



Royal College *of*
Emergency Medicine

President's Report

Adrian Boyle

RCEM is...

An organisation created by Royal Charter

A charity regulated by the Charities Commission and the Office of the Scottish Charity Regulator

The objects... shall be to:

- advance education and research in Emergency Medicine and to publish the useful results of such research; and
- preserve and protect good health and to relieve sickness by improving standards of health care and providing expert guidance and advice on policy to appropriate bodies on matters relating to Emergency Medicine.

[Source: Royal Charter]



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RCEM is...

An organisation created by Royal Charter

A charity regulated by the Charities Commission in England and the Scottish Charity Regulator

The objects... shall be to:

- advance education and research in Emergency Medicine and publish the useful results of such research
- preserve and promote the health and standards of the profession and provide guidance and advice on policy to the profession on matters relating to Emergency Medicine.

Apolitical

Focus on our Charitable Objects



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Highlights of 24-25

- Guidelines for the Provision of Emergency Medicine Services (GPEMS)
- Establishment of an All Party Parliamentary Group
- Contributions and responses to the Leng Review, 10 Year plan, the Medical Review of Training and the Covid Public Enquiry
- EM SAS Handbook Published
- Largely implemented the recommendations of our governance review
- End of my three-year term as President



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Royal College *of*
Emergency Medicine

CEO's Report

Gordon Miles

Here's what I plan to cover

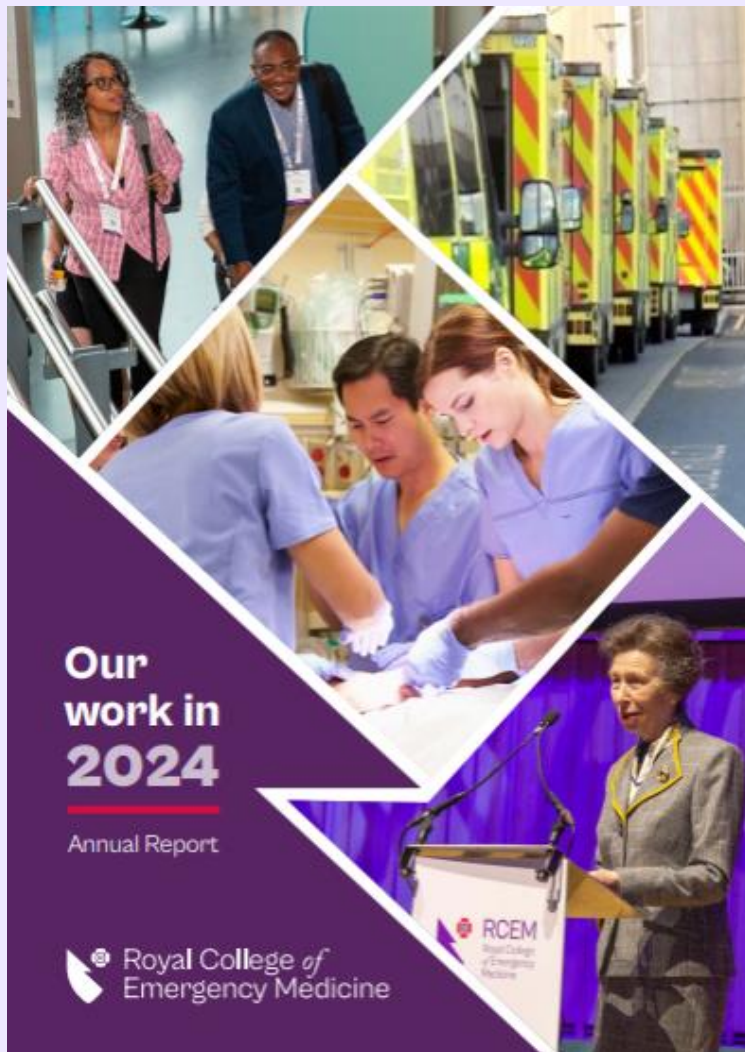


2024 – Annual Report

2025 – Developments since our last AGM



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Annual Report 2024

You can access the Annual Report for 2024
(including the accounts) from this page here:

<https://rcem.ac.uk/our-governance/>



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Compliance issue - Sales tax

2005
International
Examinations
start in India

2020 Pearson
Vue online
examinations
launched
during
pandemic

2024 Compliance
issue identified in
relation to Sales
Tax for many
medical royal
colleges

- International Accountants Crowe and Grant Thornton commissioned to review position.
- Grant Thornton appointed to assist in management of issue.
- Audit services arrangements reviewed
- Systematic approach to resolving issues



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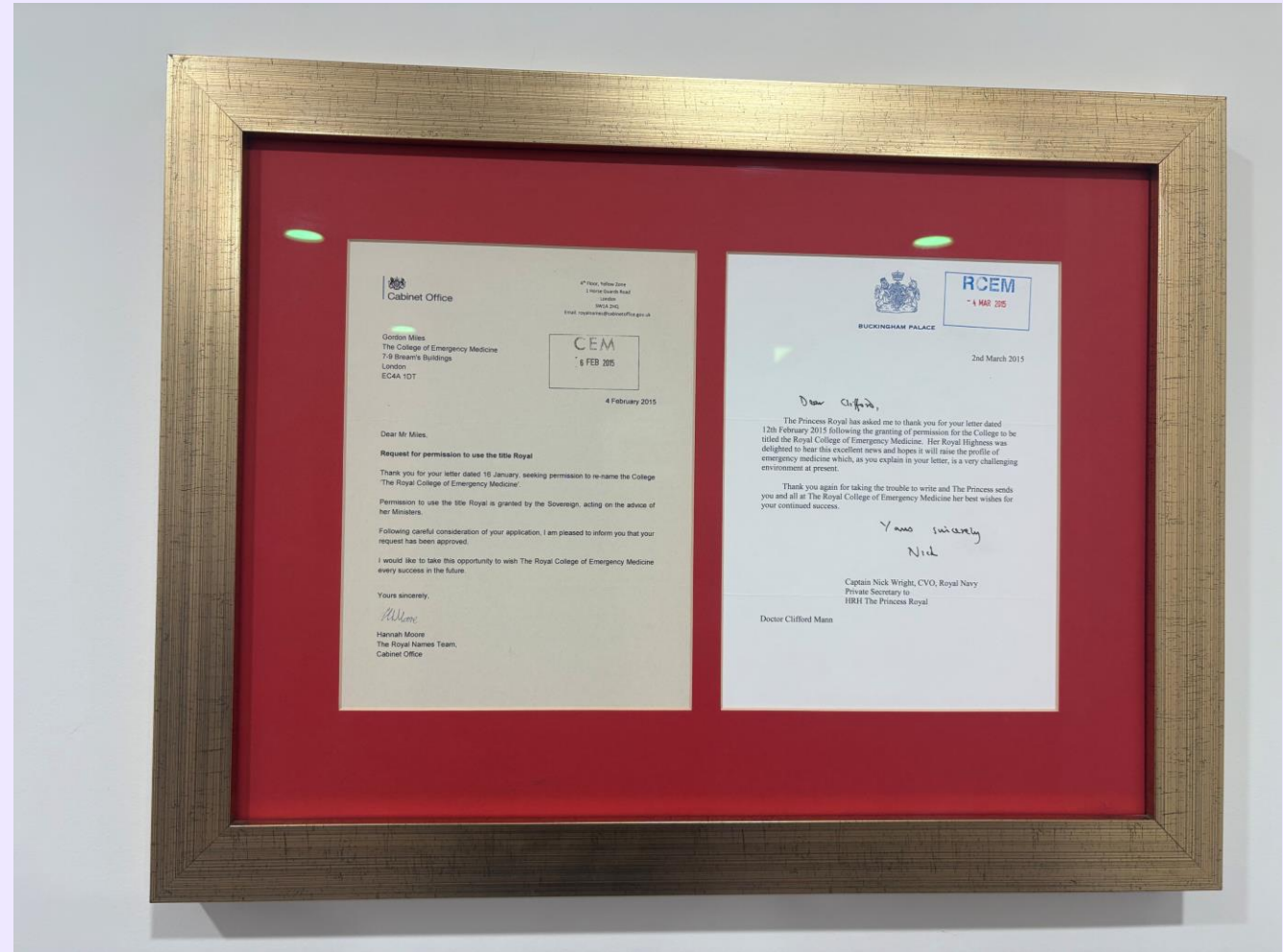


