



**Minute of the 2025 Annual General Meeting
of the Royal College of General Practitioners
held on Wednesday 27 November 2025 at 18:30 at
30 Euston Square, London
and virtually via Zoom**

The President, Dr Richard Vautrey, chaired the meeting.

The President welcomed those attending to the 2025 Annual General Meeting and explained how the meeting would run, including arrangements for voting which would now be done by voting pads based on members' feedback.

Those present were notified that the meeting would be recorded – no objections were raised.

The AGM quorum was met with the minimum of 25 College Members and Fellows present as required under RCGP Byelaws 14(1).

**Item
No.**

1. Minute of 2024 Annual General Meeting

The minutes of the Annual General Meeting held on 13 November 2024 (as contained in Appendix 1 of the papers) were presented.

The President called for a vote.

Resolution 1:

To confirm the minutes of the Annual General Meeting held on 13 November 2024.

For	14	100%
Against	0	0%
Abstain	4	28.6%

APPROVED

2. Election of Honorary Fellows and Fellows

The election of the candidates for Honorary Fellow and Fellows (as detailed in Appendix 2 of the papers) was proposed. The President advised that there was a record number of Fellows invited for appointment which is a substantial increase on 2024. Members were encouraged to invite anyone that they knew who was eligible to apply.

The President called for a vote.

Resolution 2: To approve the appointment of Fellows and Honorary Fellows as detailed in Appendix 2.

For	25	100%
Against	0	0%
Abstain	0	0%

APPROVED

3. **Report from the Chair of Council**

Members received the annual report of the outgoing Chair of Council, Professor Kamila Hawthorne, for the College year 2024-2025.

Prof Hawthorne thanked Council members for their engagement and enthusiasm over her three-year tenure and college staff for all their support including Communications, Policy and Press teams who have ensured the visibility of the Chair to promote the college's policies and activity. Prof Hawthorne thanked members who have informed her of their work and have provided positive feedback on the communications that they have received including her blogs, messages, and plenary speeches at annual conferences. Prof Hawthorne reflected on the progress made over the last year which had built on the advances made over the past three years, including:

- Continued work on the four strategic priorities which has often exceeded the set targets, the performance of which is monitored by Council and Trustee Board every six months.
- Successfully lobbying of government ahead of the publication of the 10-year health plan in July 2025: six of the seven steps to save general practice put forward in the RCGP manifesto are embodied in the plan and work continues on pushing for the seventh which is to enable our International Medical Graduate (IMG) GPs to qualify for immediate right to remain when they achieve their Certification of Completion Training (CCT).
- Thanked Council members involved in the pilots for the government's work on setting up new contracts, structures, neighbourhood services, multi-provider units are keeping the Policy Team abreast of the developments.
- The College has written to Wes Streeting MP, Secretary of State for Health, with recommendations and for assurance that there would be adequate numbers of GPs and resources to deliver the plan's ambitions, and that the GPs are at the core of decision-making groups at all levels.
- Council hosted a webinar with Claire Fuller, the Primary Care Medical Director for NHS England, who took questions and comments from Council members.
- In relation to the long-term workforce plan, expected in early 2026, which will be mapped to the 10-year health plan to ensure that the necessary workforce will be created, we have continued to make the case for evidence-proven retention strategies in addition to GP recruitment.
- Issued an initial statement in response to the Leng Review, the independent review of physician assistant (PA) and anaesthesia assistant (AA) roles, on our website. Whilst the review largely aligns with the RCGP's stance, there are still some areas of concerns and Council maintains the position that there is no role for PAs in general practice. A webinar with Professor Gillian Leng was held with Council members to hear more about the recommendations and to ask

questions. It has not been appropriate for the College to review its position due to the ongoing legal issues associated with the Leng Review including the United Associated Medical Professionals (UAMP) bringing a judicial review and ongoing employment tribunals (26 currently). It was agreed that the College's position would be reviewed at the end of this year and after an internal review, it has been deemed that no change is necessary at this time.

