

## WORKFORCE AND SERVICE DEVELOPMENT COMMITTEE

### CONSTITUTION 2025 - 2028

#### TERMS OF REFERENCE

The BTS Workforce and Service Development Committee is drawn from all professions working in respiratory care across all delivery settings throughout the United Kingdom. It exists to:

- Collate and interpret information about the medical consultant workforce and Specialist Training vacancies and appointments. This will involve close liaison and collaboration with the SAC in Respiratory Medicine, BTS Specialty Trainee Group, and other stakeholders including the Medical Royal Colleges;
- Consider and highlight issues, including data collection, relating to the multi-professional respiratory workforce. This includes nursing, physiotherapy, physiology, pharmacy and other professional groups. Liaison with BTS nursing and pharmacy advisory groups and work with other stakeholders will be undertaken where appropriate;
- Participate in discussions with NHSE/NHS Wales/Scotland/HSCNI, Departments of Health and other national bodies about training numbers and workforce policy matters including the NHSE Long Term Plan;
- Promote opportunities for flexible working and training across the multi-professional team;
- Produce information and resources to support the development of the multi-professional specialist workforce;
- Promote integrated care models and help disseminate good practice whilst reinforcing the need for training in integrated care for all health care professionals;
- Lead transformation within respiratory medicine, through influencing national initiatives and debate and providing the tools for those who plan, deliver and evaluate respiratory services to drive development of optimal respiratory care.

#### MEMBERSHIP

Membership of the Committee will comprise:-

- Chair
- 5 consultant physicians (this may include Council members)
- 1 member with experience of being a Regional Representatives/Regional Training Programme Directors. (1 of the consultant roles)
- 1 Community/primary care representative
- 1 member with experience of flexible working/less than full-time workers (could be covered by any member of the committee)

- 2 respiratory nurse specialists
- 1 respiratory physiotherapist
- 1 respiratory pharmacist
- 1 academic medicine representative
- 1 respiratory physiologist
- Two specialist trainees, one of whom will be required to serve on the BTS Specialist Trainees Advisory Group (STAG) and will act as the link between the two.
- A Specialty/SAS doctor
- A maximum of 3 Council member(s), who may choose to serve on the Committee while serving on Council.
- A member from the allied health professions, healthcare scientist or any other member of the respiratory team
- The Chair of BTS Board of Trustees and Chief Executive, ex-officio (standing invitations although the former will not usually attend).

It is expected that the above membership will include representatives from the devolved nations and those working in integrated care.

In addition to the core membership, it is expected that the Committee, through its Chair or a nominated member, will also need to consult with the leadership of other respiratory professions in order to progress specific areas of work, but it is not envisaged that these need to become members of the Committee. These organisations include (but are not limited to):-

- The Association of Chartered Physiotherapists in Respiratory Care (ACPRC)
- The Association of Respiratory Technical Professions (ARTP)
- The British Paediatric Respiratory Society (BPRS)
- The Primary Care Respiratory Society (PCRS)
- The Association of Respiratory Nurses (ARNS)

#### **Liaison with the BTS Specialty Workforce Committee and Joint Royal Colleges of Physicians Training Board Specialty Advisory Committee (SAC)**

The Chairs of the Education and Training and the Workforce and Service Development Committees will be members of the SAC. The Chairs of both Committees will liaise closely especially, but not exclusively, in relation to the work of the Joint Royal College of Physicians Specialty Training Committee (SAC) and its national agenda.

The terms of service and details of conduct of the Committee is contained in BTS Committee Constitutions Part B.

Chief Executive  
June 2025

## PART B

### BTS COMMITTEE CONSTITUTION 2025- 2028

#### TERMS OF SERVICE

1.1 All members, however selected and in whatever capacity, will normally serve for a maximum of 3 years from the date of taking up membership. The term of service is usually effective from the date of the Society's Annual General Meeting each year. The only exception is the Chair – elect. S/he will be appointed in the third year of the Chair's period of service, to allow handover, and will therefore expect to serve for no longer than 4 years, but exceptionally for 5 or 6 years. This will only occur if the Chair-elect is already serving on the Committee at the time of the election (see below).

