

*The* ROYAL COLLEGE *of*  
OPHTHALMOLOGISTS



Annual Report 2016



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# From the President

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**Carrie MacEwen**  
President

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This is my last Annual Report as president and 2016 has, undoubtedly, been the busiest year of my term. In all areas, College work has increased and there have been new developments such as the formation of a communications and policy team as well as the introduction of a modernised College governance structure.

Above all, the core College activities of education, training, assessment and quality guidance have continued to consolidate, grow and improve to ensure they remain relevant to current clinical ophthalmology practice and service provision.

A diverse seminar programme has provided excellent learning opportunities throughout the year and the optimal use of our wonderful surgical skills facility by all grades of ophthalmologist means that surgery has continued to be learned in a safe, controlled environment. There has been particular recognition of the needs of new consultants, to help prepare them for their leadership role.

The College values the input of ophthalmologists in training and has continued to increase opportunities for them by encouraging participation in roles and activities that affect them directly or will do in the future.

The GMC requirements for trainers to meet certain criteria has led to improved training for clinical and educational supervisors through the highly successful College Training The Trainers course. This course allows those who have undertaken it to cascade the information locally.

While still awaiting a decision on the Shape of Training review the College has pressed on with many changes this year, using the broad philosophy of Shape to improve the training programme.

Perhaps all has not gone as well as we would have liked and dealing with new technology is always a challenge. The new improved e-portfolio system, which was introduced as an imperative and after full evaluation, has proved to be one such challenge - the launch was not as smooth as hoped and we are grateful to members for their patience and for their feedback.

The College continues to improve our external relations and work closely with partner organisations; and the Common Clinical Competency Framework to promote the standardisation of skills for non-medical eye health care professionals who have taken on expanded roles is an excellent example of this. This year we hosted our first parliamentary reception as well as partnering with NHS England to invite CCGs to the first eye care summit.

Maintaining sustainable healthcare by effectively using the limited resources available remains a concern. The assimilation of good data is essential in this regard and members have contributed to the National Ophthalmology Database (NOD), the workforce survey, the BOSU study about patient harm caused by delays and the Way Forward project.

In summary 2016 has been a positive and productive year. I would like to relay my thanks to all members and staff who have contributed to this success which will be taken forward by Mike Burdon as the incoming President.



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# From the Chief Executive

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**Kathy Evans**  
Chief Executive

In 2016 we concentrated on governance to ensure that the College is best able to advance the science and practice of ophthalmology. Members voted, overwhelmingly, for changes to the governance structure at the May Annual General Meeting and the Privy Council approved the changes in October.

We now have a 12-strong Trustee Board; the three Lay Trustees were appointed during 2016 to bring a diverse range of skills that complement the skills of the nine Trustees that are ophthalmologists. The Trustee Board has the final responsibility for the financial, business and legal aspects of the College which frees the Council to manage the medical, professional and clinical obligations.

The new structure is outward looking. Firstly, chairmanship of the standing committees has been opened up so that any Fellow, Member or Diplomat in good standing who holds a licence to practise and is resident in the United Kingdom may now apply and the selection will be made by an appointments panel. Bob Taylor was appointed under this system and took office in May as Chair of the Examinations Committee. Secondly, Steve Vernon was appointed to the new post of Vice President of Communications and Policy, He is ably supported by Liz Price, Communications Manager, and Laura Coveney, who started in the new post of Policy Researcher in May. Together, with the tireless efforts of the President, Carrie MacEwen, they have raised the profile of ophthalmology. This is what RCOphth members demand and patients expect.

The College is engaged in many areas of work that support our strategic aims, but has a small staff complement, slender resources and is very dependent on the goodwill and hard work of RCOphth members. In December, we created the Senior Management Team (SMT) to bring together a sub-set of Trustees and senior staff to expedite decision-making and enable improved processes and prioritisation of work needs. The SMT meets monthly and early indications are that the model works. In parallel, we have turned attention to staff development and have introduced an annual appraisal system. A number of HR policies have been introduced or revised and we have entered into an agreement with the Royal College of General Practitioners to access their on-line training material.

I would like to record my heartfelt thanks to the heads of department, Alex Tytko, Beth Barnes and Susannah Grant and to Thandi Mtetwa, who joined as Head of Finance and Operational Support in March, and to Jo Longden, a fantastic Executive Assistant.

I hope you enjoy the new format of the Annual Report which provides the headlines of the year with signposting to further information on the RCOphth website. Please send any comments on it and any other College related matter to [kathy.evans@rcophth.ac.uk](mailto:kathy.evans@rcophth.ac.uk)



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## 1. Governance

The governance of the RCOphth as a charity and its finances are managed by the Trustee Board, allowing Council to focus on strategy and policy development for the profession.

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## Trustee Board

A new governance structure was agreed by member at the 2016 AGM, which led to formation of a new Trustee Board to oversee the financial and strategic direction of the RCOphth.