Sold for £3.485m



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Celebrating a decade of the title 'Royal'



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Our vision is to see Excellence in Emergency Care

- Supporting our Membership and Emergency Medicine Clinicians to achieve sustainable satisfying careers
- Delivering Education and Professional Development
- Setting and monitoring Quality and Clinical Standards in Emergency Medicine
- Delivering Research, Advocacy and Influence in Emergency Medicine
- Continuing to develop and transform our College



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What does my Royal College do for me?

Enables the profession to set the standards, curriculum and policy agenda for Emergency Medicine and delivers:

- Specialty Examinations and Assessments, Post Nominals
- CPD: events, training and conferences
- RCEMLearning
- Clinical Quality Standards and guidance
- Help for those developing their skills & professional qualifications
- Opportunities for personal development leading committees, projects and as examiners and assessors
- Scientific Journal the EMJ
- Supports Research in EM
- Engagement with government and media

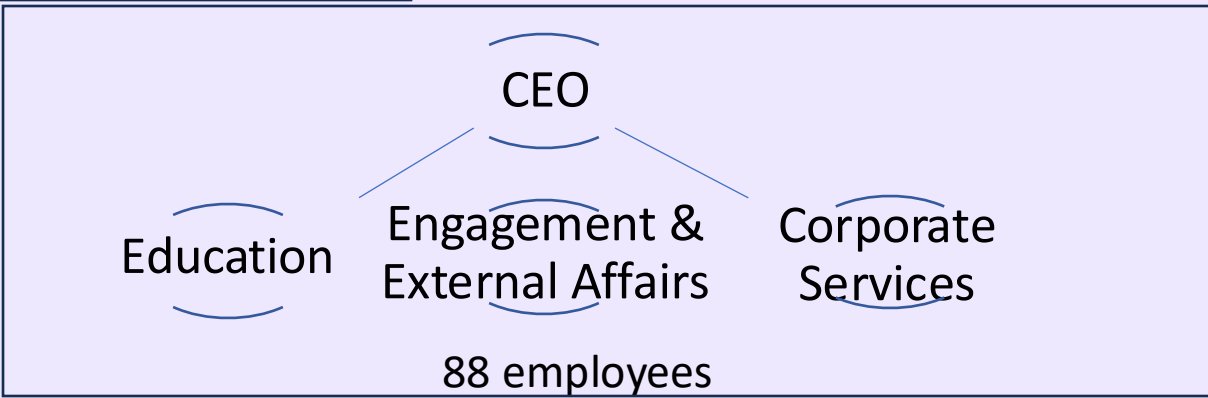
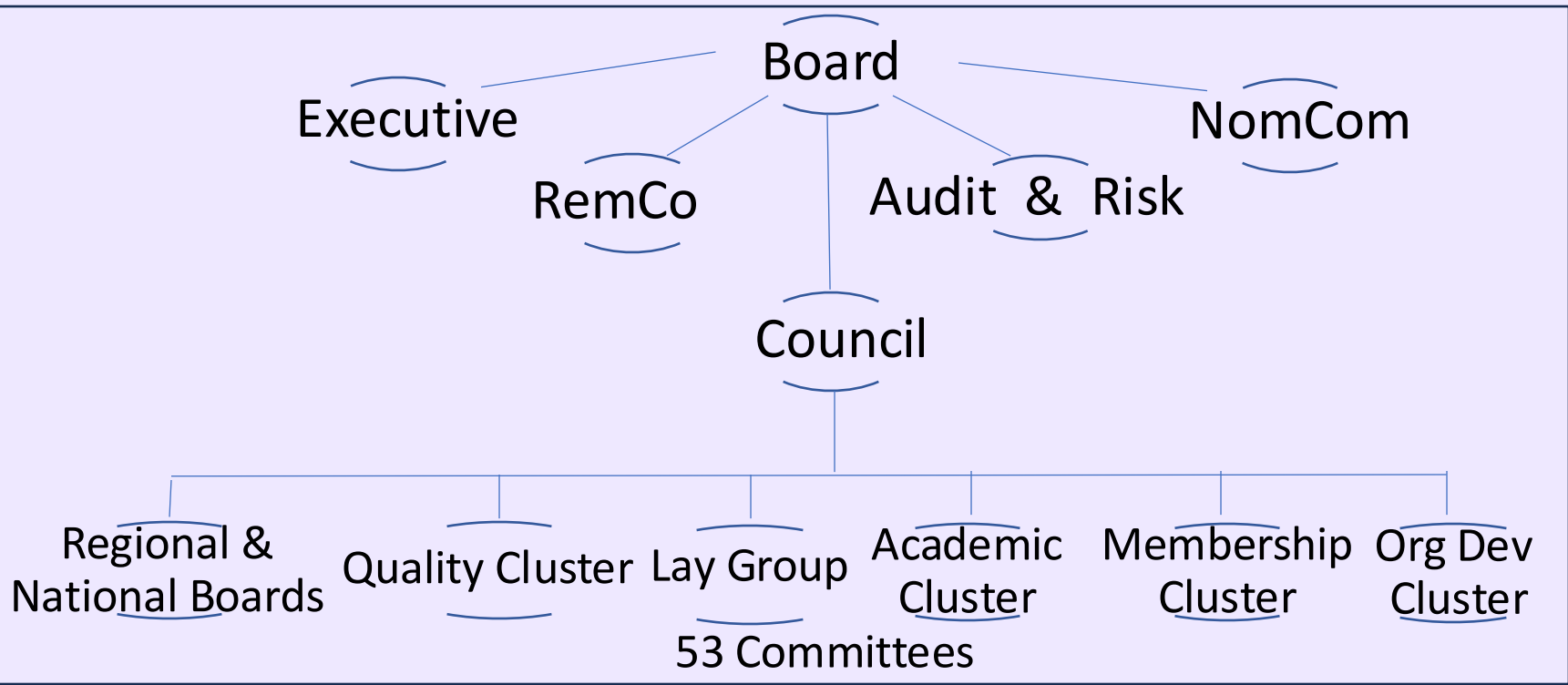


