



INTERNATIONAL ASSOCIATION OF  
MEDICAL REGULATORY AUTHORITIES

General  
Medical  
Council



#IAMRA2017

# IAMRA Symposium 2017

Continued competence systems - measuring  
their impact and value

5 – 6 October, London, UK

Sponsor



# Key contact details

GMC event organisers:

+44 (0) 7827 840 445 or +44 (0) 7887 993 752

Hilton London Bankside (symposium venue):

+44 (0) 203 667 5600

OXO2 (dinner venue):

+44 (0) 207 378 2950

Addison Lee taxi service:

+44 (0) 20 7407 9000

Transport for London journey planner: <https://tfl.gov.uk/plan-a-journey/>

Emergency services: 999

UK dialling code: +44

## Welcome

The General Medical Council (GMC) and the International Association of Medical Regulatory Authorities (IAMRA) are delighted you have joined us here in London for the fourth symposium on continued competence.

Previous symposia were held in London in 2010, Washington D.C. in 2013 and, most recently, in Montreal in 2015. These meetings have contributed greatly to the medical regulatory community's understanding of the 'what', 'why', and 'how' of continued competence interventions in a number of very different jurisdictions.

Whether you have participated in one or all of the previous symposia, or are coming to one of these events for the first time, we hope that this conference informs, enlightens and inspires you in your efforts to improve patient safety - whether that be as a regulator, educator or practitioner (or any combination of the above!).

This is a challenging time for medical regulation the world over. Never have patient expectations of their doctors, and the quality of care they receive, been so high – and rightfully so. The case for continued competence systems (variously termed 'revalidation', 'maintenance of licensure' and 'maintenance of competence', to name but a few) is now largely established and accepted - not least due to the fact that, in many jurisdictions, patients assume that such methods of regular assurance are already in place.

The theme of the 2017 Symposium is *Continued competence systems – measuring their impact and value*. Through a series of keynote speeches, panel discussions and interactive breakout sessions, delegates will be invited and encouraged to explore what the evidence is telling us about how continued competence interventions are contributing to the shared objective of improving patient safety. We want this to be an interactive, productive and stimulating event during which we can all share and learn from each other - we hope that you will participate enthusiastically!

On behalf of IAMRA, the Symposium Programme Planning Committee and the GMC, thank you for coming and taking part. If you have any queries or need any help, please ask one of the symposium team who will be happy to assist. We hope you have a great time.

Best wishes



**Dr Humayun Chaudhry**

Chair, IAMRA 2016–2018

President and CEO,

Federation of State Medical Boards (US)



**Professor Terence Stephenson**

Chair, General Medical Council (UK)

# Programme

## Thursday 5 October

08:00	<b>Registration</b>	
09:00	<b>Opening session</b> Globe 1&2	
	Host welcome:	
	<ul style="list-style-type: none"><li>• Professor Terence Stephenson, Chair, General Medical Council</li><li>• Ms Susan Goldsmith, Chief Operating Officer and Deputy Chief Executive, General Medical Council</li></ul>	
	IAMRA welcome:	
	<ul style="list-style-type: none"><li>• Dr Humayun Chaudhry, President and Chief Executive Officer, Federation of State Medical Boards and Chair, IAMRA</li></ul>	
09:30	<b>Keynote speech – The role of the individual in systems of continued competence</b> Globe 1&2	
	<ul style="list-style-type: none"><li>• Professor Kevin Fong, Consultant Anaesthetist and Anaesthetic Lead for the Patient Emergency Response Team and Major Incident Planning, University College London Hospitals</li></ul>	
10:30	<b>Break</b>	
11:00	<b>Breakout sessions</b> <i>Further details are included later in this booklet and on the Symposium website</i>	
	<b>Session</b>	<b>Room</b>
	<b>Considering a risk-based approach to continued competency</b> <i>Chair: Mr Paul Buckley</i> <i>Ms Jantze Cotter, Mr Philip Pigou, Dr Joanna Flynn</i>	Globe 3&4
	<b>Physician assessment - the Canadian experience</b> <i>Chair: Dr Heidi Oetter</i> <i>Dr Michael Murray, Dr Nigel Ashworth, Ms Wendy Yen</i>	Thames
	<b>Evaluating continuous physician assessments as assurance mechanisms for the public</b> <i>Chair: Mr Mark Staz</i> <i>Dr Mira Irons, Dr Dawn Morton-Rias, Dr John Gimpel and Dr Gary Slick</i>	Borough 1&2

12:30	<b>Lunch</b>	
13:30	<b>Keynote speech – The future of continued competence in medical regulation</b> Globe 1&2 <ul style="list-style-type: none"><li>• Sir Keith Pearson, Chair, Health Education England</li></ul>	
14:30	<b>Panel session - How to build a culture of reflection in medical training programmes and why it's important for the continued competence of professionals</b> Globe 1&2 <ul style="list-style-type: none"><li>• Chair: Dr Humayun Chaudhry, President and Chief Executive Officer, Federation of State Medical Boards and Chair, IAMRA</li><li>• Professor Liz Farmer, General Practitioner and Chair, Medical Board of Australia's Expert Advisory Group on Revalidation</li><li>• Professor Chak-sing Lau, President, Hong Kong Academy of Medicine</li><li>• Dr Lois Nora, President and Chief Executive Officer, American Board of Medical Specialties</li><li>• Professor Kieran Walshe, Professor of Health Policy and Management, Manchester Business School</li></ul>	
15:30	<b>Break</b>	
16:00	<b>Breakout sessions</b> <i>Further details are included later in this booklet and on the Symposium website</i>	
	<b>Session</b> <b>The role of CPD and CME in continued competence systems</b> <i>Chair: Dr Alison Reid</i> <i>Ms Amy Smith and Mr Mark Staz, Dr Nancy Rehatta, Dr Graham McMahon</i>	<b>Room</b> Globe 3&4
	<b>Impact on doctors - the role of self-reflection in continued competence systems</b> <i>Chair: Dr Susi Caesar</i> <i>Ms Joan Crawford, Dr Karen Gregory, Dr Norman Kahn</i>	Thames

**Evaluating the impact of revalidation in the UK**

Borough 1&2

*Chair: Ms Una Lane*

*Professor Julian Archer, Professor Kieran Walshe, Dr Marie Bryce, Dr Niall Cameron*

