

The ROYAL COLLEGE *of*
OPHTHALMOLOGISTS

Annual Report 2014





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It gives me great pleasure to introduce the RCOphth annual report for 2014. This is my first report since taking over from Harminder Dua, whose dedication to ophthalmology has left the College in a good shape.

2014 has presented its own array of change and challenges, with continuing austerity and pressure on the delivery of care. The large number of patients seen in ophthalmology makes our specialty sensitive to capacity issues. In particular, the awareness that eye patients were commonly having clinically necessary return appointments postponed or cancelled by hospitals, due to lack of space or personnel, throughout the UK.

The College has actively been involved in highlighting and addressing this problem by engaging with officials and policy makers. In difficult times like this it is particularly important to promote the high standards of care and professionalism of our consultants and their dedication to delivering a great service even through the pressures of a heavy work load; as well as create awareness about the role of The Royal College of Ophthalmologists.

There is, however, considerable evidence that the College's main drive and activities remain dedicated to the overall benefit of patients. The training committee assiduously battled with the peaks and troughs of the Shape of Training review, which unfortunately failed to reach a conclusion by the end of the year. The College stance, however, remained resolute in being adamant that any proposed changes to training should primarily produce specialists who can provide the best care for their patients. The Lay and Training groups contributed to, and supported, this process throughout. In December our move to Stephenson Way and the new and improved training and skills suite ending the year for training on a high with much improved training facilities for both novice and experienced surgeons alike.

The curriculum continues to reflect new developments and the changing needs of the patient. The seminar programme and the Annual Congress in Birmingham received excellent feedback and continued to meet the needs of those in active practice. Evidence based guidelines for the management of

specific conditions, and the organisation and commissioning of services have been developed to ensure consistent professional standards, and the examination system continues to assess ophthalmologists to ensure that they are safe to deliver care. These activities emphasise that the work of each and every committee places the needs of the patient at its core.

Working in a changing health service which differs in the four home nations – as well as supporting International members – can mean duplication of effort. The policies, however, are often similar, such as the current themes of prevention and early detection of eye disease with a move towards more community care encompassing integrated services across the entire patient pathway, including social care. The College response to this remains constant - utilise ophthalmology led pathways and protocols with recognised quality standards and explicit audit trails. Consistency of training, clarity of the required workforce and adequate IT and communication systems to support the modern implementation of eye care are all essential. High standards do not change across political or national boundaries.

Our successful bid to be the hub for the collection of ophthalmic surgical outcome data for England and Wales (The National Ophthalmology Audit) highlights this, as it will put the College in a strong position to inform future service needs, which will be of relevance to ophthalmology in the UK and further afield. The extensive amount of routine data to be collected to reflect performance indicators of practice will be used to inform policy. This underpins the need for the College to be in a position to drive positive change that considers value and outcomes above political imperative.

The College Officers are busy clinicians and securing professional leave has become increasingly difficult. Despite this, they are totally committed to their College roles and are not deterred by the extra work involved. Council members represent their constituents capably throughout the year and committees work well to ensure that the work under their remit is focused and managed effectively.

There is still healthy competition for College posts, which is reassuring; maximising the valuable skills and time of the membership is vital to our future success. Finally, I would like to extend my gratitude to the staff, without whose hard work and dedication the College would come to a complete standstill and who are a constant in a continually changing environment.

In 2014, I met with many members and will continue to do so throughout my term of office. I will continue to listen and engage and look forward to a highly challenging but rewarding 2015.

Carrie MacEwen, President



Kathy Evans
Chief Executive

Annual Reports often over-use the words “exciting” and “challenging” but it is hard to think of two adjectives that better describe 2014, the year in which the rebuilding of 18 Stephenson Way was skilfully completed by Knight Harwood Limited. The actual move was greatly aided by the meticulous planning of Head of Operational Support, Aziz Rajab-Ali, and we were operational and able to host meetings and skill courses in the first full week of occupation. The premises are well equipped and stylish and we look forward to welcoming many members to seminars, courses and committee meetings. We can also offer members an opportunity to re-group before they go on to commitments elsewhere in London – we are in an excellent spot for public transport links.

The building was completely gutted and refurbished which presented the opportunity to introduce sustainable practices. The green roof on top of the 4th floor pavilion contributes to sustainable urban drainage and local biodiversity while improving the view for neighbouring properties. The wood used is from a certified sustainable source, many of the bricks laid are reclaimed London stock and the new white goods have the highest possible energy rating. Air source heat pumps have been installed; using renewable energy, they extract heat energy from the air to provide heat and can produce cooling through a reversible system. The building is highly insulated to minimise heating requirements, helped by new internal wall linings and replacement of single glazed windows with double glazed units. There are new opening windows on the office floors to provide natural ventilation in the spring and autumn months. Zip taps, rather than kettles, have been plumbed in to conserve water and the installation of light sensors mean that empty rooms are not lit.

In preparation for the move we reorganised a number of filing systems, got rid of a lot of clutter and agreed protocols for working in an open-plan environment; the expectation is that the move to open-plan will lead to greater cooperation across departments. A small win is that the new office lay-outs make it easier to have central stores of stationery which reduces over-ordering. The printers, which are communal, default to black and white and double sided settings to reduce the amount of paper used.

More profoundly, all College departments worked together with an external supplier to create a new customer relationship management (CRM) database. The full benefits will be realised when the new website is launched and we continue to streamline a variety of processes in order to enhance our service to members.

The membership survey, the first of its kind, in July 2014 demonstrated a high level of member satisfaction with our core functions of events, education, examinations, EYE and guidance issued to the profession; department heads Beth Barnes, Emily Beet and Alex Tytko are to be thanked for their dedication and high standards.