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Delivering
for our
membership



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Education Directorate – Romana Moss

There are **four teams** in the Education Directorate:



Exams Team



Education Transformation Team



International Training Team



Training Team

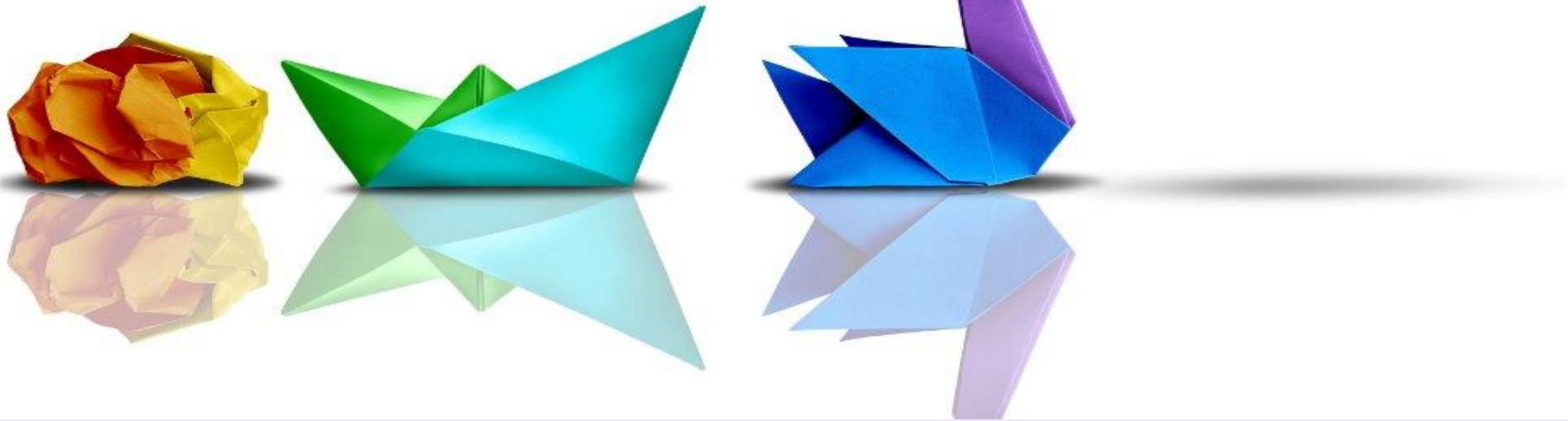


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Education Achievements

Academic Governance

- Academic Strategy 2024-2027 launched <https://rcem.ac.uk/academic-strategy/>
- Academic Committee prioritised the 27 outputs
- Working to deliver the GMC action plan to create Fairer Training Cultures
- Training Team Process Transformation underway and International Team planned



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Results, results

45

Sets of accurate results issued
since the error in March 2022



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Examinations in 2025

12,668 applications between January and August 2025.

10,328 emails between January and May and the average email response time was **8 hours**.

90 new examiners have been approved in 2025 so far

Candidates overall satisfaction rating of **4.1 out of 5**

Examiners satisfaction score of **4.72 out of 5**



Six **new Examiners** trained as OSCE writers, and ten new examiners trained as Theory writers .

Work ongoing on **quality assuring content input into the new Surpass examination system**.

Annual Pass rate data published for 2024

Ongoing **quality assurance of our results**

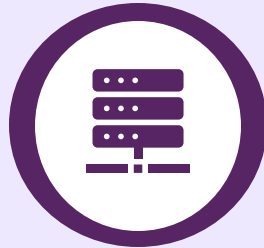


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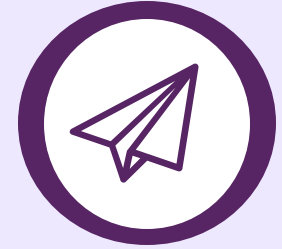
Education Transformation Projects



Surpass platform has been set up, establishing **595** potential curriculum references for items



To prepare for migration of the exam test item banks, **2,628,143** cells were extracted from the existing system and analysed, resulting in **71** mapped fields transferring **573,425** data points into Surpass



Templates for the new platform have been developed for candidate communications and invigilator instructions



Internal testing of the upgraded Ripley system was completed, validating system functionality with **35** completed additional requirement requests identified and completed



Engagement with key stakeholders is underway to understand EDI goals and how we can work collaboratively to achieve them



Analysis of exam candidate country was undertaken, resulting in **75** countries requested for 2026 exam delivery



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International Team

EMFP 2024/2025 EPRPs



The first cohort of WHO Basic Emergency Care trainees funded by the partnership; RCEM team meeting with Ethiopian Ministry of Health



Global team after presenting at the GHP Africa Summit in March



Poster advertising the ½ day session on EBV



In the first half of 2025, RCEM Global secured **£280,000** of grant funding for programmes in Africa.

RCEM Global Team with Ghanaian local Observers at the RCEM Office in London



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Training Team - Key Highlights in Q1 & Q2



Submission to the GMC
Curriculum Advisory Group to
update the RCEM 2021 Curriculum



Mapping work conducted
to reflect Curriculum
updates in the ePortfolio



Led the College's
response to the Medical
Training Review



Position statement
published on 40 Hour
Training week



Publication of ARCP
outcomes broken down
by characteristics



Approval of the ACP Post-
Credentialing strategy



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Training Team activities and numbers in Q1 & Q2

	Jan	Feb	Mar	Apr	May	Jun	YTD Total
2024	31	14	9	25	18	45	142
2025	45	12	16	26	9	45	153
Variance	14	-2	7	1	-9	0	+11

The number of CCT applications are increasing



34 Portfolio Pathway applications evaluated with 15 successfully joining the Specialist Register (44% success rate)



10 Credentialed Advanced Clinical Practitioners in the Spring window



20 ACP Panellists trained on the 2022 Curriculum



11 Affiliated Student Societies with support provided to 2 student events



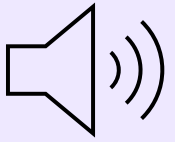
Support provided to 20 committee meetings across the Education remit



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Engagement and External Affairs Directorate – Catherine Feast

There are **five teams** in the Directorate



Communications – media enquiries, broadcast and print interviews, campaigns, marketing and PR



Events – study days, workshops, conferences and diploma ceremonies



Membership – membership engagement, fundraising and merchandising



Digital content – our elearning content, podcast, website, socials, video and audio development



Policy, Public Affairs and Research – our influencing work



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Events

5,800+	Attendees in a mix of face-to-face, virtual, and on-demand events
46	Events, including diploma ceremonies, practical workshops, conferences and CPD study days
10	Regional events
3	Multi-disciplinary group specific conferences
560+	Abstracts submitted
400+	Graduands attending diploma ceremonies
2	Visits by our Patron HRH The Princess Royal



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Digital content



RCEM.ac.uk 3,351,420 website page views



Easier podcast CPD logging - over 1,500 hours added.