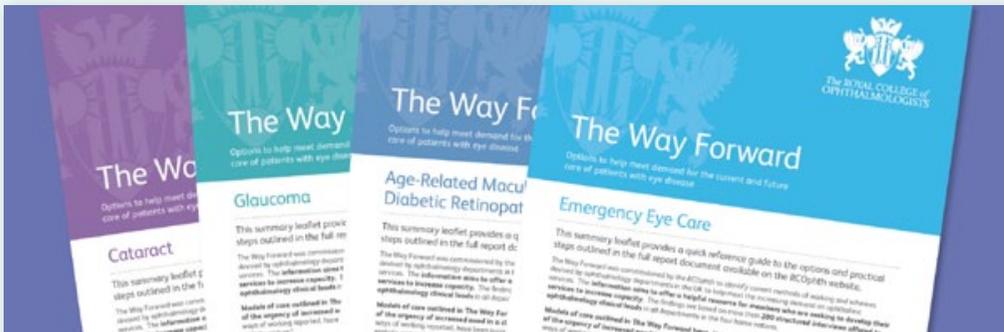
### Common Clinical Competency Framework

RCOphth led a working group including the Royal College of Nursing, the College of Optometrists, British and Irish Orthoptic Society and the Association of Health Professions in Ophthalmology to develop the Common Clinical Competency Framework to **provide standards of knowledge and skill required for non-medical eye healthcare professionals to deliver patient care.**



### SHAPE

Following the SHAPE submission, RCOphth ran workshops to further investigate the mechanism of incorporating a training programme to cover medical and surgical ophthalmology.



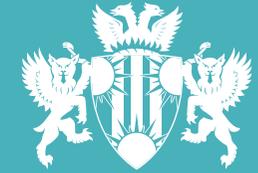
### The Way Forward

The Way Forward was commissioned to identify current methods of working employed by ophthalmology departments in the UK. The research, gathered through more than 200 structured interviews with ophthalmology clinical leads in 2016, provided real-life solutions and models of care.



### The Workforce Census

The Workforce Census was carried out in April 2016 and gave a sound 'snapshot' of the workforce in ophthalmology.



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## 2. Workforce



### Raising media interest in the Capacity and Demand challenges facing the ophthalmic sector

Increasing demand on hospital eye services risks patients losing vision.

BBC Scrubbing Up.



### Parliamentary Reception

RCOphth hosted a successful parliamentary reception at Westminster on the 2 November.

Over 35 MPs and Peers met with members to learn about the demand placed on hospital eye services and the impact on patients. MPs and Peers were asked to give their pledge to support equal access to timely treatment for all eye patients.



### Questions and answers raised in Parliament mention the work of RCOphth

Lord Prior responds to eye-service question posed by Lord Hunt of Kings Heath.

Philip Dunne MP responds to Parliamentary question on refractive surgery.

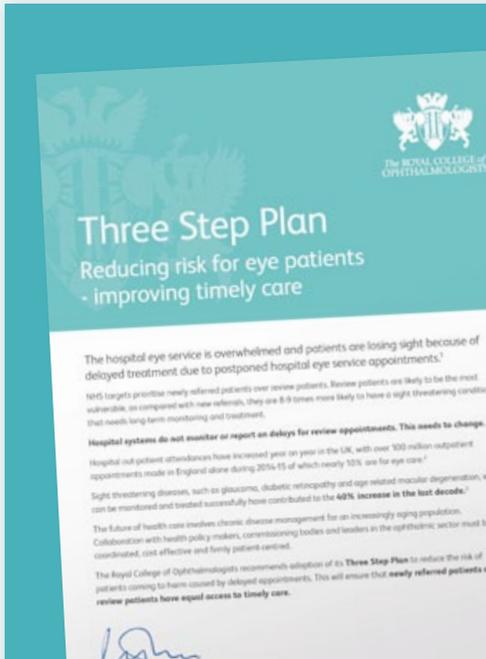


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## 3. Public Affairs

The College has expanded its role in public affairs to influence government and policy decision makers. Also, to support this work and the President's office, Professor Steve Vernon was appointed Vice President, Policy & Communications.

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### Three Step Plan

RCOphth launch the Three Step Plan, raising awareness of review patients who are at risk due to delayed or lost appointments.



### National Tariff Payment System

In December, RCOphth responded to the lack of consultation on the proposed 2017/18 and 2018/19 National Tariff Payment System.

The eventual tariff system disadvantages some of the more vulnerable groups of eye care patients, specifically those that require follow-up appointments.



### Second eye cataract commissioning

Cataract surgery must be determined on clinical need and not rationed due to funding restrictions.



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3. Public Affairs  
(continued)

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## 4. Working with partner organisations

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### RNIB and CVI

RNIB launch E-Learning resource for ophthalmologists about certifying visually impaired patients.



### Primary eye care framework

CCEHC publish Primary Eye Care Framework.