However, we are not complacent and we have received the clear message that we need to increase communication with members and raise our profile with the Department of Health and the NHS bodies in the four UK countries to press the case of ophthalmology for the benefit of patients. Our communications manager, Liz Price, has led significant, positive changes by introducing a monthly e-newsletter, re-launching College News, rebranding material and overseeing the design of a new logo. She organised the College stand at the Annual Congress in May 2014 which gave delegates the opportunity to meet staff responsible for examinations, education and training and membership.

The greater challenge is to ensure that politicians and policy makers understand the importance of eye care and a main priority of the President, Professor Carrie MacEwen, is to meet with senior key health officials and groups.

The need to engage and look outwards will be examined in the Strategic Plan 2015-19 which will be finalised in the early part of 2015. During 2014 the staff were able to feed into the process through workshops led by Jonathan Rennison who also successfully acted as our fundraiser for the building project.

In September we were awarded the contract to manage the National Ophthalmology Audit across England and Wales. The central task will be an audit, delivered over three years, to further develop and utilise validated quality standards to benchmark cataract surgery outcomes between centres and individual surgeons. This is a project that indeed warrants the sobriquet exciting and challenging.

We have engaged a range of consultants and contractors to help deliver the 2014 projects; they have served us well but inevitably a greater burden has fallen on staff as we have tried to manage an increased workload and I am grateful to them for their resilience and hard work.



Bernie Chang
Chair, Professional Standards



Beth Barnes
Head, Professional Standards

Professional Standards

Calls to Action - Improving eye health and reducing sight loss

- Commissioning guidance for cataracts and glaucoma guidance development groups
- 4 Invited service reviews
- Awarded the National Ophthalmology Audit as part of the Health Quality Improvement Partnership National Clinical Audit and Patient Outcomes Programme
- Completed the Certificate of Vision Impairment Roadshows across England

There are again many highlights this year. The Call to Action response from our College took a great effort to write. I was pleased that there was input from a range of ophthalmologists and allied health professionals to produce a balanced document that served to remind everyone that ophthalmologists are the main providers and should be the leaders in delivering eye care. It also highlighted the dangers of assuming care in the community by non-ophthalmologists is a cheaper and better option. The College and its members stand ready to develop and deliver high quality care for patients.

All Trusts face a huge challenge during this time of financial constraint but safety of patients must not be compromised. PSC conducted 4 Invited Services Reviews this year and I was able to participate in 3 of them. I believe positive recommendations were made which if implemented will lead to improved patient care as well as a better working environment.

Continuing Professional Development

Mr Tin Kin Chan

- CPD online diary, recent survey supports the to keep the CPD diary and e-portfolio together
- American Academy of Ophthalmology - One Network has been extended for another 2 year contract for online use for all College members
- New appointments of shared Revalidation Lead, Miss Priya Bhatt and Mr Kashif Qureshi
- Directors of CPD and Academy Revalidation Group proposed merger of CPD and Revalidation committees of other Colleges as new Professional Committee
- CPD link established with the College of Ophthalmology of Eastern Central and Southern Africa (COECSA)

Informatics and Audit Sub-Committee

Professor John Sparrow

- Funding from HQIP was secured for the National Ophthalmology Audit to include all NHS funded Cataract Care in England and Wales plus feasibility electronic audits in Glaucoma, Retinal Detachment Surgery and AMD treatment
- The Audit brief from HQIP is to build on the successes of the College National Ophthalmology Database (NOD) Audit project, with coverage for cataract surgery to include electronically enabled units (e.g. Medisoft & OpenEyes) and paper based units. We will be working with our Project Manager and a number of subcontractors on the delivery of this important audit
- An overseeing National Audit Steering Group with broad representation, including patient representation, has been formed as a working group of the IT & Audit Sub-Committee and has met three times
- Together with the PSC and with input from the specialist societies a review of the BZ 'Eyes and Periorbita' tariff system has been undertaken with the Health and Social Care Information Centre (HSCIC) and it is hoped that the redesigned HRGs will in due course better reflect the costs of care, including taking account of case complexity
- Dataset work continues with the approval of a Macular Hole dataset and a Cataract Minimum Dataset
- A number of long serving committee members have stepped down with new members appointed and inclusion of two trainee members

Ophthalmology Clinical Leads Forum

Mr Richard Harrad

The Forum aims to provide an opportunity for Lead Clinicians to meet, share ideas and be informed of the latest developments in care delivery.

- The Forum meeting in November was attended by 35 clinical leads at Cornwall Terrace. John Sparrow spoke on the National Ophthalmology Audit with particular reference to outcomes of cataract surgery and Danny Keenan of the Health Quality Improvement Partnership spoke about their policy for managing performance outliers. Louis Clearkin described a new web-based diagnostic tool and Yit Yang reported on the challenges of bidding to provide community ophthalmic services on very tight timescales and with an unrealistic budget. Carrie MacEwen and Bernie Chang led a debate on the Future Shape of Ophthalmic Services in the light of pressures from allied health professionals to deliver services in the community and Sir Bruce Keogh's call for 7 day working.
- In the past year the clinical leads responded to surveys from the College on cancellation of appointments by hospitals and workforce planning with particular reference to staff shortages by subspecialty.
- All ophthalmology lead clinicians and clinical directors are welcome and encouraged to attend the forum
- We have an online discussion group and email service for members of the forum. This link has been used recently to discuss representation on Local Eye Health Networks, the use of Avastin and reporting of endophthalmitis.

Ocular Tissue Transplant Standards Group

Mr Damien Lake

- In 2014 OTTSG was reinstated as an entity meeting biannually, it had previously only gathered electronically when required.
- OTTSG agreed new Terms of Reference, specifically to provide College members advice on individual surgeon standards with respect to corneal and ocular tissue transplantation, in contrast to OTAG (ocular tissue advisory group) which will continue to advise NHSBT on the process of corneal transplantation.
- Discussed a proposal for a unified Eye Bank at Speke, near Liverpool. This was not supported by OTTSG members as a single Eye Bank would cause considerable risk into the system with respect to lack of plurality of supply, and should any process issues occur the lack of reserve would cause a devastating effect on UK transplantation.