Published 2 new Intro to Research modules, with four more due.



RCEMLearning – 4,970,631 page views



Growing reach across our socials – with over 2m impressions on X over six months



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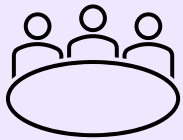
Policy and Communications



More than **70 meetings with policy makers; at least 110 PQs tabled** and almost 30 parliamentary or political party mentions.



Media coverage – average monthly mentions of RCEM: **543 online, 286 broadcast and 41 print**



Chosen to provide the secretariat support for the new **All Party Parliamentary Group on Emergency Care**. Launched at an event hosted in Parliament



Significant **amplification of our Quality work in the media** – TCM QIP, safety flashes on water beads, and Glycerol poisoning in Slushies.



Completion of **Scotland Census** and **secured 26 new consultant posts in NI** as a direct result of our census work



Hosted a Round Table event at the **Labour Party conference** in partnership with the British Geriatric Society and RCPsych



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Corporate Service Directorate – Nigel Pinamang



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Clinical Quality



Strategic Aim: Setting and monitoring Quality and clinical standards in Emergency Medicine by defining clear standards and offering guidance on best practice within Emergency Medicine.

We have continued to effectively support work programmes across our Clinical Quality Cluster

Committees and Publications

- Developed first newsletter to ED Safety Leads
- 8 Safety Flashes published
- 3 Position Statements published
- 5 Clinical Guidelines released
- 1 Toolkit developed
- AI representative now part of the QECC Group
- NAP8 Working Group established in collaboration with RCOA
- Better Basics Better Care Pilot completed

Webinars and Study Days

- Safer Care Study day : Patient Safety in the ED: The human factors
- AMH Pilot Showcase Webinar
- TCM Self-Admin

Committee & QIP Support

- 20 clinical committees
- 80 committee meetings
- 30 topic team meetings for QIPs



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Quality Improvement and Accreditations

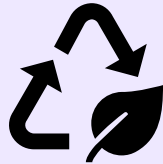
Strategic Aim: Setting and monitoring Quality and clinical standards in Emergency Medicine, by benchmarking and promoting best practice through quality improvement and sustainability frameworks.

We continue to facilitate the monitoring of clinical quality improvements and environmental sustainability within EM



Quality Improvement Programmes

- **149 sites** registered for 2025 cycle
- **2,331 users** on the in-house portal
- National reports published on Time Critical Meds, Mental Health Self Harm and Care of Older People
- Adolescent Mental Health pilot completed
- 2025 competition launched for new QIP topic



GreenED

- In 2025, 10 A&Es across England and Wales were accredited: 7 Welsh sites (Bronze), 2 English sites (Silver), and **Northumbria Specialist Emergency Care Hospital** (England) achieved the **first Gold**. Collectively, they delivered estimated savings of 119.76 tonnes CO₂e and £287,806.
- **42 UK Emergency Departments** have joined the programme, including every ED in Wales (via Welsh Government) and 4 in Ireland. An international **pilot** is underway in **New South Wales with 13 EDs**.

Representation and Collaboration

- Abstracts to be presented at **EUSEM**, **ACEM** and **IAEM**, plus RCEM presence at **SEMI** and **ASEM**.



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Environmental Sustainability, H&S and Buildings



Strategic Aim: Continue to develop and transform our College, by optimising our physical infrastructure ensuring it aligns with our evolving needs and environmental sustainability objectives.

We continue to manage our premises and carbon footprint effectively

- Maintained our **ISO 14001** Accreditation.
- Continued to power our buildings using **green energy**.
- Further implementation of **environmentally friendly initiatives** - Including an improved approach to waste disposal.
- Continued to improve our performance on the Royal Colleges **climate and health scorecard**.
- Continued **to improve our H&S policies and plans** – including the introduction of a dispersal fire evacuation plan, and improvements to our accident and near miss reporting.
- Continued to **improve accessibility** at Octavia House.
- Supported the **sale of Bream's Building**



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Human Resources



Strategic Aim: Continue to develop and transform our College, by focussing on effective talent management, professional development and embracing our diversity.

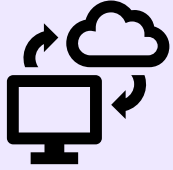
We continue to improve our approach to creating a work environment that attracts, retains and empowers talented individuals who align with our mission, values and "college first" approach to ensure we effectively support our members.

- We continued to embed our new **performance framework** introduced in 2024
- Supported RemCo in its review of the college's **pension arrangements** for staff
- Continued our **management training** series for our management team
- Our **LGBTQ+ Network** hosted the annual Bake-Off raising funds for Stonewall and represented the College at London Pride, alongside our wider network groups, we continue to embed EDI in our activities
- We are proud to have achieved **Level 1: Disability Confident Committed status**



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Information Communication Technology



Strategic Aim: Continue to develop and transform our College, by enhancing our data management systems and embracing the transformative potential of digital technologies by prioritising a digital first approach.

We continue improve what we do and how we do it by leveraging technology

- Largest **CRM upgrade** to date, migrating what our supplier labelled as their largest database in Europe to a secure, cloud-based platform.
- We are progressing **Cyber Essentials Plus** certification and have further strengthened our cyber security resilience.
- Developed **in-house portal for GreenED** and for **our QIPs**, reducing licensing costs and centralising data collection to improve oversight, analysis and programme delivery.
- We **prioritising integration over duplication**, ensuring data flows seamlessly between systems to reduce repetitive tasks, improve accuracy, and provide a consistent view.
- We are ensuring core platforms are "**AI and intelligent automation ready**", to help improve data quality and connectivity and to drive smarter decision-making and greater efficiency across the organisation.



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Financial and Treasury Management



Strategic Aim: Continue to develop and transform our College, by maintaining financial stability through prudent financial planning ensuring transparency and accountability.