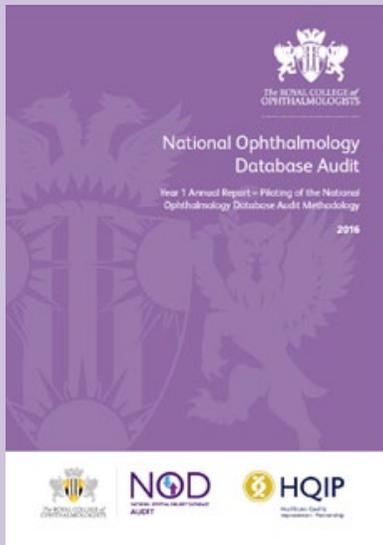
### New Patient Advocacy Project

RCOphth work with RNIB on new patient advocacy project that aims to encourage patients to take more responsibility for their review appointments in partnership with eye clinics.



### AOMRC Choosing Wisely launched October 2016

Choosing Wisely UK.



## National Ophthalmology Database Audit

The Royal College of Ophthalmologists publish the first annual report of the National Ophthalmology Database Audit.



## Refractive Surgery Standards Working Group

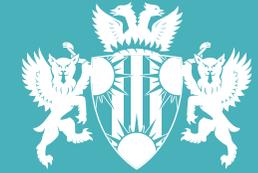
The Refractive Surgery Standards Working Group developed improved standards for the practice of refractive surgery in the UK, through a series of consultations.

## General Medical Council

Does the guidance cover laser or refractive eye surgery?

## GMC cosmetic surgery guidance

Laser and refractive surgery covered in new GMC cosmetic surgery guidance.



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5. Developing  
and maintaining  
professional  
standards

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### Championing excellence

Updated and expanded the suit of quality standards self-assessment tools for units.



### SeeAbility

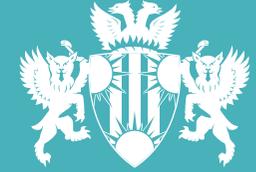
SeeAbility provides framework for provision of eye care in special schools in England.



### Invited Service Reviews

Two service reviews were carried out in 2016 and five queries resulted in five reviews, which took place in the first quarter of 2017.

Reviewer training session took place in 2016.



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## 5. Developing and maintaining professional standards

(continued)

**NICE** National Institute for  
Health and Care Excellence

### Related clinical guidelines



### Corneal Cross-Linking Data Set

The Corneal Cross-Linking Data Set July 2016 has been composed with the support of The Royal College of Ophthalmologists' Informatics and Audit Sub-committee, who comprise of a representative selection of experts in a variety of healthcare environments across the UK.



### Sight loss and dementia

Quality standard for people with sight loss and dementia in an ophthalmology department.



### Ophthalmic Service Guidance Updates

Ophthalmic Pathology Services, Quality, safety and clinical governance in ophthalmology.

Managing an outbreak of postoperative endophthalmitis.

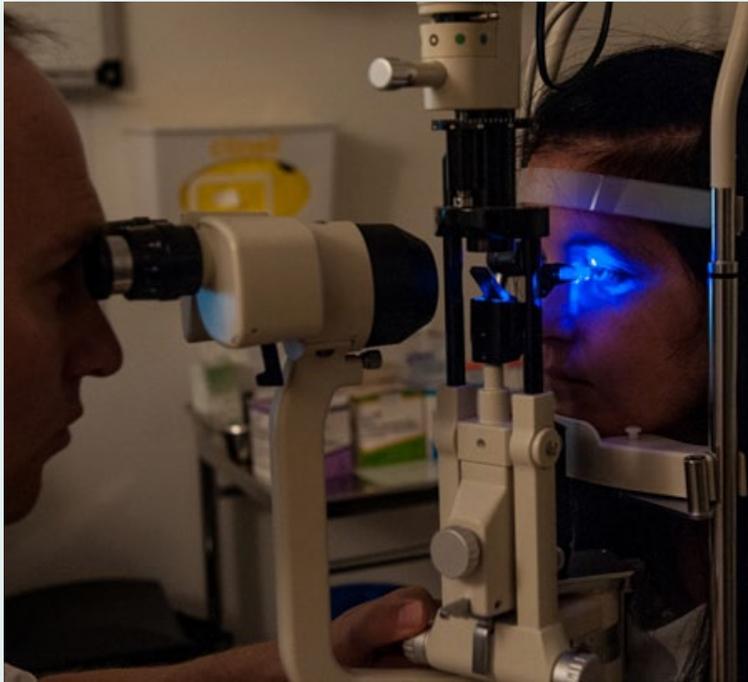


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## 6. Clinical guidelines

Clinical guidelines continue to be developed and published, including sharing those published by other organisations which are relevant to ophthalmologists and those working in the ophthalmic sector.

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### Commissioning Ophthalmology Services

In June, the RCOphth in collaboration with stakeholders produced guidance for commissioning adult-onset glaucoma and adults who are at risk of developing glaucoma.

