



BHS Executive Meeting

Sunday 12th July 2000- 2130 – Zoom call

Minutes

Present: JH, MW, DM, TB, AG, AH, SJ, VK, AM

Apologies: NW

1. Review of Minutes Exec Meeting and Actions Arising –**outstanding items in bold**
 - a. JH to feedback on BODS symposium 16th June 2020
 - b. JRH to work up agenda for webinar series and feed back to Exec
2. Review of Minutes Away-Day and Actions Arising –**outstanding items in bold**
 - a. TB to discuss with RC and approach NJR about co-badging NJR fellowship
 - i. TB reported NJR unlikely to be able to support fellowship financially.
 - ii. Additional benefits of linking to NJR might be limited in terms of access to NJR data
 - iii. Mike Reed is on BHS Research Committee and could support NJR data requests for BHS fellow
 - iv. JH stated the fellowship project would need to support the network programme
 - v. TB stated application would have to take the form of research proposal
 - vi. TB stated costs would be £115,000 over two years
 1. AG will review finances in light of this information
 2. VK questioned amount needed. TB felt this was needed for a full time fellow
 3. VK supported the research but questioned whether:
 - a. it was the remit of BHS to support such research or facilitate this via NIHR/NHS or the corporate sector?
 - b. We would be able to continue to offer this on a regular basis?
 - c. TB suggest NIHR would not support.
 4. JH agreed with VK that BHS may not be able to recurrently fund a research project but stated that this research fellowship is needed to inform the BHS approach to Revision and Complex Hip Networks. JH asked for support for the fellowship. Unanimously supported pending financial review.
 - b. NW to send email to members about GDPR for surveys
 - i. Completed. Small number voted against. 40% replied and happy. Majority did not reply. Raises concerns about benefits to survey applicants in approaching members.
 - ii. TB suggested Bristol (first survey applicants) should not be expected to pay the £200 fee in view of poor response rate – all agreed
 - iii. New website should help response rate but problems in this area until this is running.

- iv. New website may also allow change to rules for sending surveys to members. **NW to be asked to clarify GDPR situation at next meeting**
 - c. VK to feedback with quote and options appraisal for webinar systems
 - i. This was initially part of the specification for the education portal
 - ii. VK discussed the 3 options including Orthohub xyz and the pros and cons of each
 - iii. In view of need for webinar function for Networks Series and expeditious solution was needed. BHS now using Zoom webinar facility, but paid for on a monthly subscription, so it can be cancelled if webinar functionality can be bought cheaper elsewhere
 - iv. VK presented Panopto (£9.8K) and OrthoHub as options for repository for educational material.
 - v. OrthoHub would be open access access and BHS material would be under their umbrella
 - vi. AM suggested that OrthoHub is run by part-time staff and is a start-up. It may not offer the service that BHS requires
 - vii. 25K was inclusive of Panopto, part time secretarial support for education and Zoom.
 - viii. JH suggested trying for 12-month period for a Panopto contract – all agreed
 - 1. SJ highlighted potential benefits in light of BHS 2021 uncertainty
 - 2. **VK will put contract with Panopto in place**
 - d. JH will mention reassess for website delays in next members' email
 - e. **JH to discuss with MW to finalise constitution changes in readiness for voting at BHS 2021**
 - f. DM to develop concept of BHS Mentors and to feedback to Exec
 - g. AH to develop BHS process for Fellowship advertising on website and to feed back to Exec
 - h. Review of minutes agreed
3. Revision and Complex Hip Network Update
 - a. Monthly webinars planned
 - b. Webinar confirmed for 29th July 2020
 - i. Tim Briggs, John Skinner and Phil Mitchell will discuss Networks in London and their implications for the wider country
 - ii. JH JH suggested that the final outcome for the series of webinars would be to create a BHS National Networks Working Group. Each of 10 regions could propose two members (20 in total) to agree framework for national networks
 - iii. Faculty confirmed for the first webinar
 - iv. Practice webinar performed and went well
 - v. Emails to BHS members and faculty sent
 - c. Second webinar with BASK
 - i. ? Where were BASK Network plans pre-COVID and where are they now?"
 - ii. First faculty invitations sent
 - d. Third webinar – making networks happen
 - i. AH to coordinate
 - ii. Aiming to invite chief executives
 - e. Fourth webinar – case selection and defining complexity
 - i. TB asked to coordinate and to present on defining complexity
 - ii. VK suggested using the webinar to initiate a Delphi process on complexity – suggested that this is the most academically robust way of doing this