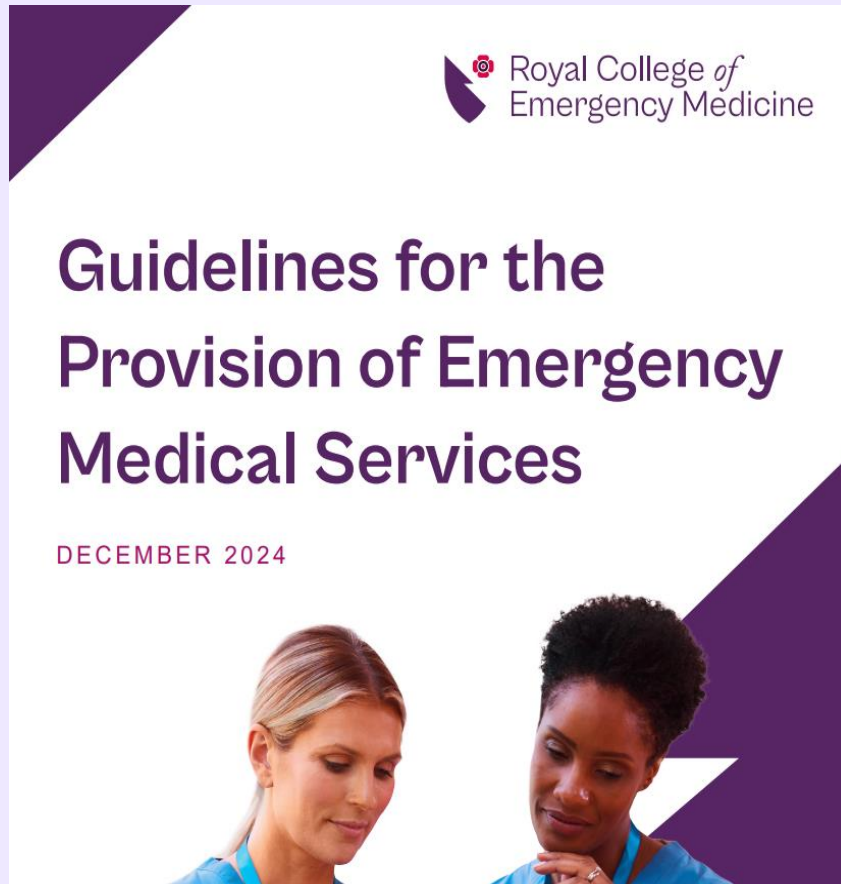
We continue to adopt robust financial management principles and controls

- **Delivered the 2021–24 financial strategy**, helping to return the College to a net surplus post-Covid and securing a **7th consecutive unqualified audit**.
- **Maintained a strong cash position** while investing in finance systems strengthening scenario planning, forecasting, and data-driven decision-making.
- **Led development of the 3-year business plan and budget** to align with corporate objectives and maintain going concern status.
- **Strengthened internal controls and automation** to enhance efficiency, support international growth, and ensure full tax and regulatory compliance.
- Continued to enhance financial stewardship, overseeing 137 budgets across 14 departments and c 70,000 transactions annually, while ensuring our reserves worked harder by renegotiating bank interest rate terms.



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And finally



Dr Adrian Boyle, the College's president, said: 'I am at a loss as how to adequately describe the scale of this figure.'

'To give it some context, it is the equivalent of two aeroplanes crashing every week.'

'It's sobering, heartbreaking, devastating and more. Because this is so much more than just data and statistics.'

'Each number represents a person – a dearly loved family member, grandparents, parents, siblings and friends – who has died because of a system in crisis.'

'These were patients who were stuck in emergency departments, watching the clock tick by as they waited extremely long hours, often on a trolley in a corridor, for an in-patient bed to become available for them.'



Dr Adrian Boyle, president of the Royal College of Emergency Medicine

 The Independent

Top doctor warns government 'neglecting' old people spending days on A&E trolleys

Almost 17000 patients are likely to have died needlessly in A&E last year, analysis warns.

15 May 2025



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Adrian, thank you so much

**Higgi: we look forward to
working with you**



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“Semper succurimus aegris”

You always help the sick...

... we always help those who help the sick.

Thank you

Gordon Miles

07910 248393

Gordon.miles@rcem.ac.uk

@gordonm1les



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Royal College of
Emergency Medicine

Membership Report

Dr Maya Naravi, Vice President

On behalf of Dr Salwa Malik, VP Membership

Over the last 12 months...

Building on our member value work we have tried to focus improvement on areas you said you wanted us to focus on. Examples include:

Learning:

- Delivered learning across 46 events, including 33 study days and six conferences
- Updated CPD diary to allow adding podcast learning
- Added content to our RCEMLearning website – including four new areas related to exam preparation
- Delivered 10 regional learning and networking events
- Developed and delivered our specific conferences for EMTA, EMSAS and ACPs



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Over the last 12 months...

Standards:

- Published: eight safety flashes; five Clinical Guidelines and one toolkit among others
- Piloted Better Basics Better Care
- Introduced a Clinical Guidelines section on the website

Advocacy and influence:

- Secured more than 8,000 pieces of media coverage, ensuring your voice was heard across national media
- Hosted visits across EDs, a round table event at the Labour Party conference in partnership with the British Geriatric Society and RCPsych and held more than 70 meetings with policy makers
- Commissioned by the Home Office to deliver an awareness campaign on ISTV



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Over the last 12 months...

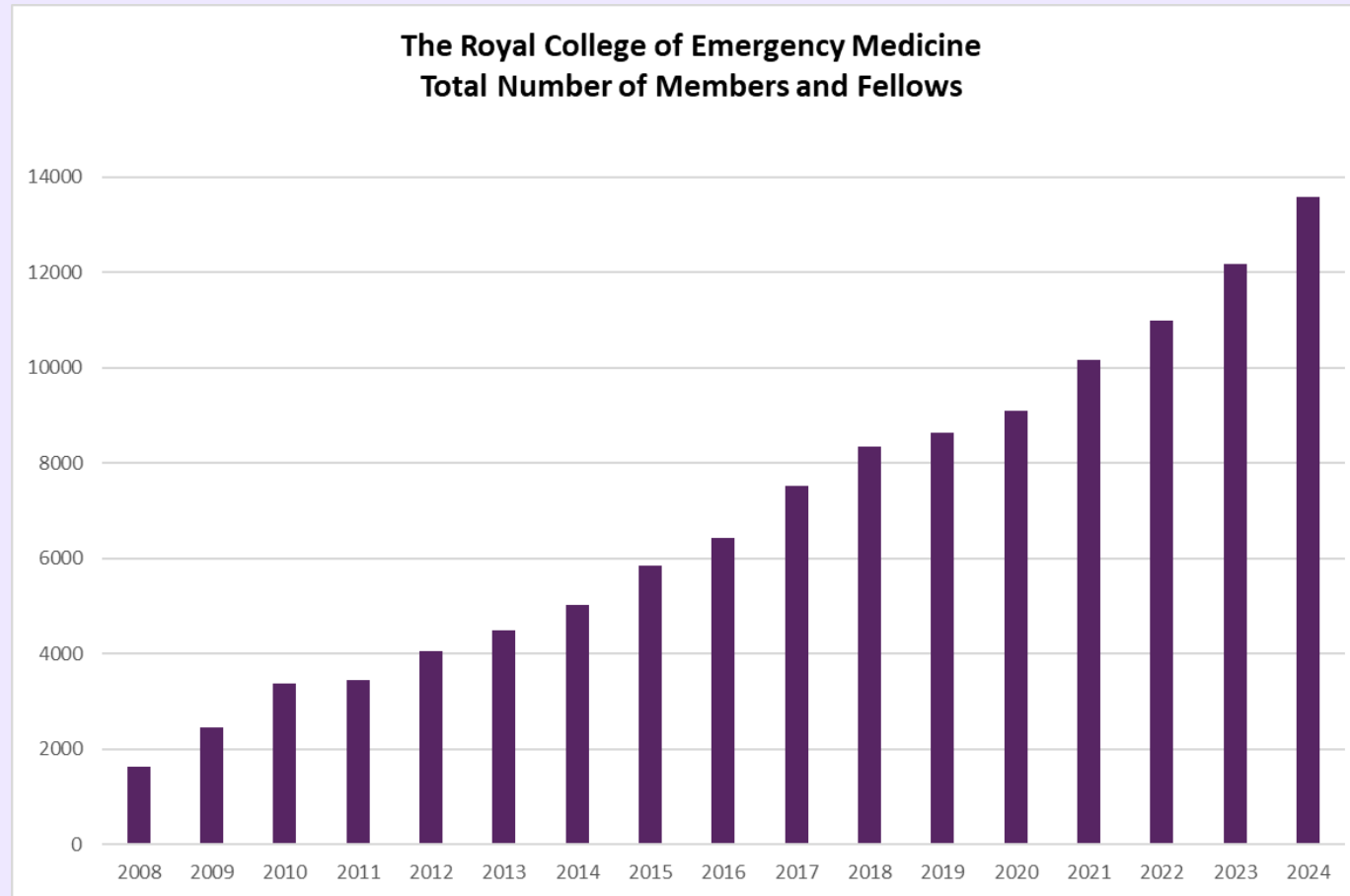
Access:

