



Censor role description

Reports to and appraised by:

Senior censor and vice president for education and training (VPET)

The purpose of the role

The office of censor is a senior and ancient one going back to the origins of the RCP and royal charter of Henry VIII. At any time, there are at least four censors. Currently, there are eight censors (as well as the education and training vice president, who is also known as the senior censor), and their role has always been concerned with examinations, maintaining standards and education. Censors are present at the ceremonies to welcome new fellows and members into the RCP, at all the key RCP lectures, College Day and the annual general meeting. They are responsible to the RCP for inquiring into and testing the qualification of all candidates for the membership, and to Council, for the investigation of alleged disciplinary offences by fellows or members of the RCP.

Over time the role of censor has developed to participate actively in the workings of the RCP. It is a real opportunity to provide wise counsel and to help influence and shape RCP outputs. As an example, the censors developed the RCP500 Code of Conduct www.rcp.ac.uk/code-conduct. Their current focus is physician wellbeing, and diversity and inclusion.

The VPET is elected, and fulfils the role of senior censor as well as being the RCP officer responsible for the Education Department.

Censors must be RCP fellows, and will assist senior college officers with aspects of their work, based on personal interests and to utilise their experience and skills. Two new censors will be appointed in 2023 to serve for 3 years from 1 August 2023.

Duties of the role include:

- > To serve on the RCP Education Faculty and support delivery of the Education Department strategy. For example, this may include curation and oversight of clinical content of new education products such as podcasts and video content. Other roles may include assessment of Certificate of Eligibility for Specialist Registration (CESR) applications and review of proposed new policy on which the RCP is asked to comment and respond.
- > To serve on the Education Board, which meets three times each year.
- > Ideally with experience as an MRCP(UK) examiner, to act as senior examiner in PACES for at least 1–2 diets each year, and/or as examiner in the RCP Assessment Unit.
- > To deputise, as required by the RCP, for the VPET.
- > To support senior RCP officers in their work, depending on the particular interests or experience of individual censors.
- > To serve on such committees of the RCP as may from time to time be requested. For example, one censor recently participated in the review of the RCP bye-laws; censors may also be called to form part of the interview panel for RCP roles.
- > To attend and process at ceremonies for the admission of new members and fellows.
- > To attend RCP lectures and other occasions (such as the annual general meeting and the presidential election), as part of the formal procession, when requested.
- > To attend a biennial meeting of the president and censors.

- > One censor (with another acting as their deputy) represents the RCP on the Board of Trustees of the Hunterian Museum at the Royal College of Surgeons.
- > Two of the eight serving censors are voting members of the RCP Council, acting on behalf of the others.
- > To undertake an annual appraisal of their RCP role.

The role is reviewed regularly, to take account of developments in the work of the RCP and of the NHS in general. No one individual will have to undertake all these duties and there is an expectation that through selection there will be a team of censors who cover this large portfolio of work.

How we'll measure your success

- > At interview and annually thereafter at appraisal the censor will identify three areas where they believe they can contribute to the RCP. Progress in these three areas will be discussed and recorded as met, partially met and unable to be met. In the latter case, obstacles will be identified and mitigated if possible.
- > Numbers of college ceremonies/lectures attended as censor.
- > Exam contributions.
- > Contributions to Certificate of Eligibility for Specialist Registration (CESR) reviews and conduct enquiries (number and/or complexity).
- > Contribution to question writing and other learning materials.
- > Attendance at Education Board.
- > Other significant achievements/initiatives identified by censor or senior censor.

Your experience includes...

Essential

- > A fellow of the RCP in good standing with employer, GMC and RCP.
- > Committed to the mission, vision and values of the RCP.
- > Ability to work in a multidisciplinary environment with clinical and non-clinical colleagues.

Desirable

- > Experience as an MRCP(UK) examiner

Board and committee membership

- > Education Board – three times per annum
- > Council (as an attendee or as one of the two voting censor members) – six times per annum

Tenure

The tenure of the post is for 3 years (1 August 2023 – 31 July 2026).

Financial aspects

Candidates should note that the RCP Remuneration Committee has agreed that RCP officers, whether or not trustees, shall not receive honoraria or other remuneration for their services to the RCP.

Candidates for RCP office should be aware that this post is not remunerated, and it is the duty of a candidate for office to obtain advance agreement from their employing authority that they will be given time to perform RCP duties for the wider benefit of the NHS. However, RCP officers can claim reasonable and appropriate expenses in accordance with RCP policy. The rapid increase in virtual working in recent times means that aspects of the role can be more flexibly delivered than they could in the past.

Our values

We are committed to **taking care, learning, and being collaborative**. These values drive the way we behave, how we interact with each other, and how we work together to achieve our vision and improve patient care.

We value taking care – This means we behave respectfully towards people, whatever their role, position, gender or background. It means we act as representatives of the RCP, and take decisions in the interests of the organisation as a whole.

We value learning – This means we continuously improve through active learning and honest reflection, so that we grow personally and as an organisation, while striving for excellence. We support learning and development opportunities.

We value being collaborative – This means we work together towards the RCP's vision in a collaborative and professional way, understanding that individuals bring different strengths and approaches to our work. We value diversity and each other's contributions.

Reviewed: March 2023

Next review: To be reviewed annually as part of appraisal

Application and deadline

Application is via a short CV and application form addressed to the senior censor and vice president for education and training Professor Aine Burns.

Please return applications to simon.land@rcp.ac.uk by **midday on Wednesday 24 May 2023**.

Shortlisted candidates will be interviewed by a panel chaired by the VPET and including the registrar, two serving censors and an elected councillor. The two successful candidates each year will be nominated to the annual general meeting for election as censors (although this is normally a formality, as required under the bye-laws). The date for interviews is **Tuesday 6 June 2023**.

If you would like to discuss the role prior to applying, please contact Professor Burns at aine.burns@rcp.ac.uk Appointments can be made through zara.gorman@rcp.ac.uk

The RCP positively encourages applications from suitably qualified and eligible candidates regardless of sex, race, disability, age, sexual orientation, transgender status, religion or belief, marital status, or pregnancy and maternity.

The RCP is all about our people – our members, our staff, our volunteers and leaders. We educate, influence and collaborate to improve health and healthcare for everyone and know we can only do this by being inclusive, encouraging and celebrating diverse perspectives. That's why welcoming and having people who represent the 21st-century medical workforce and the diverse population of patients we serve is so important to us.