**17:30 Free time**

*Please make your own travel arrangements to OXO2. It is a 10 minute walk from Hilton London Bankside; directions can be found later in this booklet.*

**19:00 Symposium dinner**

*OXO2, Level Two, OXO Tower Wharf, Barge House Street, London SE1 9PH*

*Speaker: Charlie Massey, Chief Executive and Registrar, General Medical Council*

## Friday 6 October

**08:00 Delegates arrive**

**08:30 Breakout sessions**

*Further details are included later in this booklet and on the Symposium website*

**Session**

**Room**

**Continued competency systems in team environments**

Globe 1&2

*Chair: Mr Daniel Yumbya*

*Dr Nicole Kain, Mr Andrew Connolly*

**The journey of multisource feedback in Australia**

Globe 3

*Chair: Ms Valencia van Dyk*

*Professor Michael Greco, Mr Stephen Tobin, Professor Liz Farmer*

**The impact of risk and support factors on performance and competence**

Globe 4

*Chair: Mr Shane Carmichael*

*Mr Daniel Faulkner, Ms Wendy Yen, Ms Karen Mazurek*

**Regulation of medical professionals around the world:  
research issues and validity challenges**

*Dr John Boulet*

Thames



**Workshop: The patient and public experience of revalidation**

*Chair: Mr Bill Prasifka*

*Ms Judith Chrystie, Mr Howard Lewis, Mr Neil Jinks*

Borough 1

**The new normal: tracking whether revalidation is meeting its  
objectives**

*Chair: Ms Clare Barton*

*Mr David Darton, Mr Kerrin Clapton*

Borough 2

09:20

**Breakout sessions**

*Further details are included later in this booklet and on the Symposium website*

**Session**

**Room**

**The journey of multisource feedback in Australia**

Globe 3

*Chair: Ms Valencia van Dyk*

*Professor Michael Greco, Mr Stephen Tobin, Professor Liz Farmer*

**The impact of risk and support factors on performance  
and competence**

Globe 4

*Chair: Mr Shane Carmichael*

*Mr Daniel Faulkner, Ms Wendy Yen, Ms Karen Mazurek*

**Regulation of medical professionals around the world:  
research issues and validity challenges**

Thames



*Dr John Boulet*

**The patient and public experience of revalidation**

Borough 1

*Chair: Mr Bill Prasifka*

*Ms Judith Chrystie, Mr Howard Lewis, Mr Neil Jinks*

**The new normal: tracking whether revalidation is meeting its objectives**

Borough 2

*Chair: Ms Clare Barton*

*Mr David Darton, Mr Kerrin Clapton*

**10:00 Break**

**10:30 Keynote speech – Why is appraisal like chocolate?  
The impact of appraisal on professionals and patient care**

Globe 1&2

- Dr Susi Caesar, Medical Director for Revalidation, Royal College of General Practitioners (United Kingdom)

**11:15 Panel session – Reflections and forward look: what’s next for continued competence systems and where should we be focusing our efforts?**

Globe 1&2

- Chair: Professor Terence Stephenson, Chair, General Medical Council
- Dr Joanna Flynn, Chair, Medical Board of Australia
- Dr Norman Kahn, Executive Vice-president and Chief Executive Officer, Council of Medical Specialty Societies
- Dr Kgosi Letlape, President, Health Professions Council of South Africa
- Dame Denise Platt, Lay Council Member, General Medical Council

**12:00 Closing session**

Globe 1&2

Host closing remarks:

- Ms Susan Goldsmith, Deputy Chief Executive and COO, General Medical Council
- Mr Charlie Massey, Chief Executive and Registrar, General Medical Council

IAMRA closing remarks:

- Dr Alison Reid, Executive Director, IAMRA

**12:30 Lunch**

Delegates depart by 13:00

**13:00 IAMRA Management Committee meeting (by invitation only)**

Thames

# Thank you

IAMRA and the GMC would like to thank our sponsor.