- iii. Session also to include views from a network that is operation eg Nottinghamshire – views from lead centre and network centres
 - f. **AM asked about Non-arthroplasty surgery in networks**
 - i. JH responded that for both knees and hip, networks were likely to start with revision and complex arthroplasty, as the high volume procedures, and non-arthroplasty would follow
 - g. Fifth webinar planned as breakout meeting within regions to nominate two representatives from each region with aim of bringing together for meeting at BHS 2021
 - h. SJ asked about advertising to members and non members.
 - i. JH replied NW to send emails to members. 500 places paid for and members have priority. Non members to be invited thereafter
 - i. **JH to liaise with BOA regarding advertising of webinar series**
4. BHS Logo and Website (NW)
 - a. AM asked if new logo has been passed by members
 - b. JH explained new look was shown to members at BHS 2020 but no formal vote
 - c. JH has discussed with NW. JH has informed NW that some members had expressed reservations about the new logo and NW had explained to JH the challenges involved in changing the logo at this late stage. This would likely significantly delay the launch of the new website
 - d. AH suggested functionality and content is more important to members than the look of the website.
 - e. VK felt logo was historical and members should be consulted on the change
 - f. JH stated one of the culture subcommittee had designed an evolution of the logo, based on the existing logo design but having discussed with NW changing would involve significant delays and costs to the website.
 - g. SJ suggested asking members to comment on new logo/ website via monthly email
 - h. **NW to be asked to produce estimate of costs for evolving current design and using other logos**
 - i. NW emailed following meeting with website update – see post-meeting note in Appendix A
5. BOA 2020
 - a. NICE guidance on Primary THR
 - i. JH has sent email to Exec and guest speakers
 - ii. Aim to get video vignettes recorded for release at BOA
 - iii. SJ suggested feeding back to NICE to let them know about the series
 - 1. **DM to contact NICE**
 - iv. BASK are collaborating
 - b. BHS 2020 video edits
 - i. VK has shared videos with JH for editing and release at BOA 2020
 - c. Elective Re-Start Webinar - BOA
 - i. Combined with BASK
 - ii. 90 minutes live webinar
 - 1. Wed 16th September 2020
 - 2. Topics
 - a. Surgical Prioritisation
 - i. BASK update on their SP and process
 - ii. VK to discuss BHS DELPHI
 - b. Discussion about REJOIN
 - c. Anaesthetic view on patient selection with Prof Tim Cook

- d. The patient's perspective – member of the Patients' Association
- e. A Medical director's view on consent
- f. Early results of arthroplasty in the COVID era - DM to discuss Scottish COVID-19 data and other sources

3. 30 minute Q&A

6. BHS 2021

- a. DM and JH have refined first draft agenda
- b. 6/8 premium confirmed
- c. Seven standard sponsors confirmed
- d. Call for abstracts Sept 20 – **Call in JH August email**
- e. Draft to be sent to sponsors and members
- f. DM confirmed NAHR has session
 - i. AM discussed email from John O'Hara and referral pathway
 - ii. VK confirmed this would be part of rolling NAHR programme
- g. VK asked about options for virtual meeting in light of potential problems with COVID-19 lockdown. Suggested starting to plan six months ahead if situation still uncertain.
 - i. Live link with Panopto would allow hosting of virtual meeting but only allows single room
 - ii. JH confirmed plans are in place for hybrid meeting. Some sessions are being filmed for web release. VK raised concerns this would not be live. JH suggested following BOA guidance to produce video releases rather than live feed.
 - iii. **JH suggesting adding potential agenda for virtual meeting to next meeting – MW to do.**