- Developed and re-launched a new main website
- Introduced a new AI autobot on our website to allow online queries to be answered 24/7 giving greater response to members when they need it. Currently we are able to answer 52% of queries via our website autobot providing a faster response to you
- Continue to review and revise content
- Increase use of video and 'how to' guides



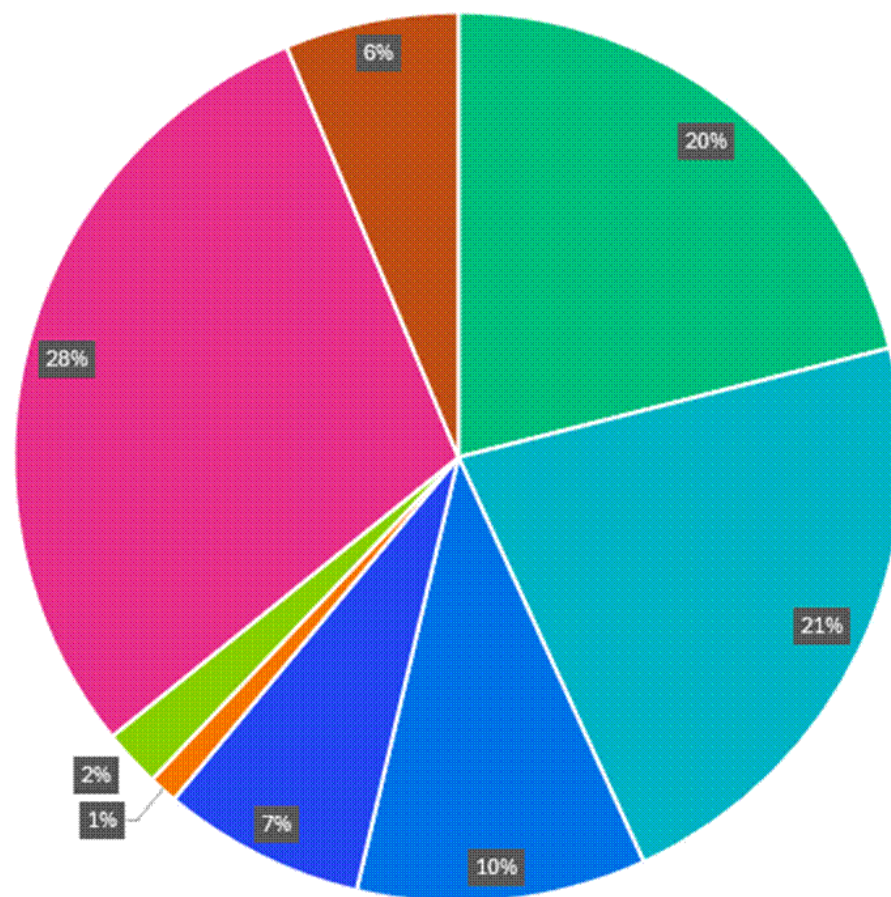
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We've welcomed more members



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RCEM membership by employment grade (UK based members)



	Consultant (20%)
	Trainee (21%)
	SAS (10%)
	ACP (7%)
	Locum consultant (1%)
	Retired (2%)
	Other grades (28%)
	Other (unemployed, grade or other or no employment grade) (6%)



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Re-shaping our events

- Using our membership heat map to deliver our activity
- Planning our new flagship conference @ ICC Birmingham 28 – 30 April 2026
 - Super early bird discounts available until 30 September; early bird discount until 9 January.
 - Four tracks, three days; two virtual tracks combining elements of key notes speeches and lectures; research and CPD, plus new activity
- Moved our diploma ceremonies out of London to increase accessibility across the country
 - Celebrated more than 400 graduands
 - Birmingham and Edinburgh this year; Manchester and Edinburgh in 2026



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EMSAS

- EMSAS Handbook
- EMSAS Conference, Nov 2025, Cardiff
 - More accessible
 - Wider reach
 - Higher attendance and engagement in sign ups



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EMTA

Full-time hours training statement approved, published, and implemented

- Several Deaneries using it to have their less-than-full-time residents' time recognised for the purposes of progression.
- The first College to issue a statement on this topic: a positive move for resident retention.

Using the EMTA survey to respond to issues and proactively improve training quality

- Concerning statistics from 2024 GMC survey about EM trainees experiences of sexual misconduct to inform the “sexual misconduct working group” and RCEM's response.
- Feedback used to help inform the content of the recent curriculum update.



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ACP

- Restructure and two new Co-Chairs
- ACP Handbook in development
- New ACP identity / logo being developed
- Post credentialling committee progress
- Want to encourage more credentialling of ACPs in EM



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Inclusion

- Successful incorporation into RCEM events like the CPD Conference and TSC training days
- Appointment of neurodiversity leads on our EDI committee to advise on issues such as employment and training, bringing further lived experience and perspective to improve cultures
- Continued publication of the EDI Calendar and advice around cultural and religious issues (like Ramadan) for ED staff



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Recognition work for College Volunteers

Developing a scheme to show recognition for those who volunteer in various College roles and to encourage more volunteers.

Subject to tax and financial implications, but we hope to be able to implement something in the coming months.