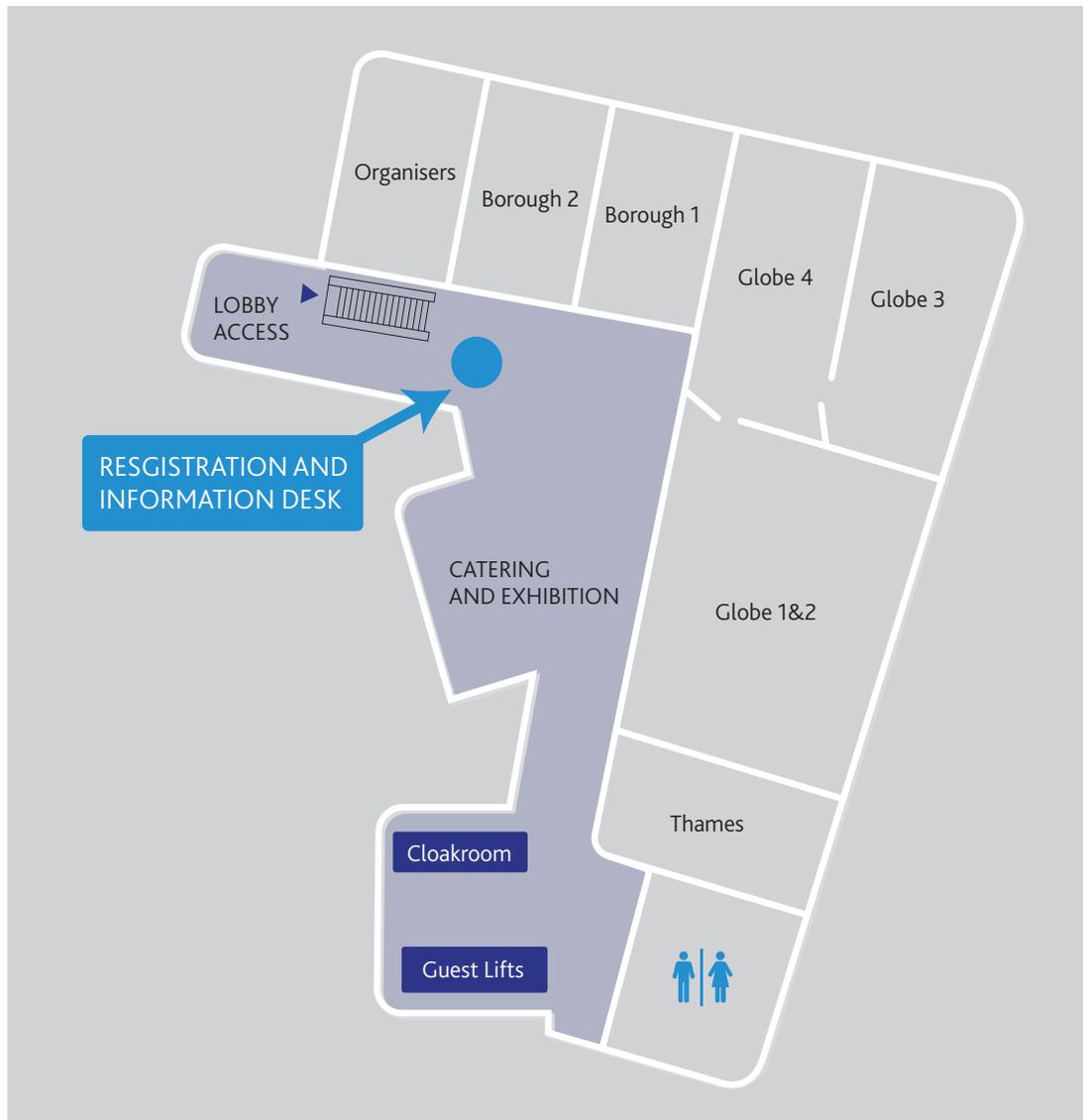


We would also like to thank the IAMRA Programme Planning Committee for their support in delivering the Symposium.

## Programme Planning Committee

- **Chair: Ms Susan Goldsmith**, Chief Operating Officer and Deputy Chief Executive, General Medical Council and IAMRA Member-at-large (United Kingdom)
- **Dr Susi Caesar**, Medical Director for Revalidation, Royal College of General Practitioners (United Kingdom)
- **Ms Una Lane**, Director of Registration and Revalidation, General Medical Council (United Kingdom)
- **Dr Heidi Oetter**, Registrar, College of Physicians and Surgeons of British Columbia and IAMRA Member-at-large (Canada)
- **Mr Bill Prasifka**, Chief Executive, Medical Council of Ireland (Republic of Ireland)
- **Dr Alison Reid**, Executive Director, IAMRA
- **Ms Tanja Schubert**, Head of UK, European and International Affairs, General Medical Council (United Kingdom)
- **Mr Mark Staz**, Director of Continuing Professional Development, Federation of State Medical Boards (United States)
- **Ms Sarah Barker**, Public Affairs Manager, General Medical Council, and Committee Secretariat (United Kingdom)

## Venue map



# Symposium information

## **Wi-Fi access**

There is free Wi-Fi throughout the Hilton London Bankside. The Wi-Fi network is called 'h honors' and you do not need a password to connect.

## **Join the conversation on Twitter**

We'll be live tweeting from the event using #IAMRA2017. Please join the conversation on Twitter.

## **Attending the breakout sessions**

Places at the breakout sessions will be allocated on a first come, first served basis. When the room is full, you will be kindly asked to attend a different session.

## **Registration and information desk**

The registration and information desk is located at the entrance to the meeting space and will be open during registration, breaks and lunchtimes.

## **Photography and filming**

Please note that a professional photographer will be taking photographs throughout the Symposium and we will be filming the plenary and panel sessions. We may use the photographs in promotional materials for future IAMRA events or in other IAMRA publications, as well as publishing some of them on our social media channels. If you are concerned about your photo being used, please just let our photographer know.

## **Feedback**

We'd really like your feedback at the end of the Symposium to help us plan future events and understand what worked well and what you would like to see more of. We will email you an evaluation form after the Symposium. You're also welcome to send us any thoughts straight to our inbox at [IAMRASymposium2017@gmc-uk.org](mailto:IAMRASymposium2017@gmc-uk.org)

## Dinner information

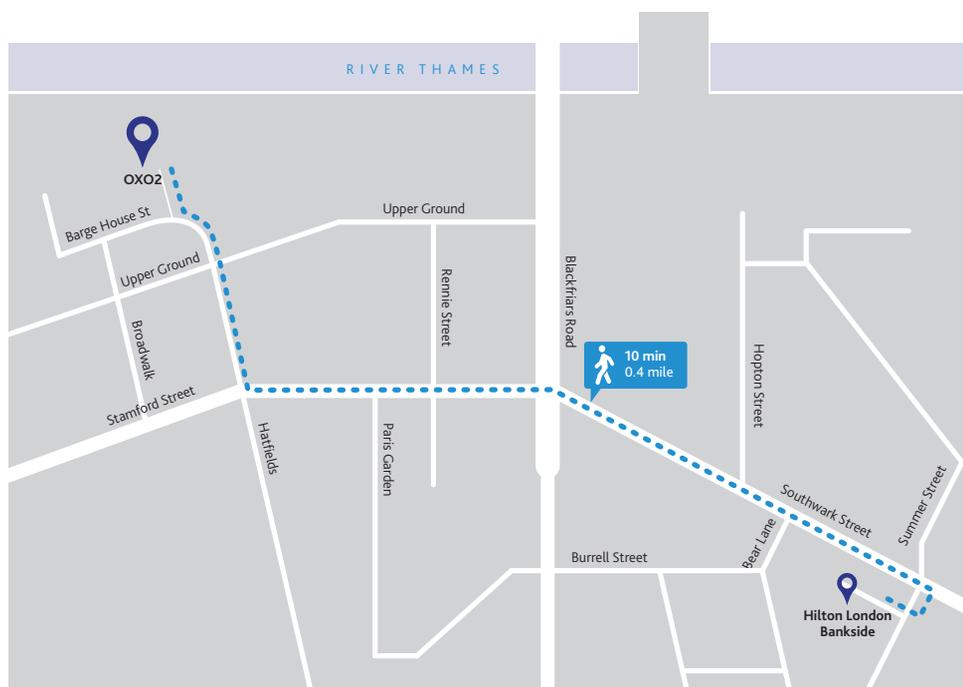
### Directions to OXO2

The dinner venue, OXO2, is located a 10 minute walk from the Hilton London Bankside. If the weather is poor, the hotel will be able to book a taxi for you.