- Work was agreed for 2015 including reviewing surgeon standards and improving tissue supply particularly with respect to research.

Paediatric Sub-committee

Professor Christopher Lloyd

- Continued to engage with the NHS England Clinical Reference Group for Specialised Ophthalmology Services
- Produced a position statement on the use of anti VEGF agents in children
- Advised on the clinical data set for Strabismus being developed by Mr Nadeem Ali, Moorfields Eye Hospital
- Worked with the Workforce Sub-committee regarding concerns over the difficulty in recruiting to paediatric ophthalmology consultant posts
- Represent the College on the VISION 2020 UK Low Vision, Learning Disabilities and Children and Young People's Groups
- Worked with Map of Medicine on the pathway for visual loss in children which is used on the NHS Choices website.

Primary and Community Eye Care Group

Ms Stella Hornby

This group exists to provide a multidisciplinary forum for advocacy and strategic guidance for the provision of primary eye care. It meets twice a year co-chaired by Richard Wormald and Lesley Anne-Baxter and the minutes are available on the Vision2020 website. It supports the collaborative working and aims of the UK Vision Strategy and also provides peer review infrastructure for the Clinical management guidelines of the College of Optometrists for use in primary care of prescribing optometrists.

- Advised on Map of Medicine clinical pathways in collaboration with the RCOphth - in particular this year new pathways for sight loss (one for adults and one for children) have been developed.
- Local Eye Health Professional Networks have been formed as part of NHS England's primary care strategy. Each LEHPN covers a large area to work with CCGs to influence secondary care services.
- In July 2014 NHS England launched "A Call to Action" whose purpose was to explore issues around effective use of resources between primary and secondary care. Capacity in secondary care, unmet need and information technology linking community optometrists with secondary care were identified as issues and there is little data on transfer of care to community settings particularly on cost-effectiveness.

Quality and Safety Group

Mr Timothy Rimmer

During 2014 the Quality & Safety Group continued to provide support for the Professional & Standards Committee by exploring relevant topics in greater detail.

- Following a high profile case where a patient lost an eye due to a contact lens related fusarium keratitis, several members of the College attended meetings along with other stake holders at the MHRA. The MHRA have since pursued this with their counterparts in the USA and the General Optical Council.
- So far 3 cases have been published, providing an excellent learning opportunity.
- In May word was informally received that Moorfields Pharmaceuticals was having manufacturing problems but was not issuing any information. The Quality & Safety Group wrote to them, urging full disclosure so that contingency plans could be addressed, as MP was the sole manufacturer of a number of agents, used particularly for corneal diseases. We have just heard that MP is closing permanently.
- WHO antibiotic resistance; in June a press release from the WHO prompted Q & S to bring to the membership's attention the Sep 2013 College guidelines on AMD discouraging the use of routine antibiotic drops after intravitreal injections.
- NHS England; in the autumn Q & S has been in correspondence with NHS England over a rise in ophthalmic serious incidents. This led to a meeting between the president of the College and Sir Bruce Keogh, medical director of the NHS. On a separate issue, Q & S has questioned whether wrong lens implants should remain as never events or not.
- Factoids. Over the year Q & S has introduced short, pithy learning points into College News.

Vision Standards for Driving

Mr Scott Fraser

- The College were contacted in 2014 by the DVLA to inform them that the College Vision and Driving advisor would no longer be able to sit as an observer on the DVLA vision panel. The Chairman of the Professional Standards Committee wrote to the DVLA to explain the importance of this link between the DVLA and the College. The DVLA relented and the Colleges advisor continues to sit in the meetings.
- Specsavers opticians were awarded the contract for testing of driving visual fields by the DVLA in 2014. The College through their members (and their patients) will monitor this and report to the DVLA if they have any concerns.

Workforce Sub-committee

Mr George Turner

- Submitted evidence to Health Education England to inform training numbers for recruitment in 2015.
- Gathered evidence via clinical leads surveys and joint surveys with the Macular Society to input into discussions regarding capacity in UK eye services to inform the President's discussions with the Chief Medical Officers in the four UK countries.
- Championed the work of the Association of Health Professionals in Ophthalmology (AHPO) within the College



Michael Burdon
Chair, Scientific Committee



Beth Barnes
Head, Professional Standards & Scientific

Scientific Committee

- **Annual Congress attracted 1733 Ophthalmologists (over three hundred more than in 2013), 235 General Practitioners and Allied Health Professionals, and 42 medical students**
- **Eye - Impact Factor increased by 0.079 from 1.818 to 1.897 this year. The journal now ranks at number 26 out of 58 journals listed under 'Ophthalmology'. A full citation analysis has been completed and a plan of action to drive further increases in Impact Factor will be developed**
- **British Ophthalmic Surveillance Unit - eleven studies appeared on the yellow card, attracting 532 positive reports of cases of interest. The mean monthly card return rate remains high at 77%, up 1% from last year. Ten papers were published on BOSU studies in 2014, and a further five have been accepted as abstracts for this year's Congress**

2014 was a year of triumphs and change for the Scientific Committee. As well as a new Committee Chairman, there were significant personnel changes within the Scientific Department with the departure of key personnel in the department. Beth Barnes is now leading on both Scientific and Professional Standards, and George Hibdige has taken on responsibility of managing Congress and the seminar programme.

The immensely impressive named lectures given by Gullapalli Rao (Barrie Jones Lecture), Richard Abbott (Duke Elder Oration), John Marshall (Bowman Lecture) and Neil Miller (Optic UK Lecture) were highlights of the Congress, feedback from all sessions was excellent, a tribute to the hard work of all the chairpersons and speakers.

A series of highly successful seminars provided additional educational opportunities for College members. The Scientific Committee is grateful to all those who gave up their time to organise, chair or speak at these events, particularly Professor Anthony Moore for the immense contributions he made to the work of the College.