Encourage more participation – variety of roles available: see www.rcem.ac.uk/volunteering-opportunities



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Royal College of
Emergency Medicine

2024 Financial Overview

Dr James Gagg, VP Treasurer

VP Treasurer's Report

1. Overview of Financial Performance for the year ending 31/12/2024
2. 2026 Subscriptions
3. Key updates:
 1. International Sales Tax
 2. Sale of Breams Building
4. Appointment of New Auditors



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Financial Performance – Year Ending 31/12/24

Financial Statements and Accounts were audited in March 2025 and subsequently signed off by Trustees in June 2025.

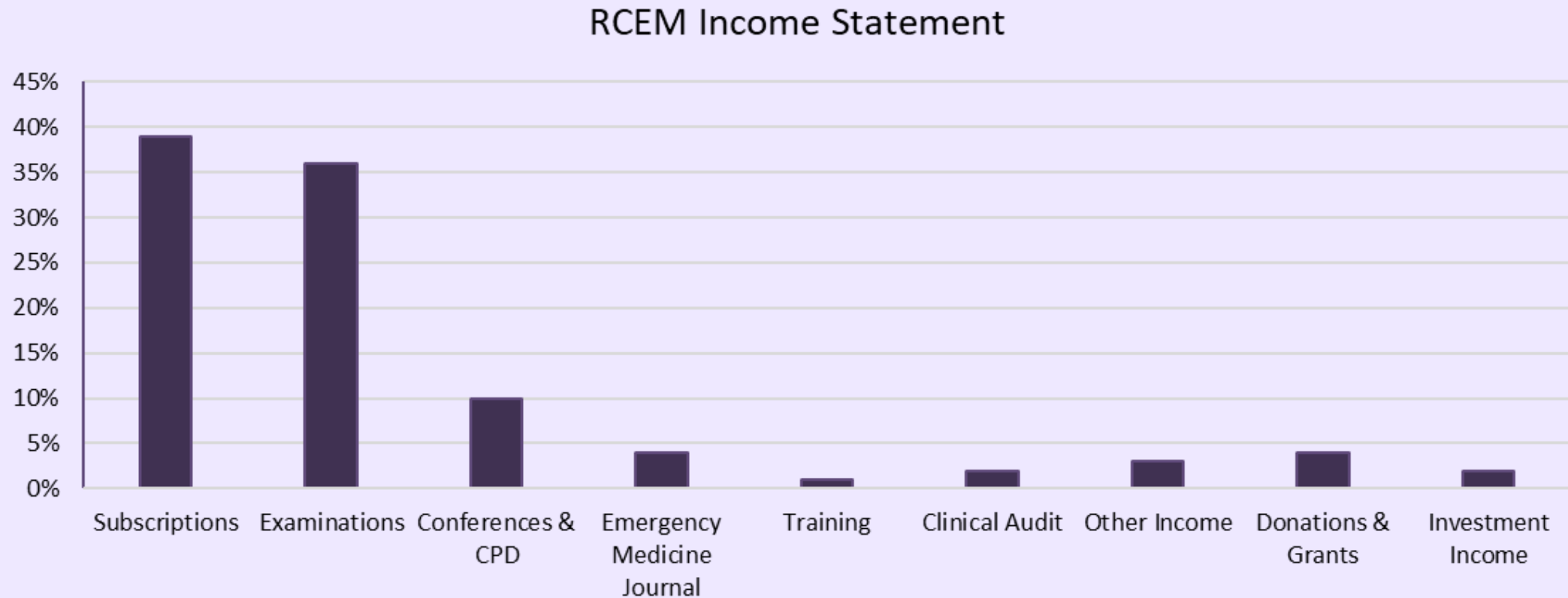
Performance in Summary [See Financial Report and Accounts 2024 for full detail]

Income:	£13,038,201
Expenditure:	£13,399,681
Net Deficit:	(£361,480)
Cash held at the Year End:	£4,367,602
Cash Investment Value at the Year End:	£1,165,648



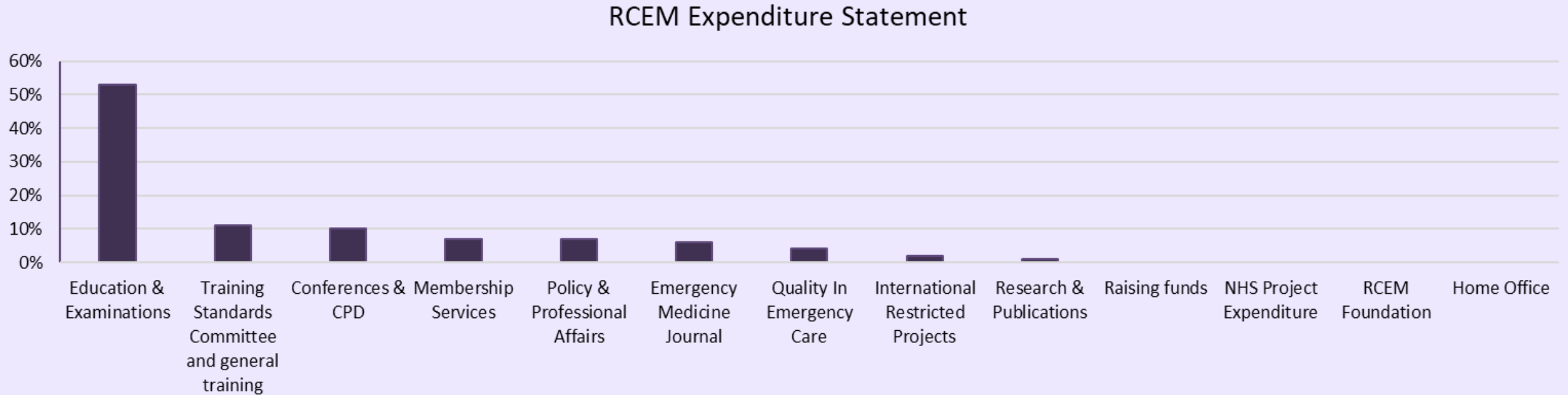
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% Breakdown of income for the year to 31/12/24



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% Breakdown of expenditure for the year to 31/12/24