- Council has also agreed a set of principles on assisted dying if it is legalised, such as that it should be provided as a separately funded, standalone service and that GPs and other healthcare professionals would have to opt in to provide the service. Both the Chair and Honorary Secretary have engaged with elected representatives from the House of Lords on the Assisted Dying Bill to offer the RCGP's perspective.
- Council agreed the setting up of a task and finish group on unemployment and visa issues. A letter co-authored by the Chair and Dr Deepthi Lavu and Dr Akram Hussain, GP Registrar Co-Chairs, has been sent to the Home Secretary to highlight the challenges IMG GPs continue to face in securing work visas after qualification. The [full letter](#) is available on the RCGP website.
- The task and finish group has also collated evidence from three surveys; the GP Voice survey of RCGP members, the survey conducted by the BMA and RCGP's registrar groups, and, for the first time, a survey of practice managers. The findings of which pointed to a dangerous shortage of medics and threatened safe patient care in England. Media coverage of the findings was secured in the Guardian and through two live LBC interviews.
- A letter to Wes Streeting MP, signed by over 8,200 GPs and GP Registrars urged that new workforce plan specify the amount of GPs required and the modelling on how those numbers were reached. The College will continue to lobby on this and the issue of GP retention in spite of record numbers of GPs being trained.

Prof Hawthorne noted the highlights during her time as RCGP Chair:

- The successful annual conferences and having the opportunity to meet with many members
- Developing a relationship with Secretary of State Wes Streeting
- The acceptance of the revision of the Carr-Hill formula and six of the seven steps to rescue general practice, part of the RCGP manifesto by government
- Three summer celebrations with external stakeholders to showcase our work and foster good relationships
- The ability to bring GP qualities to College work by engaging with the surrounding community of Camden, including work with the bereaved Brady family who lost their daughter to a delayed cancer diagnosis and the development of Jess's rule.
- The College's work in collaboration with Black Women Rising to raise awareness of race issues in breast cancer in black women which led to the production of e-learning resources.

The Chair felt that there is greater understanding from the general public of the pressures facing GPs and based on a recent letter from Wes Streeting MP to all GPs in England, patient satisfaction has risen to 73.9% from 67.4% last year. Membership numbers are healthy and membership satisfaction with the College is rising, though there remains room for improvement. The College must continue to centre its charitable objective which is developing, promoting, and maintaining the highest possible quality of general practice for our patients.

The Chair answered two questions from members:

On the RCGP's response to the UKGP and Blue Light petition regarding how colleagues in Gaza could be supported:

The Chair referenced the College's response to the petition which refers to how powerful and moving it was to see how many GPs and Registrars have signed the petition and acknowledges the impact the war on Gaza has had on so many members. In relation to geopolitical affairs, the College must remain aligned to our charitable objective which means that engaging in political or geopolitical advocacy beyond our remit could compromise our charitable status. Through interventions individually and with partner organisations, the College has been forthright about the seriousness of the conflict and our concerns about the impact on civilians, healthcare worker and public health. The College has written two separate Foreign Secretaries, co-authored a joint letter alongside the Royal College of Paediatrics and Child Health, Royal College of Physicians, Royal College of Nursing, to the Foreign Secretary, and signed up to the European Union of General Practitioners (UEMO) statement on the crisis.

The College called on the government to press for an immediate and permanent ceasefire and the return of hostages; for the safe passage of sufficient food, water, and humanitarian aid to be facilitated; and for medical professionals and their families and medical facilities to be protected in accordance with international law.

The College recognise the impact the conflict will be having on healthcare professionals, including many of our own members, whether directly impacted or bearing witness.

On the extent to which learning disability was referred to at the annual conference and other College events and the withdrawal of the toolkit developed by College's Learning Disabilities Special Interest group:

In response, the Chair advised that the toolkit had not been migrated to the new RCGP website in August 2022. The toolkit was removed as during a review it was deemed that the document was no longer accessible and that further work would be needed to update the document appropriately. Conversations with the Learning Disability Special Interest Group have taken place over the intervening years and further work including the group started in February 2025 on how to rebuild the toolkit on the online learning environment with a call taking place recently between e-learning colleagues and the toolkit authors. Currently content is being created as there will be a new module and podcast, alongside the updated toolkit. The timeline to launch these is late March to early April 2026.

All members have the ability to submit suggestions for annual conference sessions and the Chair encouraged submissions on learning disabilities, whilst advising members to be mindful that not every topic can be included given the number of submissions.