Eye, the Scientific Journal of the Royal College of Ophthalmologists, had another successful year under the Editorship of Andrew Lotery, publishing high quality scientific and clinical studies, reviews and letters across the whole range of ophthalmic disorders. The Scientific Committee recognises the huge amount of work required to publish Eye, and is very grateful to Andrew and his team.

The British Ophthalmological Surveillance Unit (BOSU), now in its 18th year, continues to produce high quality research into the epidemiology and clinical features of rare eye conditions of public health or scientific importance. The Scientific Committee would like to thank Miles Stanford, Barny Foot, and the members of the BOSU Executive Committee for their hard work, and all those College members who have supported this work by returning their yellow cards. The Scientific Committee is grateful for the continuing support given to BOSU by Fight for Sight, the Ross Foundation, and the RED Trust.



Mark Watts

Chair of the Education committee



Alex Tytko

Head of the Education and Training department

Education Committee

- The second of two Training The Trainers (TTT) Courses was provided by the RCOphth for the College of Ophthalmology of East, Central and Southern Africa (COECSA)
- The work of simulation being incorporated into the curriculum continues
- A review of the nomination process for College Tutors and Regional Advisers was initiated and is ready for implementation in 2015
- Membership of the Committee has seen significant changes this year

The College has been successful in securing funding for further projects for e-learning as well as the opportunity in expanding Ophthalmopaedia.

This year we have bid farewell to several Chairmen who have worked tirelessly over many years to improve the work of the Committee. We have a new lead Dean, representatives for undergraduate and foundation training which has now been split into two roles, a new chairman for E-learning and a new chairman for the International Medical Graduates(IMG) Sub-committee.

Following the Colleges Strategy Day in the Autumn, plans will be put into place in the New Year to further streamline the work and bring in new initiatives too.

The design and layout concepts of the new skills centre at Stephenson’s Way is complete and the College has had much support from the ophthalmic industry to help equip the new centre. It provides a larger space and greater capacity with facilities on one floor which should make running courses more flexible.

E-learning

- Team wins prestigious award at the E-Learning Awards, held in London on 6 November celebrated the best of e-learning around the world. RCOphth in collaboration with the Health Education England team scooped the Gold Award for the ‘Best e-learning project – public sector’ for their e-learning for healthcare programme.
- With the addition of funds the College is now able to move forward in producing more e-learning course material that can be used in conjunction with College courses. The material however can also be used stand-alone, providing individuals further

opportunities to benefit from the material that is available.

- Work has started in Strabismus, Assessment for new trainees on call, DSEK and Basic Examination
- Work is also taking place for Ophthalmopaedia to have a wider audience and members have been recruited to the editorial team to take this work forward
- The single sign-in process has been implemented so when members are logged into the College website they can access e-learning materials on the e-Learning for Health platform without having to log in again

Training The Trainers (TTT)

- The course was delivered in Kenya by a mixed faculty from the RCOphth and COECSA Faculty. The 16 invited delegates were senior trainers within the eight member counties of COECSA.
- The course was delivered as a series of lectures alternating with practical sessions. Practical sessions included presentation skills, teaching practical skills, feedback, scoring work place based assessments (WBA), and role play of appraisals and managing doctors in difficulty.

Simulation

- Work had previously taken place by the Simulation Forum to share experiences particularly of using the EyeSi. The College is has now compiled a curriculum of simulation for all surgical skills stressing the importance of using all forms of simulation.
- A resource information bulletin and advice about simulation options will be posted on the website as well as contained in curriculum resources to make this easier for departments to undertake. The College will be specific about the techniques which should be simulated, but not the equipment to do it on. The College will submit to the GMC updated learning outcomes under surgical skills which will have the words “must be supported by simulation” inserted. This is likely to take up to a year for approval. Dissemination through education and training should enable Heads of Schools and Training Programme Directors a lead in time to plan increased simulation in their programmes.

College Tutors and Regional Advisers

- Work has been undertaken to improve the appointment process for these important College appointments. The College has worked hard to make sure that appointments are undertaken in a transparent manner.
- Regional Advisers play an important role for the College and nominations are sought and advertised regularly in College News and e-newsletters. Application forms and CVs are assessed monthly by a panel consisting of Chair of the Education Committee, Chair of the College Tutor Sub-committee, Chair of the Professional Standards Committee and the regional representative from Council.
- Regional Advisers are informed at the start of the year about College Tutor roles coming up for renewal to allow for planning. College Tutors are informed at least three months prior to the end of their term of office and nominations are to be received from the Regional Adviser and submitted once a month to the Chairs of the Education Committee and the College Tutor Sub-committee. Agreed appointments are then officially announced to the College Tutor, Regional Adviser, Medical Director, Chief Executive of the Trust and Postgraduate Dean.
- The Curriculum Sub-committee has looked at the learning outcomes of the domains to revise the learning outcomes. The study guide and resources will be separated from the learning outcomes which will facilitate updating these areas as they will not require GMC approval.
- The portfolio of travel and fellowship opportunities has now expanded and we have added Bayer and the new clinical research training fellowship run by MRC.
- The Ophthalmology HSST curriculum has been drafted by a committee of scientists and ophthalmologists. The HSST programme will only be for those Clinical Scientists who will eventually undertake Consultant level work, and have already undergone significant scientific training through the Scientist Training Programme (STP).
- Work has begun on improving undergraduate and foundation training. The College provides advice and support to the British Undergraduate Ophthalmology Society (BUOS). The remit has been to identify key undergraduate learning outcomes that would realistically reflect the future needs of the trainee doctor and be acceptable to the GMC and deliverable across all medical schools. This would be coupled with the provision/repository of appropriate teaching resources to support this and support trainees and medical students at the beginning of their career.