### Walking route from Hilton London Bankside to OXO2

- 1 Turn left out of the Hilton's main entrance and walk to the junction with Southwark Street
- 2 Turn left on Southwark street and follow it until you reach Blackfriars Road (the main road)
- 3 Cross Blackfriars Road and continue straight ahead down Stamford Street
- 4 Turn right at Hatfields Road and follow it to Barge House Street, which is straight ahead
- 5 Follow Barge House Street as it curves to the left and the OXO Tower will be signposted on your right
- 6 Take the stairs or lifts at the centre of the building to the second floor

If you have a little more time, you can make your way to the South Bank and follow the path west along the river to the OXO Tower. The entrance to OXO2 is located at the back of the building.



### **Dress code**

There is no official dress code for the dinner, but smart casual attire is recommended.

### **Timings**

Please arrive at OXO2 at 19:00 to enjoy a drink on arrival and the live jazz quartet. Guests will be called through for dinner at 19:45. Dinner service is expected to finish around 22:00. The bar will close at 22:30.

### **Musicians**

The musicians are students who appear by kind permission of Trinity Laban Conservatoire of Music and Dance ([www.trinitylaban.ac.uk](http://www.trinitylaban.ac.uk)).

## Keynote speaker and panellist biographies



**Dr Susanne Caesar**, MA Cantab, MB ChB(Hons) Edin, DRCOG, DCH, FRCGP, SFFMLM

Dr Caesar is a General Practitioner (GP) providing undifferentiated primary care in Dorset, England. She has been involved in the development of appraisal and revalidation in the UK since the introduction of annual appraisal to all doctors in the NHS, in 2002. As Associate Director of the Revalidation Support Team, she led the project delivering revalidation readiness training to over 10,000 appraisers in 2012-13. Her current roles include facilitating 30 appraisals annually, providing appraiser training and quality assurance, leading the Health Education England Wessex Appraisal Service and working as the Royal College of General Practitioners (RCGP) Medical Director for Revalidation. Recently elected Chair of the Academy of Medical Royal Colleges (AoMRC) Revalidation and Professional Development Committee, she is committed to ensuring that there is a parity of expectation across sectors and to reducing the burden of demonstrating continued competence for all doctors.

A revalidation process that delivers assurance that doctors remain up to date and fit to practise is essential in all healthcare systems. Susi believes that underpinning revalidation with a supportive appraisal that is valuable to the individual doctor in facilitating self-reflection, and personal and professional development planning, will also contribute to system leadership, innovation and quality improvements in patient care.



**Dr Humayun J Chaudhry, D.O., M.S., MACP, MACOI**

Dr Humayun Chaudhry is President and Chief Executive Officer of the Federation of State Medical Boards of the United States, which represents the nation's state medical licensing boards and co-sponsors the United States Medical Licensing Examination. He is also Chair of the International Association of Medical Regulatory Authorities, which represents 110 member organizations from 47 nations.

Dr Chaudhry is a graduate of New York University and New York Institute of Technology's College of Osteopathic Medicine, and earned a Master's degree in Health Care Management from Harvard School of Public Health. He did an internship at St. Barnabas Hospital, New York, followed by a residency in Internal Medicine at Winthrop-University Hospital, New York, where he spent an additional year as Chief Medical Resident. He was a diplomate of the American Board of Internal Medicine and American Osteopathic Board of Internal Medicine.

Dr Chaudhry spent 14 years with the United States Air Force Reserve and is the former Health Commissioner for Suffolk County, New York. He is a Clinical Associate Professor of Internal Medicine at UT Southwestern Medical School in Dallas and is the co-author of Fundamentals of Clinical Medicine, 4th edition and Medical Licensing and Discipline in America.



**Professor Elizabeth (Liz) Farmer**, MBBS, BSc, PhD, FRACGP, MAICD

Professor Liz Farmer is a general practitioner and Chair of the Medical Board of Australia's Expert Advisory Group on Revalidation. She is also Chair of the Australian Medical Council's Prevocational Standards Accreditation Committee, a role she has held since 2013. This role involves accrediting intern training and workplace based assessment providers.

In 2007, Professor Farmer was appointed as Dean of Medicine at the University of Wollongong and became the first female general practitioner to become the Dean of a medical school in Australia. Following this, Professor Farmer was the Executive Director of Workforce Innovation and Reform at Health Workforce Australia and led a national programme developing policy and practice in health workforce innovation and reform for all health professionals.

She is an Honorary Clinical Professor at the University of Wollongong, and a Director of the Australian Medical Council. She also chairs the AMC National Test Centre Research Group and the AMC Ethics Committee.

Professor Farmer now works full time as an independent health sector consultant specialising in health professional education and assessment, accreditation, evaluation, revalidation and policy development.



**Dr Joanna Flynn AM, MBBS, MPH, HonDMedSc, FRACGP**

Dr Joanna Flynn AM is a general practitioner who has been involved in medical regulation for more than 25 years.

She is the Chair of the Medical Board of Australia, holding this position since national registration was introduced in 2010. Prior to the National Scheme, Dr Flynn was the youngest person appointed to the Medical Practitioners Board of Victoria in 1989 and was the first female President for both that Board and the Australian Medical Council. She has been a member of the Management Committee of the International Association of Medical Regulatory Authorities since 2012.

She is the Chair of the Board of Eastern Health, one of Melbourne's largest metropolitan public hospitals, and a board member of Ambulance Victoria.

In 2015 she was a member of the Royal Australasian College of Surgeons' Expert Advisory Group into Discrimination, Bullying and Sexual Harassment and of the Australian Health Minister's Advisory Council's Expert Advisory Panel for the Review of Medical Intern Training.

Dr Flynn was made a Member of the Order of Australia for services to medical administration and the community. In 2012 the University of Melbourne conferred on her an Honorary Doctorate of Medical Science and in 2015 she received the Woman in Medicine award from the Australian Medical Association.