1.2 Members can join Committees in one of 3 ways:-

- By volunteering annually in response to a call for volunteers. This is circulated in the early summer each year to all BTS members. The call for volunteers will clearly state the vacancies that are available; the experience and special interests sought (if any) and the arrangements for selection. If there are more volunteers than places available, selection will be undertaken by the Chair of the Committee supported by the Honorary Secretary and Chief Executive, based on the provision by volunteers of a short CV and supporting statement.
- When elected to serve on Council, each Council member is asked to select a Standing Committee on which to serve. There is generally no barrier to a Council member joining their Committee of choice, although it may from time to time be necessary to negotiate filling a gap where one exists and the Society has need of additional Council input, and therefore first choice of Committee cannot always be guaranteed.
- By being the nominated representative of one of the bodies mentioned above in the membership list. In this event, the "three year rule" will still apply.

1.3 All members of BTS Committees must be members of the Society unless they have been nominated by an external organisation.

1.4 If a Specialty Trainee sitting on a Committee becomes a Consultant during their period of service, he or she may remain on the Committee for the remainder of their 3 year appointment. However, when their period of office ends they will not be replaced by another Consultant- this will prevent an upward drift in numbers. In the interim another Trainee can be appointed for a three year period at the next annual replacement process so that all Committees have continuous Trainee input.

1.5 If a Committee wishes to involve a member with specific skills, and that person is not therefore likely to be a BTS member; or, if a Committee wishes to vary the membership as outlined above, this MUST be discussed first by the Chair with the BTS Board of Trustees, and agreement of Trustees obtained.

1.6 Every effort is taken to agree dates of meetings one year in advance and notify these to all members as soon as they have been agreed. Dates agreed in advance will only be changed if there are exceptional circumstances, and then at least 8 weeks' notice will normally be given. If a member misses more than 2 meetings in succession, and there are no extenuating circumstances (in relation to sickness absence, for example), then the Society may ask that member to stand down.

1.7 All members are required to conduct themselves in accordance with the Society's policies and general procedures and in particular in relation to the policy about relationships with the bio-medical and tobacco industries, and the associated Declarations of Interest Scheme (DOI). Members are especially asked to note that efforts should be made to return a completed DOI form before the end of January each year, or prior to the first meeting of the Committee in every calendar year, whichever is earlier. If a form has not been completed after a reminder has been given at that meeting, the member concerned will be asked to withdraw until the information has been provided.

1.8 Chairs and members of all BTS Committees, Advisory Groups, sub-Committees and groups which produce BTS Guidelines and other publications should not accept any invitations from bio-medical industry to attend Advisory Boards or other meetings at which they are described as, and/or referred to, as representing BTS in any way. Nor should they solicit invitations in that capacity. It is up to individuals to decide whether to accept an invitation to attend such events, but this will be in an individual capacity only and should be declared under the provisions of the Society's Policy on relationships with the bio-medical industry, through the Declaration of Interests Scheme. If an individual feels any conflict has arisen, they should resign from their BTS position, or the activity in question with immediate effect.

## **STANDING ORDERS**

### **2.1 Role of the Chair of the Committee**

The Chair of the Committee also serves as a Trustee of the Society during the time s/he is in post. S/he is therefore the main link between the development and execution of the Society's strategic objectives (as summarised in the Strategic Plan) and the detailed work of the Committee.

2.2 The Chair is responsible for the direction, conduct, moving forward and completion of Committee business, both during Committee meetings and between the meetings. In this task s/he is supported by the Society's staff (who provide a full secretariat service) and other members. A Deputy Chair post is not required and will not be approved. BTS Committees cannot have a Deputy Chair, Honorary Secretary or other nominal post.

2.3 The Chair will approve the Committee agenda and draft minutes, which are prepared by BTS staff. S/he will also prepare and/or commission papers from others and will chair the formal meetings of the Committee and any ad-hoc meetings.

2.4 While BTS staff can draft follow up correspondence and deal with queries arising from the work of the Committee on an operational level from day to day, it is anticipated that the Chair will provide advice on content and professional issues involved and, in particular, deal

with peers and external organisations in relation to all areas where clinical leadership is required.

2.5 The Chair has an important role in ensuring that Declaration of Interest forms from all Committee members are scrutinised and any issue of concern discussed with the individual concerned and/or the Honorary Secretary. S/he must also ensure that at the beginning of each meeting members are asked to declare any additional recently-acquired interests, and is expected to exercise judgement in the conduct of Committee business in the event of any potential conflicts of interest.