Other Education Committee activities

- The International Medical Graduate (IMG) Sub-committee has received 36 applications, 24 of which were sent to the GMC, the rest at a point close to being ready for the GMC by the end of 2014. Since mid-June 2014 the minimum IELTS scores that the GMC accepts as evidence of knowledge of English for the purpose of registration is now a score of at least 7.0 in each of the four areas tested (speaking, listening, reading and writing) and an overall score of at least 7.5. The College has noted that all applicants for the scheme are already achieving this



Mike Hayward
Chair, Training Committee



Alex Tytko
Head of the Education and Training department

Training Committee

Very little has stood still in the work of the four subcommittees and the new CESR faculty. Many of the changes have been in response to feedback from members in various guises, as interviewers and interviewees, external advisors, e-portfolio users and CESR assessors. In all of this we have to remember that we are an advisory committee working within a regulatory framework.

‘Shape of Training’ (SoT) was relatively quiet in 2014. We were represented at most of the GMC symposia in September and the OTG joined forces with other trainee groups to make further submissions. SoT will be very much back on the agenda for 2015.

Outside of subcommittee work headline news is Council approval for:

- Funding of a new, more user friendly, e-portfolio platform
- Separation of function of Training and Education Committees to increase efficiency and decrease duplication
- Chair of the Training Committee to be appointed rather than elected - all UK Fellows, Members and Diplomates.

Members of the Lay Advisory Group continue to assist us greatly in our work, representing the patient view and acting as advocates for the softer skills required by doctors in addition to their craft competencies.

In September 2015 I shall have completed my four years as Chair of this Committee and hence this will be my last annual report. I should like to thank TC members for their contributions to meetings and for the immense amount of work they have contributed in the subcommittees, evaluating CCT and CESR applications and acting as External Advisors to ARCPs. They have accepted change with good grace and enthusiasm even when this has increased the demands on their time. It has been a privilege to work with such a team. I thank all the E&T staff who also find themselves in, and have kept pace with, a different landscape to that of four years ago

National Recruitment

- Interviews held in a hotel over two days, instead of three days at a football ground. The layout of the meeting rooms and interview rooms greatly helped the flow of candidates and communication between deanery staff and interviewers

- 6 panels running simultaneously with a total of 60 interviewers interviewing 220 candidates
- In response to feedback all candidates proceeded through the three stations in the same order and introductory videos were used to ensure that all candidates received the same preparatory information
- 135 candidates achieved an appointable score and all 78 ST1 posts and 6 LATS posts were filled in this round of interviews.

Certificate of Eligibility for Specialist Registration (CESR)

- The GMC have suggested that all applicants must be in receipt of a pass in an appropriate Test of Knowledge. Whilst this fits with certain specialties where the exit exam is a test of knowledge it is more problematic for specialties such as our own where this is embedded within a more comprehensive examination. We have given feedback that it is this examination which should be the requirement
- Successful training days for applicants and assessors took place in June and October
- We are taking part in the pilot on the mapping of competencies to CESR applications. The aim of the project is to enable CESR applicants to map their evidence against the competencies required by the curriculum and to page number the evidence making for easier review.
- Faculty numbers have increased

Evaluation of Training

- College website database of approved Trainee Selected Components has been updated
- Work started to revalidate the TSCs that have had approval for over five years
- Work commenced the process of approving post CCT fellowships, sharing ideas and concepts with other Colleges
- The Training Committee continues work with LETBs whose Ophthalmology programmes require support

Quality of Assessment

- Implementation of a new External Advisor ARCP review has been a success, with feedback from Deans that they have found the process helpful and constructive. We have seen that regions with previously poor Gold Guide compliance have now developed improved processes in direct response to the feedback provided
- The new process for the assessment of CCT applications continues to work well with the use of a structured template and detailed review of e-portfolios by two independent assessors who are members of the Training Committee
- The number of applications where the e-portfolio is submitted in a way that does not require further work is disappointing low and we are working with LETBs and ARCP Panels to ensure that a registrar is only given an outcome 6 when this is justified by evidence in the e-portfolio



Peter Tiffin
Chair, Examinations



Emily Beet
Head, Examinations

Examinations

- **The launch of the Refraction Certificate examination in Kuching, Malaysia**
- **The signing of a Letter of Intent between the National University of Singapore and RCOphth committing both parties to delivering the Part 2 FRCOphth Oral Examination in Singapore**
- **The ‘decoupling’ of the written and oral components of the Part 2 FRCOphth examination and changing the format of Part 2 FRCOphth OSCE following candidate feedback**
- **The final date for candidates to apply to sit the Fellowship Assessment**
- **The delivery of examiner training and examination mentoring for the COESCA Fellowship examination in Blantyre, Malawi**

2014 has been another busy year and candidate numbers have continued to increase. The membership survey showed a high score for members’ view of the delivery of College examination and we are conscious that this is very much a team effort. We rely on the dedication and support of our Educational Adviser, Michael Nelson, the Panel of Examiners and that of the Senior Examiners:

Sara Livesey - Senior Examiner for the Part 1 FRCOphth
Nicholas Hawksworth – Senior Examiner for the Refraction Certificate
Robert Taylor – Senior Examiner for the Part 2 FRCOphth

Bridget Hemmant – Senior Examiner for the Diploma

Caroline MacEwen – Senior Examiner for the Fellowship Assessment

Jeremy Prydal – Senior Examiner for Certificate in Laser Refractive Surgery

Winfried Amoaku – Senior Examiner for the Duke Elder Undergraduate Prize

We also appreciate the role that NHS units play in hosting clinical examinations. We are grateful to: Mr Robert Taylor and the team at York District Hospital, Professor Carrie MacEwen and the team at Ninewells Hospital, Dundee and Professor Sue Lightman and the team at Moorfields Eye Hospital, London who all hosted examinations in 2014.

However, we will not rest on our laurels and continue to review and monitor the performance of each examination. We continue to expand the Panel of Examiners and seek to encourage all new consultants, SAS grade and trainee grade examiners to get involved.