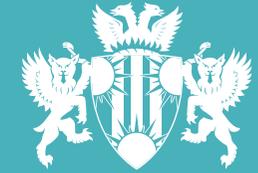
Glaucoma Commissioning Guide - June 2016 Final.

Glaucoma Commissioning Guide Long - June 2016 Final.



### Capacity & Demand

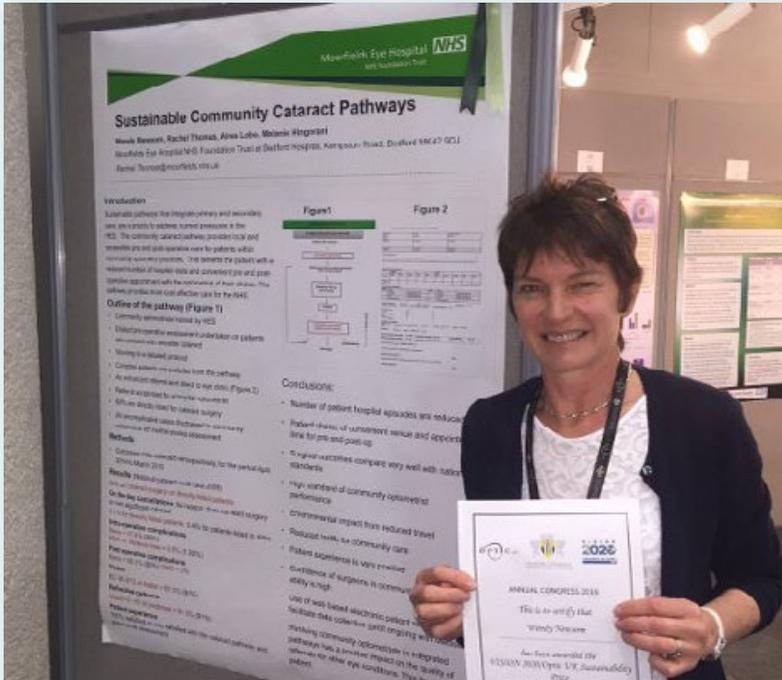
For the first time, RCOphth worked with NHS England to host a CCG summit on 'Capacity & Demand'.



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## 7. Commissioning

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## Sustainability Prize

The first sustainability prize was awarded at Congress 2016.



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## 8. Sustainability

The Sustainability Working Group is responsible for advocating and advising on the importance of incorporating a sustainability agenda in the strategy and objectives of the RCOphth.



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### NICE Macular Oedema (Branch Retinal Vein Occlusion) Final Technology Appraisal

RCOphth began to publish all their responses to the numerous consultations released in the ophthalmic sector.

Response to NICE announcing their positive final guidance for Eylea® for the treatment of adult patients with visual impairment due to macular oedema secondary to branch retinal vein occlusion (BRVO).



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### Strabismus (squint) surgical intervention is not a cosmetic procedure

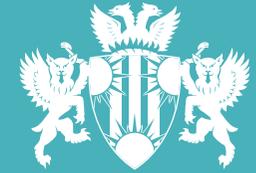
Restoration of ocular alignment is a reconstructive procedure which has been shown to significantly enhance quality of life and social function in both children and adults. Surgical intervention (including botulinum toxin injections) performed to achieve these aims is thus not a cosmetic procedure and does not fall under the GMC guidance for cosmetic surgery.



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### RCOphth strongly recommends orthoptist led UK National Screening programme for children

Following media interest in children not accessing eye care, the Paediatric Committee issued a statement recommending the existing orthoptist led national screening programme.



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## 9. Statements and consultation responses

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## RCOphth Supports Ophthalmologists in Training in the UK

Following the dispute, which RCOphth recognised as more than about pay and conditions, it set out to promote supportive learning environments for all ophthalmologists in training through curriculum development and training recommendations.

During the dispute, RCOphth issued statements calling for both sides to work together.

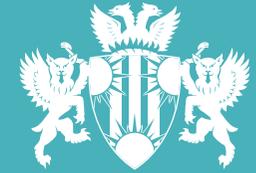
OTG regrets the imposition of the new contract on junior doctors.

Lay Group letter.



## NUS Extra card now available for Trainees

Membership offered the NUS discount card which proved popular with trainees.