2.6 Succession planning for the Chair of the Committee will take place as follows. In the spring of the year when the Chair's 3 year term in office is due to end, the Society will advertise that a vacancy for the Chair of that Committee will be coming up. A job description will be available. Members of the Committee plus any other member of the Society will be invited to apply. All applicants will be required to send a short CV and a statement outlining why they are interested in the position and what they feel they can bring to the post. Applicants will be shortlisted (if necessary) and interviewed by two of the five Officers (one of which will usually be the Honorary Secretary), supported by the Chief Executive. The panel's decision will be shared with the Officers' Group for ratification and made known to the successful candidate so that the Chair-elect can spend the remainder of the year before taking up post shadowing the incumbent and receiving information and training about being a Trustee of the Society. The appointment will also be reported to the next scheduled meeting of the Board of Trustees.

2.7 Before a Chair is appointed, s/he will be asked to submit an updated Declaration of Interest form, if this is not already available. This will be submitted to the Chair of the Board of Trustees and Honorary Secretary for approval before the appointment is confirmed.

#### **2.8 Frequency and conduct of meetings of the Committee**

The Committee will normally meet no more than three times a year, in a hybrid format, at the Society's headquarters building in London and via Teams. Members are able to attend either in person or virtually and can claim travel expenses when attending in person. If the meeting requires in-person attendance this will be communicated to members with as much notice as possible and travel expenses will be reimbursed.

2.9 Trustees recognise that it may be necessary from time to time to plan an additional meeting in any year when anticipated business demands this. This would not normally be a problem, except that short notice may result in poor attendance, and it is important to give at least 8 weeks' notice. For urgent/timing dependent issues that might arise which do not justify a full agenda, the Society's constitution allows business to be conducted online. This can be organised at no cost to Committee members or their employers. This paragraph does not contradict paragraph 1.6 above).

2.10 Travel expenses for attendance at Committee meetings in London will be reimbursed in line with BTS expenses policy.

2.11 The Committee secretary (BTS staff member) will draft an agenda and discuss with the Chair no later than 3 weeks before the date of the meeting. The agenda and papers will

be circulated to all members no later than 7 days (and preferably) 10 days before the meeting takes place. It is not good practice, and will not normally be possible, to table papers at meetings, especially those that contain detailed information except at the discretion of the Chair, and taking into account circumstances involved. Authors of papers are therefore asked to submit in time according to the date given by the secretariat.

2.12 A draft minute, including named action points, will normally be produced within 7-10 days of the meeting to be agreed by the Chair and then sent to members as an aide-memoire for those who may have been asked to carry out actions, or for the information of those who were not able to attend.

2.13 The nature of the work of this Committee requires that individual members may be called upon to review documentation and provide comments in advance of Committee meetings or in between meetings. Guidance on the work required is provided and the workload shared across the Committee as equitably as possible.

#### 2.14 **Sub-Committees and ad-hoc groups**

Because the Society has a comprehensive network of Specialist Advisory Groups which act as expert advisors in specific disease/therapy areas, it is not generally permitted for Standing Committees to establish any sub-Committees and/or working parties and ad-hoc groupings. Any proposals that this ruling is relaxed must be discussed and agreed by the Board in advance.

### **CODE OF CONDUCT**

3.1 The Society values the contribution of those members who serve on its various Committees and Advisory Groups and Working Parties. Without this service, it would not be possible to carry out the great variety of work that is undertaken which contributes to the raising of standards of care of people with respiratory disease. BTS has a justifiably high reputation for the quality of its activities and the advice it gives to external bodies.

3.2 The Society is also proud to have been a pioneer in a number of areas, including its Declarations of Interest scheme, which has been replicated by a number of other Societies. The probity of our actions is underpinned by a number of policies and procedures which are kept under regular (annual) review.

3.3 To ensure effective functioning of the Declarations of Interest process the Chair should proactively manage declarations from members. This will include:

- Having declarations of interest as a standing item on all meeting agendas;
- Formally asking members whether anything has changed since they submitted their last declaration;
- Formally asking members at the start of each meeting whether there are any agenda items which may cause conflict or in which they have an interest;
- Seeking advice when required from the Honorary Secretary or Chief Executive if there are any concerns about new items mentioned under declaration of interest.

3.4 We ask all members of Committees, Advisory Groups and Working Parties to note and abide by the following policy and procedures documents:-

- **BTS and the Biomedical Industry Policy for joint working and funding arrangements and associated Declarations of Interest Scheme.** This is reviewed annually by BTS Council and Trustees.
- **BTS Policy on Inclusion, Diversity and Equality**
- **Endorsement Policy**
- **BTS Information Governance Policy**
- **Complaints procedure**
- **Media access and Communications policy**
- **Travel and subsistence policy** (reviewed annually by Honorary Treasurer and Chief Executive)

Chief Executive  
May 2025

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