### **Professor Kevin Fong**

Professor Kevin Fong is Consultant Anaesthetist at University College London (UCL) Hospitals, and is Anaesthetic Lead for both the Patient Emergency Response Team and Major Incident Planning.

He is an Honorary Senior Lecturer in Physiology at UCL where he organises and runs an undergraduate course Extreme Environment Physiology. He studied astrophysics and medicine at University College London, and completed postgraduate clinical training in Anaesthesia and Critical Care Medicine.

He has a long standing interest in human space exploration and space medicine and has worked with NASA's Human Adaptation and Countermeasures Office at Johnson Space Centre in Houston.

Professor Fong is founder and associate director of the Centre for Altitude, Space and Extreme environment medicine at University College London.



### **Susan Goldsmith**

Susan Goldsmith is Chief Operating Officer and Deputy Chief Executive at the General Medical Council (GMC), Managing Director of GMC Services International Ltd and sits on the IAMRA Management Committee. Prior to joining the GMC, Susan was Operations Director at airport group BAA with specific responsibility for Heathrow Terminal 5 and before that held various senior roles including Deputy Chief Executive at transport and logistics group National Express. Susan is a qualified Chartered Accountant and she has a wealth of experience in leading highly regulated, safety critical, customer facing organisations.

In her role with IAMRA, Susan is committed to international collaboration and the sharing of best practice, which are vital to the development and promotion of safe practice and protection of the public. Susan led the creation of GMC Services International Ltd to extend the reach of the GMC and allow overseas organisations to benefit from its skills and experience.



**Dr Norman B Kahn, JR., MD, CPE**

Dr Norman Kahn serves as Executive Vice-president and Chief Executive Officer of the Council of Medical Specialty Societies (CMSS). CMSS represents 43 medical specialty societies with an aggregate membership of 790,000 physicians in the United States.

Dr Kahn represents CMSS to groups fulfilling medicine's professional self-regulatory role, including the American Board of Medical Specialties (ABMS), Accreditation Council for Continuing Medical Education (ACCME), Accreditation Council for Graduate Medical Education (ACGME), American Medical Association (AMA), American Osteopathic Association (AOA), Federation of State Medical Boards (FSMB), and National Resident Matching Program (NRMP).

Dr Kahn represents CMSS to several performance measurement and improvement agencies, including the National Committee on Quality Assurance (NCQA), National Quality Forum (NQF), National Quality Partners (NQP), National Quality Registries Network (NQRN), Physicians Consortium for Performance Improvement (PCPI), American Board of Internal Medicine Foundation's (ABIM-F) Choosing Wisely Campaign, the Center for Medicare and Medicaid Services' (CMS) Healthcare Learning and Action Network (LAN), and the Center for Medicare and Medicaid Innovation's (CMMI) Partnership for Patients (P4P) campaign.



### **Professor Chak-sing Lau**

Professor CS Lau is President (since 2016) of the Hong Kong Academy of Medicine, having previously served as Vice-President (Education and Examinations) between 2011 and 2016. He is also Daniel CK Yu and Chair Professor in Rheumatology and Clinical Immunology, Director of the Bau Institute of Medical and Health Sciences Education and Associate Dean (Teaching & Learning) of the LKS Faculty of Medicine, The University of Hong Kong.

Professor Lau has been at the forefront of undergraduate and postgraduate medical education. Prior to his current positions, he served as Assistant Dean in Education and Student Affairs of the LKS Faculty of Medicine and Chairman of the Hong Kong College of Physicians Examinations Committee and Rheumatology/Immunology & Allergy Subspecialty Board. Currently, he is Chairman of the Asia Pacific League of Associations for Rheumatology (APLAR) Education Committee.

During his tenure at the Hong Kong Academy of Medicine, Professor Lau aims to encourage innovative training pedagogies and assessment in postgraduate clinical training. He also aims to build a strong link with medical colleges and academies worldwide to share experience to maintain the high standards of medical specialist training in Hong Kong.



### **Dr Kgosi Letlape**

Dr Kgosi Letlape is currently President of the Health Professions Council of South Africa (HPCSA) and Chairperson of the Medical and Dental Board. Dr Letlape obtained his MBChB degree in medicine from the University of KwaZulu Natal in 1981.

In 1988, he completed his FSC (OPHTH) degree in Ophthalmology at the College of Ophthalmology Medicine South Africa. In the same year he obtained his FRCS (OPHTH) degree in Ophthalmology at the University at Edinburgh.

#### **Professional activities**

- Board Member: South African Medical & Dental Practitioners, Johannesburg: 1989 – 1995
- Vice Chairperson: South African Medical & Dental Practitioners, Johannesburg: 1990 – 1994
- Chairperson: South African Medical & Dental Practitioners: 1994 – 1995
- Chief Executive Officer: Phelo-Ntle: 1996 - 1997
- Chairperson: National Council of the South African Medical Association: 2001 – 2009
- President: World Medical Association (WMA): 2005 – 2006
- Co- chair of the Prevention Task Team of (SANAC): 2007 – 2009
- President of Africa Medical Association: 2006
- Member of the Global Hygiene Council
- President HPCSA October 2015



## Charlie Massey

Charlie Massey joined the General Medical Council as Chief Executive and Registrar in November 2016.

Prior to this appointment he spent four years at the Department of Health as one of its Director Generals. During his time there, he had responsibility for:

- Oversight and policy responsibility for acute care provision, including sponsorship of NHS Improvement, and the NHS Litigation Authority
- Policy and strategy on workforce issues, including sponsorship of Health Education England
- Policy and strategy on quality, safety, regulation and professional standards, including sponsorship of the Care Quality Commission;
- The Department of Health's strategy function, and Ministerial private offices
- Communications and stakeholder management.

Prior to this Mr Massey was Director for Ageing Society and State Pensions at the Department for Work and Pensions, where he led on policy for State Pensions and other pensioner benefits, extended working life and ageing.

Before that he worked in a variety of roles across government and the wider public sector, including:

- As an Executive Director at the Pensions Regulator, leading the development of a new regulatory strategy to improve the funding of final salary pension schemes
- Leading reviews on childcare and drugs in the Prime Minister's Strategy Unit
- Leading work on Royal Mail and the future of the Post Office network at HM Treasury

Mr Massey chairs a local housing charity, and is married with 3 children.