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## 10. Supporting Ophthalmologists in Training

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**267**  
 Individual talks  
 and lectures



  
**1,251**  
 Downloads of the  
 Congress App and  
 858 tweets using  
 #rcophthcongress2016

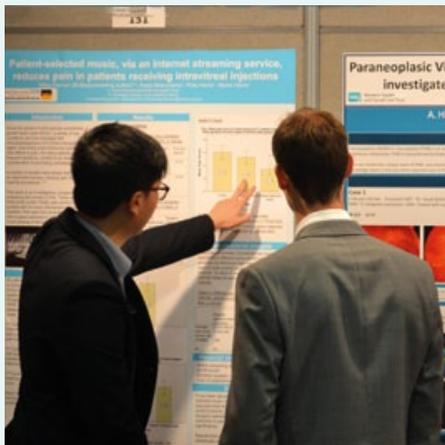
  
**3,600**  
 Lunches and 10,000  
 teas and coffees served  
 by the impressive ICC  
 Birmingham catering team



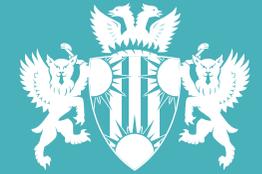
  
**1,710**  
 Delegates across  
 all four days of  
 Congress



  
**50**  
 Number of  
 exhibitors



  
**221**  
 Posters judged  
 by 26 different  
 judges



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11. Congress 2016

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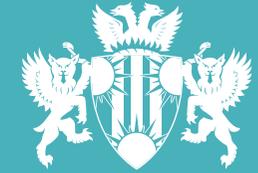


## Seminars

Dan Gore reviews Eye & Vision Research master class seminar.

Seminar review: Ophthalmic study design and approaches to statistical analysis.

Seminar reviews: Retinopathy of Prematurity & Practical Skills in Retinal Imaging.



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## 12. Seminars

The RCOphth continued to deliver a variety of seminars and courses and introduced delegates providing reviews on the topics covered.

Over 2016, the RCOphth organised 192 speakers for 22 seminars which were attended by 892 delegates.

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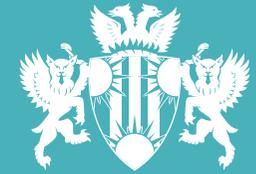
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## Eye - The scientific journal of RCOphth

Andrew Lotery, editor of Eye, began publishing his 'top reads' in College News.

Eye published a wide-ranging and topical number of papers and wishes to thank all contributing authors and readers who continue to support Eye.



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### 13. Eye - The scientific journal of RCOphth

The 'Impact Factor' for Eye, the scientific journal of RCOphth increased to 2.213 - from 2.082 in 2014. Eye is ranked 19 of 56 titles in the ophthalmology category.

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### e-learning

E-learning courses have been produced for a variety of clinical topics, including basic clinical skills, microsurgical skills, laser, glaucoma, neuro-ophthalmology and paediatrics. Various authors contribute to different modules.

The RCOphth is working on providing e-learning for ST1 before they go on call, which will be available in 2017.

### Curriculum for Ophthalmic Specialist Training

A revamped OST microsite launched November 2016.

The College has employed a curriculum research fellow who will lead and drive forward the project to review, identify improvements and develop resources for the OST curriculum.

### e-portfolio

The new e-portfolio launched September 2016, retaining enhanced but familiar elements whilst new functions will aid both trainees in collecting evidence and their supervisors in reviewing the evidence.

For CPD users we have created a simplified process for recording your CPD.

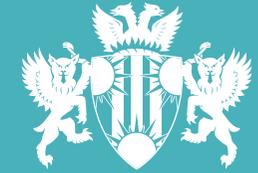
### Eyes & Vision Curriculum

Eyes & Vision Curriculum for Undergraduate and Foundation Doctors was created to serve as a guide for both undergraduate and foundation doctors.



### 'So you want to be an ophthalmologist'

Encouraging those thinking about ophthalmology as a career – new booklet published.



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## 14. Educational resources

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## UK Courses

Courses in the UK are now run for:

- Trainees – a new course (24 delegates)
- Supervisors – three separate days, one of which is at Annual Congress (117 delegates)
- College Tutors – a single day induction/revision course held 3 times (37 delegates)
- Advanced Trainers and Educators – twice year for TPDs, RAs, HoSs, and Medical Educators (35 delegates)

A New Consultants' taster course held at Congress for the second time achieved increasing popularity. A one-day course recently held at RCOphth was well subscribed.

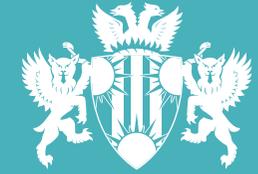


## Micro-surgical skills courses

RCOphth continued to run micro-surgical skills courses, with ten run in 2016 with 24 delegates on each course.

Curriculum based courses run in 2016 were:

- Cornea (12 delegates)
- DSEK (7 delegates)
- Intermediate Phaco (11 delegates)
- Medical Students Taster Day (18 delegates)
- Glaucoma (12 delegates)
- Practical Ultrasound (42 delegates) - held in Hull
- IOL Fixation Course (12 delegates)
- Oculoplastics (12 delegates)



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15. Courses

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### Surgical Simulation

The importance of surgical simulation is now widely recognised for surgeons at all levels of experience. RCOphth purchased an additional Eye Si Surgical Simulator to meet the growing demand. The software modules provide a life like learning experience.

The additional Simulator was installed in May 2016.



### CESR

The RCOphth is working with the GMC on a pilot process for CESR applications which will be reviewed in early 2017.

Four successful CESR Training Days were organised in 2016. They included a mixture of lectures and workshop of the CESR process and first-hand experience from two who have undergone the process and survived.