7. Referral pathways

- a. David Sochart has forwarded proposal for a referral pathway
- b. JH suggested BHS endorse principles of pathways rather than full pathway
 - i. All agreed – **JH to feedback to David Sochart**
- c. AH suggested regional variation would make standard document a challenge

8. BOA Future Leaders Programme

- a. After closing date, BHS will be sent blinded applicants
- b. JH felt applicants should not be interviewed. MW suggested interviewing was important to appoint a BHS appointed member.
- c. SJ stated BHS should have some control over direction of project
- d. **Agreed to screen and then interview. MW to coordinate**

9. Treasurer's Update (AG)

- a. Account balances
 - i. Danske (BHS main) £52,146.47
 - ii. NatWest (Reserve) £85,020.89
 - iii. Santander (Membership) £52,022.12
 - iv. Santander (Reserve) £35,053.30
 - v. Yorkshire (Reserve) £50,000.50
 - vi. Danske (NAHR) £41,818.52
- b. Expenditure since last meeting
 - i. Hiscox £1958.43
 - ii. Accountant £210
 - iii. Old website £200
 - iv. Amplitude (NAHR) £1800

- v. GoCardless £50
- vi. Zoom £103.04 (new subscription)
- c. VAT
 - i. Next quarter 1/4/20 – 30/6/20. Payment due 7/8/20
 - ii. Data submitted to accountant
 - iii. Awaiting VAT bill ?£200
 - iv. Next quarter 1/7/20 – 30/9/20.
- d. Membership fees
 - i. 470 Active members (on DD)
 - ii. 3 remaining stragglers
 - iii. BOA / BHS database cross reference
 - iv. 66 potential members paying wrong rate (£9900 per annum)
 - v. All chased. 44 members converted / 2 resignations
 - vi. 20 members still being chased
- e. BHS 2021
 - i. MICE £3,216.00
 - ii. HISCOX £1958.43
 - iii. RICC – awaiting first bill £7128.00
 - iv. Sponsors
 - 1. Premium Standard
 - 2. Zimmer Implant Cast
 - 3. Stryker Bone Support
 - 4. JNJ Corin
 - 5. Smith & Nephew JRI
 - 6. Symbios (paid) Lima
 - 7. Adler Orthofix (paid)
Radley Scientific
 - 8. £103,500 of a potential £132,000 committed by industry
- f. Financial Commitments agreed at away day
 - i. JLA Priority setting £23,000 (one off, allocated)
 - ii. PhD / MD student £75,000 (one off)
 - iii. BOA / BHS leadership program £3,360 (one off)
 - iv. Education portal (Panopto) £25,000 + VAT (recurrent)

10. Research Sub-committee

- a. TB confirmed REJOIN study progressing well with ethics and database
- b. Funding from NIHR applied
- c. Industry to be approached for start-up funding

11. Education Sub-committee

- a. Nothing to add in addition to previous

12. BHS Culture Working Group

- a. Committee established
- b. Has BOTA representation
- c. JH to circulate minutes of meetings to Executive**

13. BHS Fellowship Programme and Mentorship Programme

- a. DM and AH have circulated proforma to Exec for review
- b. DM suggested sharing with members for opinion
 - i. JH to include in monthly email**
- c. JH stated culture group interested in being involved in mentorship programme
- d. DM to discuss with NW about pages on website for mentorship**

14. Membership Approvals since last meeting (MW)

- a. 13 pending applications

- b. New members approved
 - i. None
- c. Emeritus Member
 - i. Martin Pickford
- d. Members resigned
 - i. Tony Westbrook
 - ii. Joyti Saneka
 - iii. Mohammed Saeed
 - iv. MW is emailing members who resign asking for reasons, if any, to keep record of any problems with BHS.
- e. Members withdrawn
 - i. None