**Dr Lois Nora, MD, JD, MBA**

Dr Lois Margaret Nora, MD, JD, MBA is President and Chief Executive Officer of the American Board of Medical Specialties (ABMS), a not-for-profit organisation that helps ensure high quality health care for patients, families and communities. ABMS supports its 24 medical specialty boards in developing and implementing educational and professional standards to certify over 850,000 US physician specialists and to encourage lifelong learning and assessment.

A committed medical educator, Dr Nora's career is notable for organisational growth and community engagement fostered through team development, consensus building and strong multi-faceted stakeholder involvement. Prior to leading ABMS, she served as President and Dean of Medicine at Northeast Ohio Medical University; Interim President/Dean of The Commonwealth Medical College (now Geisinger-Commonwealth Medical College); and Associate Dean of Academic Affairs and Administration, and Professor of Neurology at the University of Kentucky College of Medicine.

Dr Nora has served as Co-Chair of the Liaison Committee on Medical Education (LCME) and on the Boards of the Association of American Medical Colleges (AAMC) and Margaret Clark Morgan Foundation (MCMF). Her scholarly interests are focused on professional self-regulation, the interface of medicine and law, and gender issues in medicine. She is the recipient of multiple honours including the Merrell Flair Award from the Group on Educational Affairs (GEA) for the AAMC, and the President's Recognition Award from the American Medical Women's Association (AMWA).



**Sir Keith S Pearson, JP, DL**

Sir Keith Pearson was appointed as Chair of Health Education England in June 2012. He was previously Chair of the NHS Confederation and was responsible for co-chairing the Commission on improving dignity in care for older people. He is currently Independent Advisor to the Department of Health's Visitor and Migrant NHS Cost Recovery Programme, Chair of the Workforce Race Equality Standard Advisory Group, and he is also Chair of the General Medical Council's UK Revalidation Implementation Advisory Board.

Sir Keith has held Chair appointments in the NHS dating back to 1998 when he was appointed Chair of South Somerset Primary Care Group. He later became Chair of South Somerset PCT and was Chair of the Norfolk, Suffolk and Cambridgeshire SHA prior to the merger in 2006. From 2006-2010, Keith was Chair of NHS East of England.

He is highly regarded for his healthcare expertise and knowledge gained through more than 30 years of working in the healthcare sector. Prior to coming to the NHS Sir Keith worked with BUPA for seventeen years, five of which were based in Hong Kong as their Chief Executive. He moved on from BUPA to become Chief Executive of AON's operations based in Thailand and then in Singapore.

Sir Keith was influential in developing the NHS Constitution. He received an Honorary Doctorate in Health from the University of Bradford in December 2014, and a Knighthood in Her Majesty the Queen's Birthday Honours List in June 2010 for services to healthcare.

He is Honorary Commander of the USAF 501st Combat Support Wing in Cambridgeshire and is Vice Chair of the 51st Squadron ATC Civilian Committee in Orton Peterborough. Sir Keith has been a Magistrate since 1999 and was appointed Deputy Lieutenant for the County of Cambridgeshire in 2011.

In 2011 he published his first novel, Children in her shadow.



**Dame Denise Platt, DBE**

Dame Denise Platt DBE is a lay member of the UK General Medical Council. Denise has a portfolio of interests: she is a member of the Solicitors Regulation Authority, a Trustee of the National Society for the Prevention of Cruelty to Children and member of the Advisory Board of the National Institute for Health Research School of Social Care Research at the London School of Economics. She is also Patron of Methodist Homes for the Aged and a Vice Patron of Family Action.

Dame Denise has a background in social care and has held a number of leadership positions in the public and third sectors at national and local level including Chair of the National AIDS Trust, trustee of the Lloyds Bank Foundation for England and Wales, Member of the Committee on Standards in Public Life, Chair of the Commission for Social Care Inspection, Governor of the University of Bedfordshire (where she is an Honorary Fellow), Audit Commissioner and Chief Inspector of the Social Services Inspectorate. She was Director of Social Services in Hammersmith and Fulham and is a past President of the Association of Directors of Social Services.



**Professor Terence Stephenson**, DM, FRCPCH, FRCP, FRACP, FRCPI, FRCS, FHKAP, FRCGP, FRCA, FCAI, FRCS Edin, FRCOG, FAcadMed, FRCP Edin

Professor Terence Stephenson is Chair of the UK General Medical Council. Professor Stephenson was formerly Chair of the Academy of Medical Royal Colleges for 2012-2014 and President of the Royal College of Paediatrics and Child Health for 2009-2012. He is also Nuffield Professor of Child Health at the Institute of Child Health, University College London and Co-Director of the Children's Policy Research Unit. He has been elected an honorary Fellow of eleven colleges or academies, in the UK, Ireland, Hong Kong and Australia.

Professor Stephenson was formerly Dean of the Medical School and Professor of Child Health at the University of Nottingham, and a non-executive Director of Nottingham University Hospitals NHS Trust. He is an honorary consultant in paediatrics at UCL Hospital and Great Ormond Street Hospital London and has co-authored seven textbooks. His research has mainly been in physiology of early life and acute and chronic paediatric illness and he has published over 275 peer reviewed papers, editorials and chapters. As a researcher, he has received over £8 million in funding.



### **Professor Kieran Walshe**

Kieran Walshe is Professor of Health Policy and Management and head of the health management group at Manchester Business School. He is also a non-executive director of the Christie NHS Foundation Trust, a board member of the UK Health Services Research Network and a member of the US AcademyHealth International Advisory Board. He was associate director of the National Institute of Health Research health services and delivery research programme from 2012 to 2015, and directed the NIHR service delivery and organisation research programme from 2008 to 2011. He edited the journal Health Services Management Research from 2011 to 2015 and was a board member and scientific committee chair of the European Health Management Association from 2008 to 2015. From 2003 to 2006 he directed the Centre for Public Policy and Management in Manchester Business School, and from 2009 to 2011 he directed the university's Institute of Health Sciences.