There have also been a number of staff changes within the Examinations Department – George Hibdige on internal secondment as Events Manager, organising Congress and Seminars; Sophie Donovan promoted to Deputy Head of Examinations; and Sheila Patel left the College for an external opportunity. We wish George, Sophie and Sheila well in their new roles.



Andrew Lotery
Shared Chairmanship



Andrew Dick
Shared Chairmanship

Academic Group

- College recognition with the appointment of an Academic group representative on Council
- A successful “How to be a research active ophthalmologist” seminar chaired by Professor Lotery
- Development of a research strategy for the College
- Representation of our college at the cross college Heads of Academic research meetings

The academic group works to develop academic ophthalmology within the specialty. It holds two meetings

per year to discuss how to best promote clinical academia within the college and NHS. The group is co-chaired by Professors Andrew Lotery and Andrew Dick. This year the importance of developing research within the College was further recognised by the appointment of Professor Dick as the academic group’s representative on College Council.

The Academic group is also working with the Training committee to deliver ‘research training’ and clinical trials into the core competencies of the curriculum.



Clare Davey
Chair International Committee



Wagih Aclimandos
Chair European Committee

The International and the European Subcommittees

We have had a change of leadership during the year and we wish to thank the outgoing International Chair, Professor Carrie MacEwen who became President in May 2014 and Miss Michèle Beaconfield, the outgoing European Chair. Michele, who has stepped down from both committees, has made an enormous contribution representing the College on the EBO and the UEMS for many years. She acted as Chair of the European Committee and President of the UEMS and has been succeeded by Paul Ursell.

Highlights of the year include

Continued engagement with the College of Ophthalmology of Eastern, Central and Southern Africa (COESCA) which is funded by the Tropical Health and Education Trust (THET). This is a multi-faceted project which has enabled: Miss Fiona Spencer, Miss Fiona Butler and Miss Susannah Grant to spend a week in Kenya to assist with curriculum development, Miss Sara Livesey and Mr George Hibdige to help run the COESCA Fellowship examination in Malawi and 8 members of COESCA to attend the Annual Congress in Birmingham.

The College was able to offer assisted Congress places to 2 delegates from developing countries and as part of the scheme they were also able to visit their host’s unit. The Congress programme included a session on Tropical Ophthalmology.

A pilot scheme to enable international medical graduates to come to the UK, essentially the College acts as a conduit to disseminate information about available posts to overseas College consultant members

The College is reviewing its role within International Forum of the Academy of Medical Royal Colleges (AoMRC) as part of its strategic development.

Acting as a conduit between the College and European organisations: the Union Européenne des Medecins Specialistes (UEMS), the main adviser to the EU on medical matters and the European Board of Ophthalmology (EBO), the section arm for training and education in Ophthalmology.

There has been considerable preparation for the first European Subspeciality exam, this will be in Glaucoma and will take place in Paris in May 2015.



David Kinshuck

Chair, The Staff and Associate Specialist Ophthalmologists' Group

The Staff and Associate Specialist Ophthalmologists' Group (SAS)

The SAS Committee is represented through-out the College committee structure and plays an important educational and advisory role. I urge all SAS doctors to engage with the College as it is receptive to our concerns and aware of the significant responsibilities we shoulder.

- The SAS Forum held during the Annual Congress was particularly well attended; the speakers' topics were chosen with career development in mind. Dr Sobha Sivaprasad delivered a talk on writing up and presenting scientific research and Mr Subramanian Sivakumar focused on making use of management skills at Trust level.
- The 5th SAS National Eye Day went back to Manchester and the subjects covered (teamwork in the glaucoma service, the successful management of DMO, neurology and emergency ophthalmology) were well received and the feedback was uniformly positive.

Thanks go to Miss Fiona Spencer, Mr Ian Pearce, Mr Tim Matthews and Mr Felipe Dhawahir-Scala.

- We conducted a skills survey which has helped us build up a picture of the work undertaken by SAS Doctors and their pivotal role in providing service.
- SAS doctors are now eligible to join the Refraction Certificate panel of examiners.
- The College organised a CESR Training Day for those doctors wishing to gain entry to the Specialist Register via the Certificate of Eligibility for Specialist Registration route. The General Medical Council has run generic courses in the past but this was the first event specifically tailored for SAS ophthalmologists.



Oliver Bowes

Chair, Ophthalmic Trainees' Group



Susannah Grant

Deputy Head, Education & Training

OTG Report for RCOphth Annual Report 2014

The Ophthalmic Trainees' Group (OTG) represents the interests of ophthalmology registrars at the College, and ensures that the voice of registrars is heard at all levels of College decision making, keeping training and education high on the College agenda.

The OTG is formed of nineteen regional representatives and meets three times a year. One representative from the OTG sits on each of the College committees, including Council. An OTG member also sits on the Academy of Medical Royal Colleges Trainee Doctors' Group and the British Medical Association Multi-Specialty Working Group.

With the publication of the Shape of Training Review, OTG representatives and trainees continue to be involved in the ongoing and evolving implications of the main themes. In April we published an OTG Response to the Shape of Training Report on the College website.

In November, the OTG organised its 5th successful symposium in London with sessions on global ophthalmology, advice on passing College examinations, medico-legal issues and the future of ophthalmology training. In 2015, the symposium will head to Bristol where we hope to deliver another successful event.

The OTG continue to collate and analyse the fate of registrars who have completed their training and have been awarded their Certificate of Completion of Training (CCT). This work will be published in Eye next year and we will also be presenting our results at the RCOphth Annual Congress in Liverpool.

As part of the College's continued efforts to extend member involvement, we appointed Imran Yusuf as Editor for the new Trainee page in College News.