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Two-year Performance Review

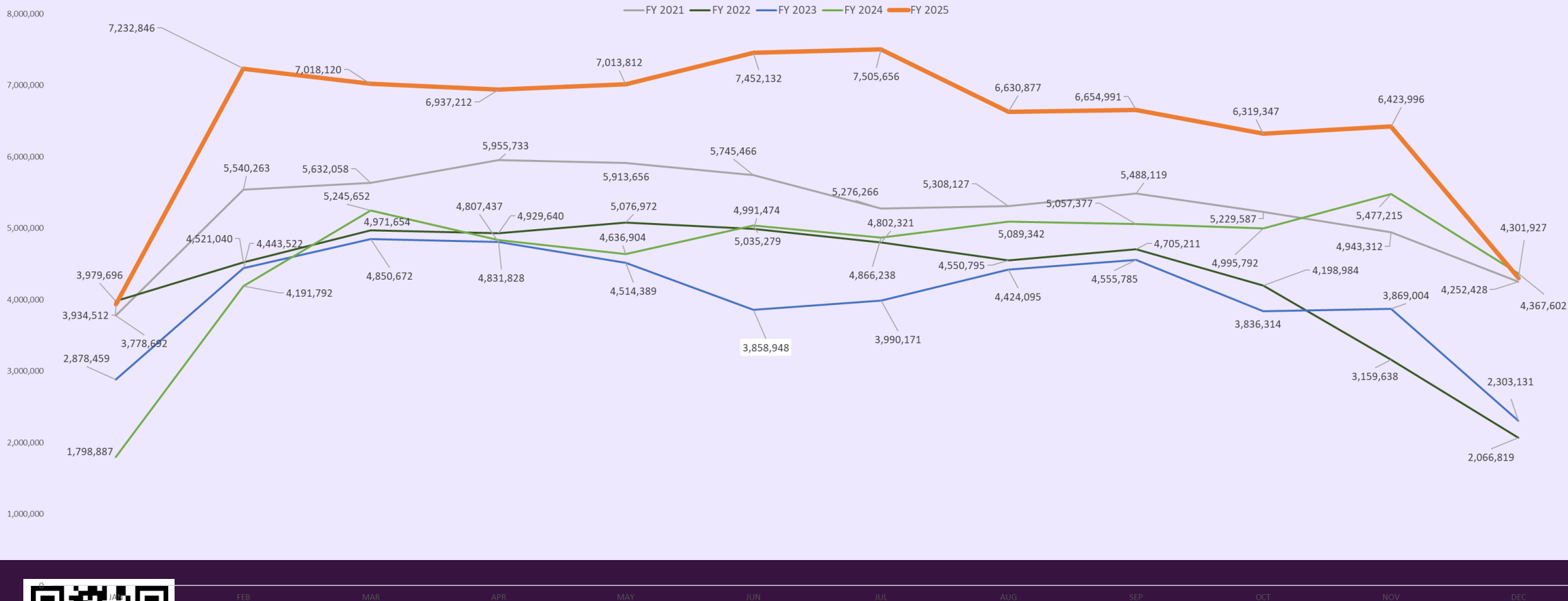
	2024 Financial Year	2025 Financial Forecast Outturn
Income	£13,038,201	£15,107,674
% Increase/(Decrease)	19% ↑	15% ↑
Expenditure	£13,399,681	£13,405,297
% Increase/(Decrease)	20% ↑	0.0004% ↑
Surplus/(Deficit)	(£361,480)	£1,702,377



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Cash reserves:

Royal College of Emergency Medicine Cash Balance By Month and Year



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2025 Subscriptions

No change from the formula agreed at last year's AGM. We will continue to use the following subscription formula:

Average of prior 3 years inflation, capped at 5%

This has enabled better financial planning in the college, and I hope also allowed the same for our membership.



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International Sales Tax

We have budgeted for sufficient funds to maintain resilience of business. This does not mean all budgeted monies will be used eg:

- Negotiations within relevant countries to minimise liability/penalty eg Saudi Arabia has erased potential £300k penalty
- This is an ongoing process, involving a number of countries. We continue to work with experts in the field of international taxation

Recouping tax costs from candidates

- Relevant candidates have been approached and payments to college have started

Process in place to incorporate tax liability into cost of exams in each country ie this is now covered in exam fees based on country. ie the wider membership is not covering these taxes.



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Breams Building

Since purchasing Octavia House, our mortgage has been spread across both Breams Building & Octavia House

Movement of investments from our account with Flagstone along with the sale of Breams Building has enabled us to clear the mortgage in its entirety

This leaves the college debt free.

An overdraft arrangement has been agreed with our bank (Handelsbank) for resilience over the next 12 months. This is financially more advantageous than continuing to pay interest on a mortgage.



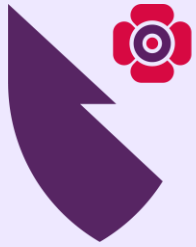
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Appointment of auditors

- Moore Kingston-Smith have been our auditors for 6 years
- This was a one year extension on our usual 3-5 year cycle to maintain stability following our governance review last year
- A competitive tendering process has been undertaken
- Our newly appointed auditors are Crowe UK



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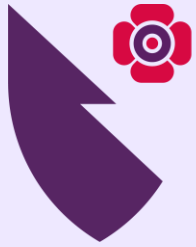


RCEM
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End of reports

**Voting results will be announced at the
end of the AGM**

**We will now move to item 9 onwards on
the agenda**



RCEM
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of Emergency
Medicine

2025 Medal winners, certificates, obituaries, and role holders

*The full details about all our awards and honours and the people they commemorate and celebrate can be seen on our webpages at **rcem.ac.uk/medals-and-awards***

Honorary Fellowships

There were no honorary fellowships awarded during the last year

Alison Gourdie Medals

- Alison Gourdie FRCM – Dr Matthew Bloch
- Alison Gourdie MRCEM – Dr Jade Bunsie

The Luka Randić Medal

- Dr John Soothill

Manjeet Singh Riyat Medal

- Dr Mahmoud Tawfiq Mahmoud Abu Samake



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Dr Cliff Mann President's Medal

- Professor Ellen Weber

William Rutherford Award for the best Irish trainee

- Dr Margaret Anne Grace

William Rutherford International Award

- Dr Chris Hook (announced last year)

The Salma Hussain EDI Impact Award

- Tess Sanders



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College Certificates

College medals are awarded either at the end of the term of office of a College officer or to a person who has made a significant contribution to the work of the College.

- Dr Hannah Baird
- Dr Saurav Bhardwaj
- Mr Sanjoy Bhattacharyya
- Dr Ruth Brown
- Dr Fiona Burton
- Dr Kirsty Challen
- Dr Federico Fedel
- Dr James E France
- Dr James W Gagg
- Professor Tim Harris
- Dr Dale Kirkwood
- Miss Ashleigh Lowther
- Dr Jason R Long
- Mr Asif Malik
- Mr Derek Prentice
- Dr Immad Qureshi
- Dr Rizwan Riyaz
- Dr Sivanthi Sivanadarajah
- Dr Lara Somerset
- Dr Andrew Tabner



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Notice of Deaths

Over the past year, we have sadly lost valued colleagues, friends, and members of the College.

We would like to take this moment to pause for a one-minute silence in remembrance of those from our membership we have lost.

- **Dr Josfito Magnus Rodrigues - 2025**
- **Dr Roger Sleet - 2025**

Every effort is made to ensure names of members of the College who have passed are included here. However if you know of a Member or Fellow of the College whose name listed and you would like it to be added, then please get in touch.



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College Role Holders

Post	Name of role holder	Terms ends at AGM
President	Ian Higginson	2028
Vice President	Maya Naravi	2028
Vice President	Jason Long	2028
Vice President	Sally-Anne Wilson	2028
Vice President	Russell Duncan	2028
Vice President - Membership	Salwa Malik	2028
Vice President - Treasurer	James Gagg	2027
Dean	Simon Carly	2027
Vice President Wales	Rob Perry	2026
Vice President Scotland	Fiona Hunter	2028
Vice President Northern Ireland	Michael Perry	2028



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