all areas of training, medical education and revalidation
- To support improved medical workforce planning in Scotland to recruit and retain the highest quality doctors

Academy Priorities for 2020 - *Building sustainability for the future*

The Scottish Academy recognises that it must set strategic priorities to move forward in these objectives. The landscape of healthcare continually changes, and doctors need to adapt. Workload increases and technological advances must be reconciled with finite resources and a changing workforce. This is set against a backdrop of external factors which are political, societal and environmental. The overarching aim of building sustainability for the future compasses the work of the Scottish Academy, and can be divided into the themes below:

- ***Building a sufficient and well educated workforce for now and for the future***
- ***Feeling valued and engaged***
- ***Working collaboratively to improve quality of care***
- ***Working to promote a healthy Scotland for everyone***
- ***Working to reduce healthcare's impact on climate change***

How will we do this and who will we work with?

1. Building a sufficient and well educated workforce for now and for the future

In November 2019, The Scottish Academy released *The Scottish Medical Workforce - an Outline of the Challenges and Offer of Solutions*ⁱⁱ which explores the factors driving an unsustainable imbalance of workforce and workload. In addition, in June 2019, RCGP Scotland made specific recommendations for GP workforce in *From the Frontline - The changing landscape of Scottish general practice*.ⁱⁱⁱ

- The members of the Scottish Academy will work together to share solutions to their workforce issues
- We will work with the key stakeholders from universities, NHS Education for Scotland, NHS employers and the Scottish Government Directorate for Health and Social Care workforce

planning teams to implement the recommendations of these reports.

2. *Feeling valued and engaged*

The Scottish Academy know that caring for patients in the NHS is demanding and stressful and recognise the negative impacts this can have. We welcomed the report published by the GMC in November 2019 *Caring for Doctors, Caring for patients.*^{iv} We support the recommended six urgent steps to improve wellbeing in doctors and medical students

- The members of the Scottish Academy will work together to share best practice in wellbeing initiatives and ensure wellbeing is built into the educational frameworks of their organisations
- We will work with the GMC and other key stakeholders to implement changes to support doctors' wellbeing in the NHS in Scotland focussing on autonomy, belonging and shifting the uneven balance of demand over capacity. This should be considered as a continuing QI project.
- We will work with NES, Health Boards and Scottish Government to act on the GMC trainee (and trainers) and iMatter surveys, ensure clear lines of communication on all matters related to wellbeing and develop the role of appraisal and mentorship in providing lifelong support.
- The Scottish Academy will actively contribute to the ministerial SLWG on workplace culture

3. *Working collaboratively to improve quality of care*

The Scottish Academy consists of diverse medical professions and we know that patients' journeys cross-cut our specialties. We are in a unique position to ensure collaboration between all sectors of care to improve that journey. We recognise that this is essential for improving quality of care. Further, through our workstream programme *Prevention through Learning*^v we recognise the importance for quality of care of better understanding between clinical and management staff and are seeking to promote greater teamworking between them.

- The Scottish Academy will continue the work of the successful cross-College GP / Hospital Interface Group. To further this work, we will seek support for an interface group in every health board and interface improvement included in the strategic plans of Integrated Joint Boards, supported by specific central guidance as well as urgent investment in IT infrastructure and dedicated ‘time to learn’
- We will support the work of the key initiatives to improve the care of patients undergoing both elective and emergency care in hospital
- The Scottish Academy Executive will seek to meet with Health Board officers to build stronger networks and enable team working between clinicians and health care managers at all levels in the NHS in Scotland

4. Working to Promote a healthy Scotland for everyone

The Scottish Academy recognises the many challenges that impact on the health of the population of Scotland and the multiagency approaches needed to tackle them.

- The members of the Scottish Academy will share their work in health promotion as it relates to their specialties, and collaborate whenever possible, e.g. the RCGP Physical Activity and Lifestyle Toolkit^{vi} and other campaigns such as Fit for Surgery
- We will work to deliver the Scottish Academy Pledge on Physical Activity^{vii}
- We will support Scotland’s Six Public Health Priorities^{viii}
- We will continue to support the Health & Social Care Physical Activity Delivery Group
- Will support “Health in all Policies (HiAP)”

5. Working to reduce healthcare’s impact on climate change

The Scottish Government have declared a Climate Emergency, and many health organisations have recognised that their services make a significant contribution to global warming and clinicians have a role to act.

- The Scottish Academy will review its internal processes and align them with best practice
- We will coordinate the work of member Colleges and Faculties to reduce the impact of healthcare on the climate in Scotland such as RCGP Green Impact for Health^{ix} and we will work with key stakeholders in healthcare to support national strategies to address climate change

Dr Miles Mack

Scottish Academy Chair

3/2/2020

ⁱ Scottish Academy Website - <http://www.scottishacademy.org.uk/>

ⁱⁱ *The Scottish Medical Workforce - an Outline of the Challenges and Offer of Solutions* <http://www.scottishacademy.org.uk/sites/default/files/AoMRCFS%20-%20Scottish%20Medical%20Workforce%202019.pdf>

ⁱⁱⁱ *From the Frontline - The changing landscape of Scottish general practice* <https://www.rcgp.org.uk/-/media/Files/RCGP-faculties-and-devolved-nations/Scotland/RCGP-Scotland/2019/RCGP-scotland-frontline-june-2019.ashx?la=en>

^{iv} *Caring for Doctors, Caring for patients* https://www.gmc-uk.org/-/media/documents/caring-for-doctors-caring-for-patients_pdf-80706341.pdf

^v *Prevention through Learning*

http://www.scottishacademy.org.uk/sites/default/files/consultations/final-learning-from-serious-failings-in-care-exec-summary-290615_0.pdf

^{vi} RCGP Physical Activity and Lifestyle Toolkit <https://www.rcgp.org.uk/clinical-and-research/resources/toolkits/physical-activity-and-lifestyle.aspx>

^{vii} Scottish Academy Pledge on Physical Activity

<https://rcpsg.ac.uk/documents/media-releases/301-27012015-scottih-academy-physical-activity-for-health/file>

^{viii} Scotland's Six Public Health Priorities <https://www.gov.scot/publications/scotlands-public-health-priorities/pages/1/>

^{ix} RCGP Green Impact for Health <https://www.greenimpact.org.uk/giforhealth>