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15. Courses

(continued)

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## Awards and Prizes Reporting

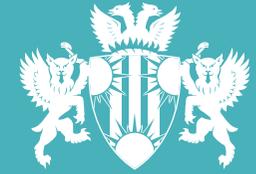
Awards and Prizes continue to be popular amongst trainees.

The Foundation Essay Prize was awarded for the first time in 2015.



## BOSU

Three research bursaries of £6,000 to support ophthalmologists in training to undertake an epidemiological study of a rare eye condition through BOSU or the Scottish Ophthalmological Surveillance Unit, were offered with the kind support from The Red Trust and the Ross Foundation.



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## 16. Awards and Prizes

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## Examinations

Examinations published a sample set of Part 1 and Part 2 MCQs for the first time and the Ophthalmologists in Training Group developed advice and resources for candidates.

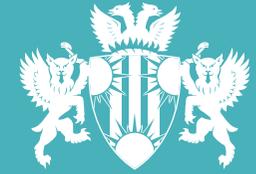
In 2016, the Examinations Department managed:

- 856 candidates in 1,127 sittings at 12 examinations
- 31 examiner appointments
- 846 written exam questions set
- Recruitment of over 500 patients for clinical exams in three different countries



## Organising successful examinations overseas

In the first week of March the Examinations Committee held its first Part 2 Oral examination in Singapore. RCOphth recruited six local consultant fellows to join the examiner panel for this and future exams in the region and will explore development of this working relationship.



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17. Examinations

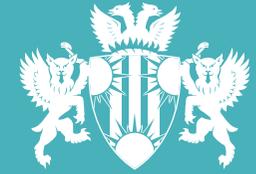
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## Admission Ceremony

58 Fellows, 8 Diplomates and 1 Member by Election attended, as well as the winner of the Elizabeth Hunt Medal, the Duke Elder Prize Award Winner and two Honorary Fellows.

The Admission Ceremony, attended by 195 family members and friends, celebrated and acknowledged achievements of ophthalmologists in training and honouring new Fellows.



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18. Admission  
Ceremony

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### The College of East Central and Southern Africa

An eight-year programme linking with the College of East Central and Southern Africa (COECSA) is rolling out learning and faculty development across eight countries.

Over 40 paper presentations described a wide variety of health-related projects from around the developing world at the Tropical Health Education Trust (THET) Conference 2016, with the RCOphth/COECSA Training the Trainers paper commended as the winning presentation.



## Department of Health

### International Medical Graduates (IMG)

In September 2016 Colleges were informed the cap had been reached on Certificate for Sponsorship for Visa purposes for IMG's coming into the UK on the MTI/DSS. Only 750 IMG's can be working in the UK at any one given time according to the Government immigration policy. The Academy had requested that the allocation should be raised from 750 to 1,000 and the Department of Health supported this increase. Further information as to how this will work in the future will be known in early 2017.



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19. International  
activity

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## President election

The president election was carried out by the Electoral Reform Services (ERS) and was conducted using the single transferable vote electoral system. The turnout of 42% represented 1,056 members eligible to vote. There were seven candidates.

For the first time, video content was used to encourage voting. The current president, Carrie MacEwen explained the importance of the leadership role for RCOphth and also chief executive, Kathy Evans encouraged members to vote in the election.



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## Membership

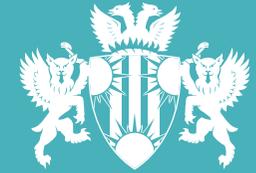
We have welcomed 230 new members since last March.

- 93 Fellows
- 38 Affiliates
- 89 Trainees affiliates
- 10 Members
- 23 members rejoined in 2016



## Staff development

A new appraisal process was introduced to continue with a programme of staff development. RCOphth continues to expand staff numbers to support the work of the President's office and departments with a Policy Researcher role.



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20. Membership,  
Operations and HR

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## College News

College News continues to include much more news and successful activities of ophthalmology colleagues at home and abroad.



## Social Media

Across the year, the College saw a **19.7% growth** in our Twitter following, and the Twitter hashtag **#RCOphthCongress2016** appeared on screen over 1 million times.

A **7.9% growth** in our Facebook audience; a result of a concerted effort to focus on growing our social media presence in 2016.



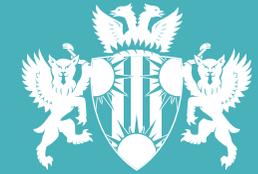
## Website

Compared to the second half of 2015 the number of unique page views on [www.rcophth.ac.uk](http://www.rcophth.ac.uk) has increased by 60,000; representing a **15% growth in traffic**.



## Email

The introduction of the College's membership e-newsletter eye-mail in February 2016, has been well received. A **50% open rate** and **15% click rate** is well above benchmark statistics for membership organisations, who may typically average a 25-35% open rate and a 7-10% click rate (source IBM report).