At the end of the item, the President thanked Prof Hawthorne for her exemplary leadership for general practice and for the profession during her time as Chair and wished her all the best for the future.

4. Report from the Chair of Trustee Board

Members received the annual report of the Chair of Trustee Board, Professor Mike Holmes, for the College year 2024-2025. Prof. Holmes thanked members in attendance and College staff for organising the meeting.

Prof Holmes updated members on the following:

- Arch of Board's work based on the College's charitable objective and the Board's duty to steward the College's assets, to support its people, and to enhance its reputation in service of that purpose. Pivotal to this aim is to emphasise the voice of members, creating an organisation shaped by the members lived experiences and priorities. The views of members' have informed the strategic direction taken on issues of governance reform, estates deliberations, CPD transformation and digital modernisation.
- Collaborative working between Board and Council: focus on building a culture of alignment between Trustee Board, council, staff, and members. Furthermore, progress has been made in how work is coordinated across the organisation. The relationship between trustee board and council has matured with discussions taking place earlier, decision pathways have been made clearer, and there's greater transparency around how board make decisions.
- Leadership: There have been changes to the leadership of the College. Prof. Holmes welcomed Prof. Tzortziou-Brown as Chair of Council, Dr Jamie Hynes as Vice Chair for Member Standards and Dr Kirsty Alexander as a new member trustee. He expressed deep gratitude to those demitting trustee roles and those that have come to the end of their term; Prof. Hawthorne as Chair of Council, Dr Michael Mulholland as Honorary Secretary and Dr Sonali Kinra and Maria Coulson as Trustees. Prof. Holmes wanted to acknowledge and thank Kamila for the collegiate, constructive, and supportive way that they have been able to work together throughout her tenure. He looks forward to developing a similar working relationship with Prof. Tzortziou-Brown. He thanked outgoing President, Dr Richard Vautrey, for his tremendous contribution to the College. There have also been changes to the Executive Management Team: the recruitment for a new Executive Director Policy and Communications and a new Executive Director Education is underway. Prof. Holmes wished to express thanks to Mike Browne and Liz Hoar for acting as interims in those two roles whilst the recruitment process is ongoing.
- Governance: From a governance perspective, the Board continue to oversee a multi-year program of governance improvement, strengthening its ability to discharge its fiduciary responsibilities effectively, transparently, and in full alignment with the Charity Commission guidance. The Board is working on the final stages of the review, including the rewriting our governance documents. The proposed changes were discussed with Council, who voted to support the changes. Proposals will be brought by both Council and the Board to a special general meeting in 2026, following a period of further engagement.
- Risk: Strengthening the College's approach to risk has been a particular focus this year. With support from external advisors the Board has developed a more proactive, anticipatory model, and this approach is now embedded and maturing.
- Communications: The Board has reflected how we communicate. We've listened to your feedback, and we'll apply what we have learned in all significant areas of college engagement over the forthcoming years.
- CPD transformation: The Board has approved significant investment in our CPD platform. This work is now well advanced, and work to populate its

content will begin shortly. We're confident the new platform will provide a much better user experience, and that we can create content that meets our members' educational needs.

- CRM: We've also invested in our new customer relationship management platform which will modernise how we understand and engage and support our members. It enables more personalized and responsive communication. The new system should be live before the end of this calendar year, and it'll be launched over one or two phases.
- Finance: Dr Thomas Patel Campbell, our Vice Chair for Finance and Member Value, is going to cover this and our annual report but despite a challenging external financial climate, the college has maintained a disciplined approach to financial management. We continue to operate within the agreed reserves range, we align investment with strategic priorities and ensure that member funds are used responsibly in service of our charitable object.
- Head Quarters and 30 Euston Square: Following extensive analysis, working with external partners over the last 12 months plus, the Board has arrived at a preferred option to sell the current headquarters and relocate to a premises that aligns with the College's hybrid working patterns, digital-first delivery, sustainability requirements, and the needs of general practice today and in the future, whilst using members' money and college assets appropriately. Engagement with members continues and the Board will consider the full breadth of evidence, views, and insight from all key stakeholders. The College is keen to understand what members value in a physical, professional home. What functions are most important, and how a future headquarters can best support the profession in the years ahead. We have a webpage providing all the information that relates to this, and that contains an email address to which you can send questions or comments, and that webpage will be updated regularly. The Board has been supported by expert external partners and are grateful for the guidance of Crowe, RSM, Farrer & Co, Newmark, and colleagues that have supported our engagement with the Charity Commission.