Tom Bremridge
Chair, Lay Group

Lay Advisory Group

- NHS England's Call to Action on Eye Health
- With the President writing to and meeting Sir Bruce Keogh, Medical Director of the NHS about clinic congestion and sight damaging delays to treatment.
- Input to the new College Strategy particularly emphasising the need to improve clinic capacity and working with allied health professionals.
- Membership of the Steering Group for HQIP – the Healthcare Quality Improvement Partnership – National Ophthalmology Audit
- Representing Ophthalmology at the lay group of the Academy of Medical Royal Colleges
- Representing the Lay opinion on the Ophthalmology Specialised Commissioning Group of the NHS

The College Lay Advisory Group continues to provide useful non clinical advice to College senior management. The Group meets 4 times a year and discusses topical issues in eye health and College policy. All the Standing Committees and College Council are attended by a lay member of the group who is able to bring a patient oriented and non medical perspective to discussions. Members of the Group review College documents such as clinical guidelines to ensure that they are written with due emphasis on patient outcomes and satisfaction. Lay members are examiners in the communications module of the Part 2 Examinations for potential consultants. Observation of communication skills is driving pressure on the College to improve training in this area. In 2014 the Lay Advisory Group continued to make a significant contribution to the work of the College.



Aziz Rajab-Ali
Head, Operational Support



William Newman
Honorary Secretary

Operational Support

- The relocation from Cornwall Terrace to Stephenson Way in December
- The Customer Relationship Management database was launched in August after considerable effort and collaboration by all staff
- In response to membership feedback, subscriptions are now collected by two direct debits

2014 was a year of change for the College and the Operational Support department led on its three major projects that significantly impacted the way the College operates.

The department worked closely with internal and external stakeholders to ensure that these projects went as smoothly as possible. The CRM was successfully launched in September with the twin aims of greatly improving the College's interaction with members across all departments and streamlining internal working practices. The website was nearing completion at the end of 2014 with a view to launching in early 2015.

The College began operating from Stephenson Way on 1 December with a course on the very first day and the December round of meetings in the same week. Members are warmly welcome on their trips to London to visit and take a tour of the new facilities, particularly the training suite, and meeting and lecture rooms.

Other significant changes from the department included an agreement, following the College's first membership survey, to a unified membership fee for all trainees and the payment of subscriptions in two instalments for members paying by direct debit, both to take effect from 2015.

Thanks go to all staff, members and other stakeholders who helped make these projects successful.



Liz Price

Communications Manager

Communications

- **The first Membership survey delivered a high 24% response rate and valuable feedback that highlighted areas of success and those for improvement that provided insight for the strategic plan and communications development**
- **A major rebranding exercise took place to develop a more contemporary crest that helps stand out for College materials and which is being introduced across all print and online materials**
- **College News is proving popular with an increasing number of articles being offered for inclusion and has reached 24 pages**
- **Regular e-bulletins are achieving a high average of 77% open rate**
- **The first College stand at Congress proved successful and provided a valuable opportunity for members to engage with staff**

Communications is becoming a focus for the College and has continued to improve in delivering regular communications with members. The membership survey was a first and the high number of responses has helped to shape the direction and work of the College, which is outlined in the Strategic Plan 2015 – 2019.

In order to prepare College officers for responding to media enquiries and requests for interviews, a Media Training Day was organised by Liz Price, Communications Manager. It was highly informative and interactive. College officers, the President and Chief Executive were made to face the type of questions that journalists are likely to ‘throw at them’ and the radio studio environment at the BBC Media Centre added to the realism.



Richard Keeler

Honorary Curator

Museum & Library

The year was dominated by preparations for the move to Stephenson Way. As part of this preparation there was a sale of books to members of the College. Limited shelf space in the new premises meant that duplicates and some more modern books and reference collections had to be sold. Part of the proceeds of the successful sale was spent on acquiring several interesting new instruments which are now on show in the display cabinets.

In preparing the contents of the new cabinets the most important items from the 2,000 artefacts in our collection were selected and then placed into six broad categories. These were Vision Testing, Teaching Aids, Measuring and Examination of the eye all to be placed in the Oxford Cabinet (generously funded by the Oxford Congress) in the reception area. The Surgery items were to be in the cabinet on the first floor Skills Centre and the sixth category Curiosities to be in a cabinet at the bottom of the spiral staircase leading to the basement.

The result of this selection is that there are now nearly 200 antique instruments on display in the three cabinets.

Labels and bespoke acrylic stands were designed with a number of the exhibits placed on rechargeable revolving solar stands to enable all-around viewing of the instrument.

The advantage of the sighting of these new cabinets is already apparent with visitors being able to view them without an appointment as was so often required for the Museum when it was in the Oxford Room.

The antiquarian Library is situated in the President’s Room with the important and rare volumes on display.



Mark Merrill

Finance Director



Peter McDonnell

Honorary Treasurer

Finance

The financial aspects of College activities continue to be scrutinised by the Finance Committee.

The refurbishment of the new College premises at 18 Stephenson Way and the monitoring of the spend on them has been a major preoccupation of the College finance team in 2014.

The College is now operating a new membership data base and is about to update the College website; together these projects have been a significant financial investment for the College.

The Annual Congress in Birmingham in 2014 was a scientific success; developments continue in order to assure its longer term financial stability.

The Examinations run by the College are becoming self-supporting from the financial point of view. The College is cautiously increasing the sitting of some of its examinations overseas; this is being done on a cost neutral basis.

There has been a modest increase of the College's invested funds. The Committee continues to monitor closely these funds which are managed by Sarasin and Partners.

Thank you to the members of the Finance Committee for their help and support over the year, and a special thank you to Mark Merrill, the Finance Director and to Aziz Rajab-Ali, the Head of the Operational Support Department and the staff of the department.

The financial results of the College for the year to 31 December 2014 are summarised in the Statement of Financial Activities and Balance Sheet. These are shown on the following pages and are drawn from the full audited financial statements, copies of which can be obtained from the College on request. They are also published on the Charity Commission website.