He has twenty-five years' experience in health policy, health management and health services research. He has previously worked at the University of Birmingham, at the University of California at Berkeley as a Harkness Fellow, and at the King's Fund in London, and has a professional background in healthcare management. He often works at the interface between research, policy and practice and values the opportunities it offers to engage with the policy and practitioner communities and to put ideas into action. He has particular interests and expertise in quality and performance in healthcare organisations; the governance, accountability and performance of public services; and the use of evidence in policy evaluation and learning. He has led a wide range of research projects funded by the ESRC, Department of Health, NIHR, and EU FP7 programmes, and other government departments and NHS organisations. He has advised many government agencies and organisations, in the UK and internationally, including acting as an advisor on health reforms to the House of Commons health select committee. His current research is mainly focused on reforms to health professions regulation, on the use of inspection and rating in the regulation of healthcare organisations and services; and on organisational capabilities and processes for improvement.

He tweets as @kieran\_walshe.

## Breakout session information

Full session abstracts can be viewed on the agenda tab of the Symposium website at <https://registration.livegroup.co.uk/iamra2017>.

### Thursday 5 October at 11:00

#### Considering a risk-based approach to continued competency

Globe 3&4

*Chair: Mr Paul Buckley*

##### *Quality assurance of compulsory CPD schemes: audits and better solutions - Ms Jantze Cotter*

For the previous four years the Medical Council Ireland (MCI) has used audits of CPD activity, with final recourse to disciplinary hearings, to regulate doctors' Maintenance of Professional Competence (MPC). Overall compliance with this process was unsatisfactory and non-compliant doctors continued to be non-compliant. It was resource intensive and established that disciplinary hearings were a poor mechanism to deal with this issue.

On an individual basis, failure to demonstrate MPC does not establish a risk to the public, however, when large numbers of doctors are not compliant this indicates a systemic failure. Therefore the MCI is moving towards a proportionate risk based approach to monitor doctors' compliance with the MPC requirements.

##### *The evolution of recertification in New Zealand - Mr Philip Pigou*

The Medical Council of New Zealand developed its initial approach to recertification applying the principles of risk-based and right touch regulation. We recognised that different systems existed across the colleges, but that some doctors had no system for planning and recording their learning.

New systems were required for non-specialist doctors. Several colleges were influenced to modify their own systems. Council established principles for all recertification programmes.

Now a framework for recertification is being developed, with detail to be 'profession-led'. However Council has moved to introduce some compulsory content, including cultural competence.

My presentation will explore the initial approach taken by Council, the background to this, and how this has evolved into our current model.

*Revalidation in Australia: we're on the way - Dr Joanna Flynn*

In 2012, the Medical Board of Australia started a conversation with the profession and the community about revalidation. Since the 2015 revalidation symposium the Medical Board has appointed an Expert Advisory Group (EAG) to provide it with advice on options for revalidation in the Australian context. This presentation will discuss the recommendations in the EAG report and next steps.

**Physician assessment - the Canadian experience**

Thames

*Chair: Dr Heidi Oetter*

*A qualitative evaluation of a multi-faceted approach to a comprehensive periodic physician assessment - Dr Michael Murray*

The College of Physicians and Surgeons of BC has developed a multifaceted physician assessment programme ensuring that it is comprehensive and that it is assessing the core competencies defined by the national specialty and family practice colleges. This presentation will provide an overview of the assessment programme and the qualitative evaluation of the programme provided through feedback surveys from the registrants. Registrant performance and outcomes will be also be discussed.

*The Physician Achievement Review (PAR) programme in Alberta, Canada: the best thing since sliced bread... or the emperor's new clothes? - Dr Nigel Ashworth*

A discussion of the effectiveness of multi-source feedback in physician assessment, focusing on the experience in Alberta, Canada.

*The evaluation of assessment programmes at the College of Physicians and Surgeons of Ontario: a spotlight on physician outcomes - Ms Wendy Yen*

The College of Physicians and Surgeons of Ontario (CPSO) has utilised established criteria for high quality assessments to develop rigorous and educational workplace-based assessments for its physicians. Delegates who attend this session will learn about the way CPSO assessment programmes have been developed to enhance physician learning, the evaluation frameworks that guide programme appraisal, and the physician outcomes associated with the programmes.

### **Evaluating continuous physician assessments as assurance mechanisms for the public**

Borough 1&2

*Chair: Mr Mark Staz*

*Longitudinal assessment programmes: a new approach to design of assessments for maintenance of certification programmes in the United States - Dr Mira Irons*

This session will provide an overview of the Longitudinal Assessment Programmes (LAPs) currently being developed and piloted by many of the American Board of Medical Specialties (ABMS) Member Boards, some utilising the ABMS CertLink platform; the rationale for this approach to assessment, including a review of the research regarding effectiveness of longitudinal assessment; and how this new form of assessment will be adapted and utilised in maintenance of competence. The session will conclude with a discussion of how this approach may be beneficial to certifying bodies and health care institutions, both domestically and internationally, either for summative assessment or for formative assessment for learning.

*Scoring a recertification/revalidation programme design - Dr Dawn Morton-Rias*

We will discuss a tool to facilitate evaluation and comparison of different systems or designs for recertification or revalidation. The tool will provide a structure to help an administrator evaluate such factors as how programme components support practitioner learning, as well as the burden and costs of the programme to practitioners and administrators, and the criteria are grouped from the perspective of: 1) Validity/Public Protection, 2) the Practitioner and 3) the Administrator.

*Improving physician competence with CATALYST, continuous assessment for learning - Dr John Gimpel and Dr Gary Slick*

This presentation will discuss the outcomes and next steps of NBOME's pilot studies with two certification boards using CATALYST. Lessons learned will prepare participants to explore initiation or refinement of similar programmes in their jurisdictions.

## Thursday 5 October at 16:00

### The role of CPD and CME in continued competence systems

Globe 3&4

*Chair: Dr Alison Reid*

*Modernisation of CPD accreditation processes to facilitate and demonstrate the continued competence of physicians - Ms Amy Smith and Mr Mark Staz*

This session will describe global practices in the accreditation of continuing professional development (CPD) activities and educational requirements for renewal of registration/licensure, discuss models for modernising accreditation processes, and will explain how CPD can facilitate and demonstrate the continued competence of physicians.