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21. Communications

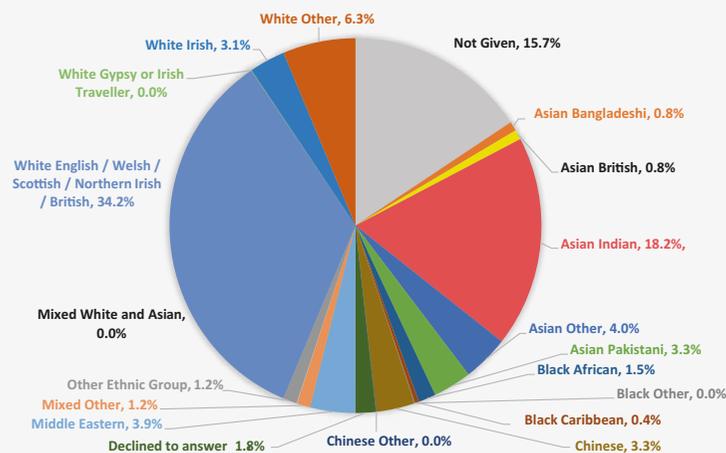
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## RCOphth welcomes NHS England Accessible Information Standard

RCOphth welcomed the new standard to ensure that all providers offer disabled patients and carers with the most appropriate communication arrangements for their needs.

**% Ethnicity Groups**



## RCOphth Equality & Diversity report

The Royal College of Ophthalmologists is committed to equal opportunities and supporting diversity in its dealings with its membership, staff, the trainees and public. Equality and Diversity will be at the heart of the College's every day practice, policies and procedures.



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## 22. Equality & Diversity report

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## Income 2016

	2016 £'000s	2015 £'000s
Donations	-	26
Subscriptions	1,303	1,230
Examinations	670	546
Education and Training (inc Skills Courses)	280	347
Professional Support (inc Congress and Seminars)	983	966
Funding for National Cataract Audit	331	338
Eye journal - joint venture	637	584
Scholarships and Awards	44	36
BOSU	43	51
Other trading activities	77	85
Investments	114	119
<b>Total income</b>	<b>4,482</b>	<b>4,328</b>

## Expenditure 2016

	2016 £'000s	2015 £'000s
Examinations	1,040	860
Education and Training (inc Skills Courses)	965	812
Professional Support (inc Congress and Seminars)	1,136	1,469
National Cataract Audit	394	342
Eye journal - joint venture	665	590
Scholarships and Awards	36	96
BOSU	156	124
<b>Total expenditure</b>	<b>4,392</b>	<b>4,293</b>



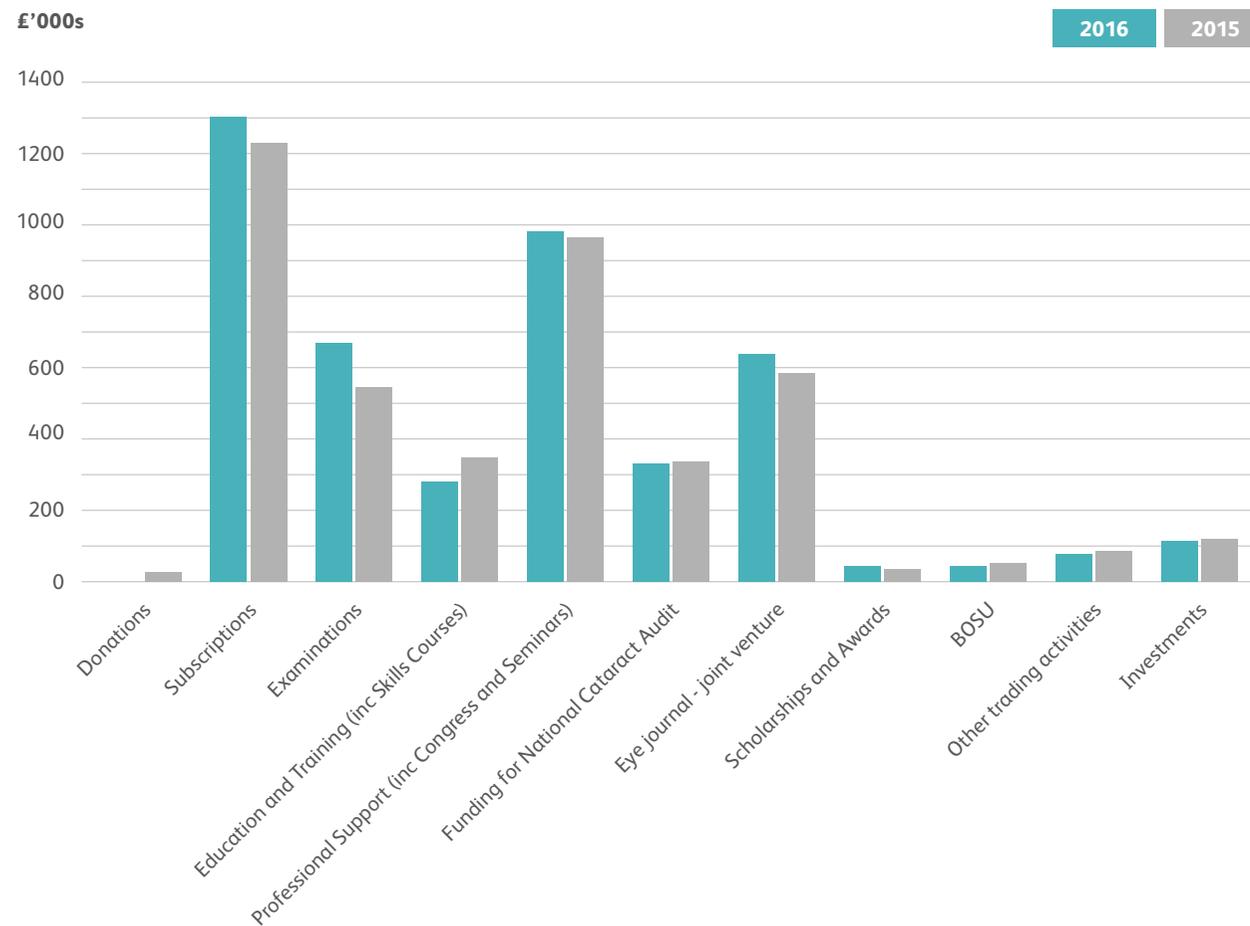
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## 23. Finance