Statement of Financial Activities

For the year ended 31 December 2014

	Unrestricted funds	Endowment funds	Other restricted funds	2014 Total	2013 Total
	£'000s	£'000s	£'000s	£'000s	£'000s
Incoming Resources					
Incoming resources from generated funds					
Voluntary income	1		323	324	275
Activities for generating funds					
Investment income	112	34		146	149
Incoming resources from charitable activities					
Subscriptions Receivable	1,219			1,219	1,184
Examinations Department	668			668	546
Education and Training Department	170		160	330	209
Professional Standards Department	9			9	12
Scientific Department	860		28	888	921
Journal "Eye" - joint venture	565			565	557
Scholarships and Awards	0		39	39	15
National Ophthalmic Database project	113			113	
The British Ophthalmological Surveillance Unit (BOSU)			36	36	32
Other incoming resources	82			82	59
TOTAL INCOMING RESOURCES	3,799	34	586	4,419	3,959
Resources Expended					
Cost of generating funds					
Investment Manager's Fees	18			18	17
Charitable Activities					
Examinations	805			805	767
Education and Training	665		69	734	655
Professional Standards	208		11	219	259
Scientific Activities	858		10	868	912
Journal - "Eye"	552			552	529
Scholarships and Awards	2	11	136	149	132
National Ophthalmic Database project	120			120	
BOSU	37		60	97	97
Non recurring costs re change in premises	570			570	
Governance costs	62			62	67
TOTAL RESOURCES EXPENDED	3,897	11	286	4,194	3,435
Net incoming resources before transfers	(98)	23	300	225	524
Transfers between funds	453	(22)	(431)	0	0
Net incoming/(outgoing) resources after transfers	355	1	(131)	225	524
Other recognised gains					
Gain/(loss) on investments	53	15		68	216
Net movements in funds	408	16	(131)	293	740
FUNDS AT 1 JANUARY 2014	9,995	823	1,031	11,849	11,109
FUNDS AT 31 DECEMBER 2014	10,403	839	900	12,142	11,849

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above.

Balance Sheet

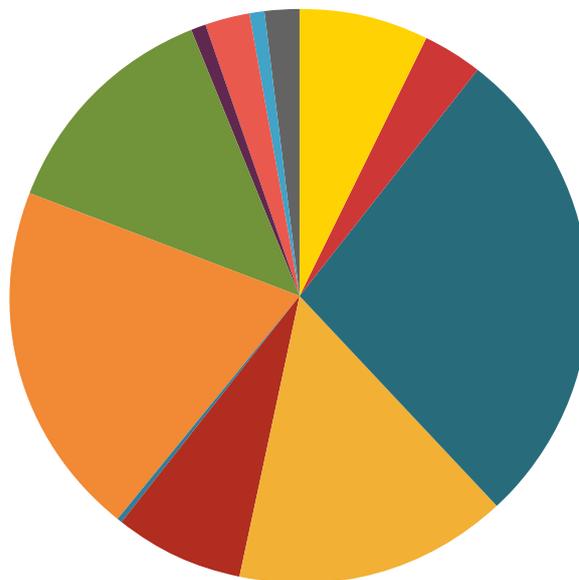
For the year ended 31 December 2014

	2014	2013
	£'000s	£'000s
Fixed Assets		
Tangible assets	7,567	3,693
Investments	2,459	2,360
	10,026	6,053
Current Assets		
Debtors	660	520
Short Term Deposits	1,477	5,376
Cash at Bank and in Hand	576	320
	2,713	6,216
Creditors:		
Amounts falling due within one year	597	420
Net current assets	2,116	5,796
	12,142	11,849
NET ASSETS		
Funds		
Restricted funds		
Permanent endowment fund	580	564
Expendable endowment fund	260	259
Other	900	1,031
Unrestricted funds		
Designated funds	7,670	5,929
General funds	2,732	4,066
	12,142	11,849
TOTAL FUNDS		

Approved by the Council on 6 March 2015 and signed on its behalf by
Professor Caroline MacEwen - President
Mr Peter McDonnell - Honorary Treasurer

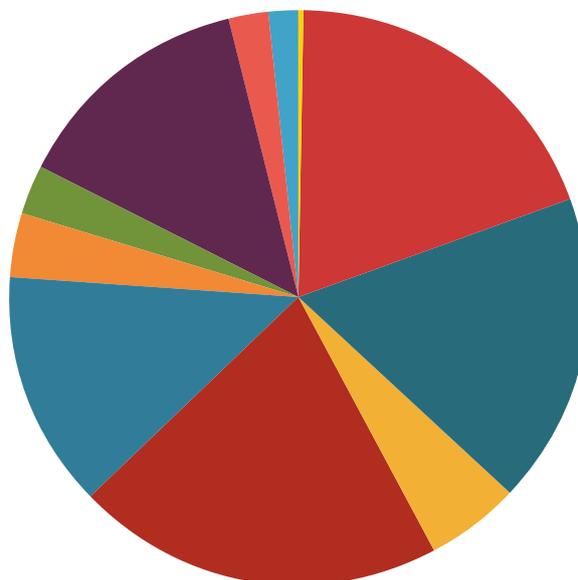
Income 2014

● Voluntary income	324
● Investment income	146
● Subscriptions Receivable	1219
● Examinations Department	668
● Education and Training Department	330
● Professional Standards Department	9
● Scientific Department	888
● Journal 'Eye' - joint venture	565
● Scholarships and Awards	39
● National Ophthalmic Database	113
● The British Ophthalmological Surveillance Unit (BOSU)	36
● Other incoming resources	82



Expenditure 2014

● Investment Manager's Fees	18
● Examinations	805
● Education and Training	734
● Professional Standards	219
● Scientific Activities	868
● Journal - "Eye"	552
● Scholarships and Awards	149
● National Ophthalmic Database	120
● Non recurring costs	570
● BOSU	97
● Governance costs	62



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