*A dual system for ensuring quality improvement through a national competence examination for medical students and continuing professional development for medical doctors in Indonesia - Dr Nancy Rehatta*

Continued maintenance of basic and updated competencies and developing professional behaviour are mandatory for doctors in order to provide the best care for patients and the community. To ensure the professional quality of graduates from medical schools in Indonesia, there are two strategies which are applied from the beginning of the educational programme and monitored afterwards throughout the professional life of medical doctors: these are the National Competency Exam and Continuing Professional Development.

This session will look at the role of these two strategies as part of a larger system which is designed to continuously guarantee the maintenance of basic and developed competencies for doctors after finishing their study. As a learning point, root analysis of the results of both strategies will provide important factors in shaping Indonesia's educational policy.

*Aligning CME and MOC for the benefit of diplomates: a case study in collaboration -  
Dr Graham McMahon*

Physician education can be perceived as a regulatory burden rather than as a partner and asset. In this session we will discuss how accrediting and certifying bodies in the United States have aligned in crafting programme expectations and a data management system to allow clinicians and educators to focus on learning that works, expands educational flexibility to meet modern needs, and simplifies reporting.

**Impact on doctors - the role of self-reflection in continued competence systems**

Thames

*Chair: Dr Susi Caesar*

*An evaluation of regular practice review (RPR) - Ms Joan Crawford*

Attendees will develop an understanding of: how RPR can assist doctors to identify areas to focus on for development, how placing the focus of professional development on identified needs can drive improvement in practice, and how doctors view the resulting changes in their practice and the impact on patient care.

*Engagement with professional development plans during appraisal - Dr Karen Gregory*

Professional Development Plans are now an essential part of every doctor's practice but unless they are of benefit to that doctor's working practice there is the potential for them to become a meaningless tick box exercise. This presentation looks at the importance of engagement and identifies three elements; engagement factors, goals and transactions, which can be useful concepts helping appraisers and appraisees identify relevant PDP areas.

*From life-long learning to a culture of performance improvement in practice: will there be a continued need for CME credit? - Dr Norman Kahn*

Continuing medical education (CME) credit has been valued in the United States by clinicians since 1948, and by licensing and certifying bodies for more than forty years. The ability to measure, improve and report practice performance is more recent, which society may soon value more than CME credit.

### **Workshop: Evaluating the impact of revalidation in the UK**

Borough 1&2

*Chair: Ms Una Lane*

*The development of medical revalidation in the UK: learning from national evaluations - Professor Julian Archer, Professor Kieran Walshe, Dr Marie Bryce, Dr Niall Cameron*

The workshop will present, and provide the opportunity to discuss, findings from two large complementary research studies into medical revalidation in the UK.

## **Friday 6 October at 08:30 and 09:20**

### **Continued competency systems in team environments\***

\*Please note that this session will only run once, at 08:30

Globe 1&2

*Chair: Mr Daniel Yumbya*

*Evidence-based competency: the redesign of the College of Physicians & Surgeons of Alberta (CPSA)'s competence programme - Dr Nicole Kain*

The aim of this presentation is to describe an evidence-based competency programme redesign by the College of Physicians & Surgeons of Alberta in the province of Alberta, Canada. Delegates will learn: how Alberta physicians envision competency programme redesign; a unique approach to group/clinic physician assessment; and the results of the first group/clinic assessments in Alberta as part of the redesign.

*Maintenance of competence in multidisciplinary team environments - Mr Andrew Connolly*

The official New Zealand Health Strategy emphasises the importance of a multi-disciplinary approach to health care. The Government has signalled legislative change to make regulatory agencies including the Medical Council responsible for competence in a multidisciplinary environment. This is a significant challenge of the Medical Council and the talk will explore our thinking in this area.

**Workshop: The journey of multisource feedback in Australia**

Globe 3

*Chair: Ms Valencia van Dyk*

*The journey of Multi-Source Feedback (MSF) in Australia: lessons from regulatory, educational and professional bodies - Professor Michael Greco, Mr Stephen Tobin, Professor Liz Farmer*

This workshop will explore successes and challenges of implementing Multi-Source Feedback (MSF) in different Australian educational, regulatory and professional settings.

**Workshop: The impact of risk and support factors on performance and competence**

Globe 4

*Chair: Mr Shane Carmichael*

*Understanding risks and supports to physicians' practice - implications for the development of continuing competence systems in Canada - Mr Daniel Faulkner, Ms Wendy Yen, Ms Karen Mazurek*

A Pan-Canadian initiative is underway to understand the risk and support factors that impact physician performance and physician competence. The session will a) describe the national infrastructure that has been put in place to guide the initiative and b) consolidate evidence gathered to date on the impact of risk and support factors. The ways in which the evidence has been used to develop assessment programmes will be demonstrated to illustrate how empirically derived evidence can be used to foster excellence in medical regulation.

### Workshop: Regulation of medical professionals around the world: research issues and validity challenges

Thames



*Regulation of medical professionals around the world: research issues and validity challenges -  
Dr John Boulet*

In this workshop, we review current issues in regulation, provide a summary of research in the field, and highlight relevant validity studies that have been conducted. We also discuss the need for, and design of, investigations to better quantify relationships between regulatory activities and patient outcomes.

### Workshop: The patient and public experience of revalidation

Borough 1

*Chair: Mr Bill Prasifka*

*Insights into the value offered to, and for, the public and patients by continued competence systems – recent findings, conclusions and intelligence into the patient and public experience of revalidation –  
Ms Judith Chrystie, Mr Howard Lewis, Mr Neil Jinks*

The workshop will explore the findings from a recent review and evaluation of medical revalidation in the UK as well as the intelligence collected by the General Medical Council's Regional Liaison Teams looking at the impact of revalidation on patients and the public. It will encourage discussion on what steps are currently being taken - and could be taken – to increase the value of revalidation for patients and the public.

### Workshop: The new normal: tracking whether revalidation is meeting its objectives

Borough 2

*Chair: Ms Clare Barton*

*The new normal: tracking whether revalidation is meeting its objectives - Mr David Darton,  
Mr Kerrin Clapton*

The UK launched medical revalidation at the end of 2012 as a continued competence system. In this workshop we discuss our progress in developing an approach to measuring the impact of revalidation. Attendees will gain an insight into the challenges and opportunities this work presents and as well as helping to shape it for the future.



General  
Medical  
Council



Sponsor