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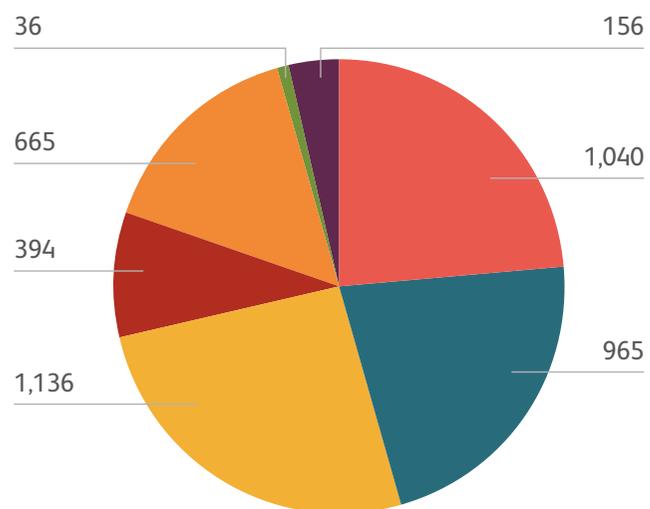
## Income 2016





## Expenditure 2016

Expenditure £'000s



	%	£'000s
Examinations	23.6	1,040
Education and Training (inc Skills Courses)	22.0	965
Professional Support (inc Congress and Seminars)	25.9	1,136
National Cataract Audit	9.0	394
Eye journal - joint venture	15.1	665
Scholarships and Awards	0.8	36
BOSU	3.6	156

# Thank You

“The Royal College of Ophthalmologists wishes to take this opportunity to thank all those involved in the work of the RCOphth. In everything we do, from the development and delivery of our core services, supporting our members or collaborating with public and charity organisations to influence policy, it is with one goal – to benefit all patients.”

## **Trustee Board**

## **Council**

## **Education Standing Committee**

## **Examinations Standing Committee**

## **Finance Standing Committee**

## **Professional Standards Standing Committee**

## **Scientific Standing Committee**

## **Training Standing Committee**

Academic Sub-Committee

Advanced Trainers & Educators Group

BOSU Group

Certificate in Laser Refractive Surgery Sub-committee

CPD Sub-committee

Curriculum Sub-Committee

Diploma Sub-Committee

DOAS Diabetic Eye Disease Update Group

Duke Elder Exam Sub Committee

eportfolio Testers Group

Equivalence Faculty Sub-Committee

European Sub-Committee

Evaluation of Training Sub-Committee

Health Resources Group Sub-Committee

Informatics and Audit Sub-Committee

International Sub-Committee

International Medical Graduates Sub-Committee

Lay Advisory Group

National Ophthalmology Database (NOD) Steering Group

Ophthalmologists in Training Group

Ocular Tissue Transplant Standards Group

Paediatrics Sub-Committee

Part 1 FRCOphth Sub-Committee

Part 2 FRCOphth Sub-Committee

Quality and Safety Group

Quality of Assessment Sub-Committee

RAs and non-TC TPDs Group

Recruitment of Training Sub-committee

Refractive Surgery Reference Group

Refractive Surgery Standards Working Group

Staff & Associate Specialist Group

Surgical Skills Sub-Committee

Sustainability Working Group

Training the Trainers Facilitators Sub-Committee

Training the Trainers Sub-Committee

Way Forward Project Board

Way Forward Reference Group

Workforce Sub-Committee



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24. Thank you

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