Prof. Holmes expressed thanks to the officers for their leadership and commitment to the profession, to college staff for professionalism, flexibility, and resilience, and to the members, whose views continue to shape and strengthen the College's work.

There were no questions from members. The President, Dr Richard Vautrey, thanked Prof Holmes for all his work with the Trustee Board on behalf the College.

5. **Accounts for the year ending 31 March 2025 and Auditors' Report**

Vice Chair of Finance and Member Value, Dr Thomas Patel-Campbell, presented the Accounts for the year ending 31 March 2025 and the Report from the Auditors therein. Before presenting the accounts, Dr Patel-Campbell expressed thanks to his predecessor Dr Steve Mowle as much of the report reflects work done during his period of office, and demonstrates the significant and positive contribution he made to the RCGP and its members.

Dr Patel-Campbell noted:

- The College continues to be in a stable and good financial position with growing income, although costs have also increased by a high amount, largely as a result of investment into the areas of improving member value, exams, CPD, and policy and influencing.

- The college has an investment portfolio of £10.5 million, managed by professional fund managers. An additional £1 million was transferred from cash to these listed investments during the year.
- The mortgage against 30 Euston Square continues to be repaid according to plan, and the final payment is due in April 2028.
- Free reserves continue to be in the target range and in line with the Charity Commission's guidance to have 3-6 months of operational expenditure to effectively manage risks that may happen, and our current reserves fall within this range.
- We've seen a small increase in total membership income. As of 31st of March 2025, our membership stood at 55,988, an increase of about 250 from the period last year, and we have an overall retention rate of 91%.
- Exam income has risen, with an increased number of SCA candidates, that is in part offset by increased costs.
- Income from the annual conference and other events does continue to improve, as does trading activity at 30 Euston Square, managed by our corporate partners, Searcy's. However, we aren't back at the trading surpluses that we were able to achieve pre-pandemic.
- The College has an aim to diversify its sources of income, so we aren't completely reliant on membership fees. And the overall proportion of membership fees that contribute to our income has fallen from 46% to 42%, in part because of this active diversification.
- As noted in the previous slide, the change in how NHS is contracting, particularly for the General Practice Improvement Program, has seen the share related to project income reduce as a proportion from 14% to 10%.
- Exam fees have remained stable as a proportion of our total income, and our trading income has increased from 17% to 21%. This is offsetting the adjusted, reduction in the proportion provided by member fees.
- On the other side of the finance coin, the expenditure, we have continued to actively invest in areas that promote high-quality general practice to ensure the voice of the college is heard, and to provide value to our members in all different types of value.
- The College has chosen to invest in its exam space and supporting infrastructure, the CPD platform, the College's governance arrangements and the CRM system which is reflected in its expenditure. We have also increased our investment in policy and engagement to increase the visibility of the College and its stature in the media.

Dr Patel Campbell responded to a question on the HQ strategy, as a member suggested that 30 Euston Square should be sold on the basis that the building does not meet members' needs and is partially vacant. Dr Patel Campbell advised that engagement with all key stakeholders was underway including an upcoming discussion at the November 2025 Council meeting and referred members to the website and email address where they could find out further information and provide their views to inform the view of Trustee Board which would be making the decision at April 2026 meeting.

6. **Auditors**

Dr Thomas Patel-Campbell, Vice Chair Finance and Member Value, asked members to approve Resolution 3: to appoint Crowe LLP as Auditors of the College until the next Annual General Meeting.

Approval of the Resolution had been recommended by Trustee Board and the Audit and Risk Committee.

The President called for a vote.

Resolution 3: Members approved the appointment of Crowe LLP as Auditors of the College until the next Annual General Meeting.

For	32	100%
Against	0	%
Abstain	0	

APPROVED

7. Provisional Dates of Future General Meetings

The date of the 2026 Annual General Meeting and any other General Meetings will be published at a future date in the usual manner.