15. AOB

- a. The JTO has requested that BHS write an article of 300 words.
 - i. Topics to be BHS research prompted by COVID to include:
 - 1. Delphi process on Surgical prioritisation – VK to write
 - 2. REJOIN study – JH to write
 - 3. NAHR study – AM to write
 - ii. All authors to send copy to JH to assemble
- b. JH has discussed with Andy Price about a BAHKS combined BHS/ BASK meeting
 - i. JH mentioned sensitivities around BOA
 - ii. Possible combined topics
 - 1. Infection
 - 2. Minimum numbers
 - 3. Use of experimental implants
 - 4. Gender & Diversity
- c. VK stated webinars will be recorded for Panopto and permissions would required from speakers. **VK will email to MW**
- d. AM mentioned about the NAHR Covid audit which was launched from 01/06/20. AM suggested including in monthly email/ newsletter and JTO. JH happy to include in JTO submission but needs to be short.

16. Date of next meeting: 6th September 2020 (AM birthday) 2000-2200

Matt Wilson
 Hon. Secretary
 12th July 2020

Appendix A

NW post-meeting notes via email 13th July 2020-08-30

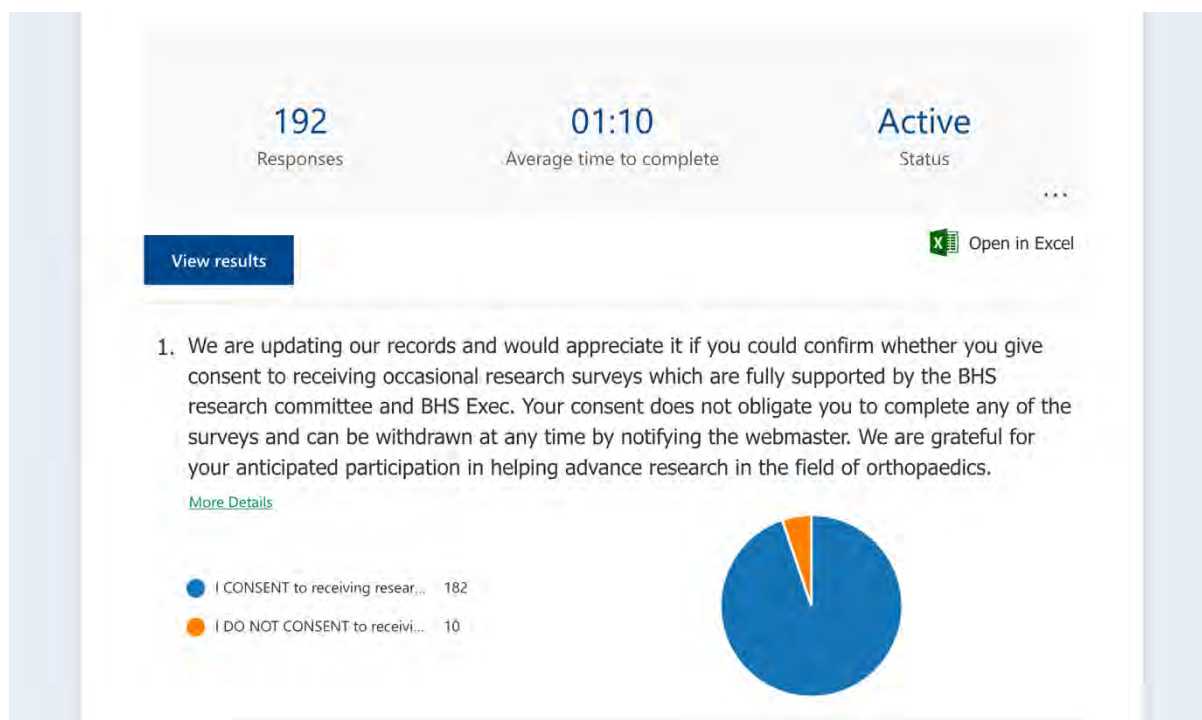
BHS Exec meeting – Web master update - 14/7/2020

My sincere apologies about the last minute unavailability to all the Exec.

By way of an update as to what I was going to say and in response to points on the current minutes:

Research Survey Consent

The membership survey that I sent out to all those on the contact database (currently 435 – there are some members who have opted out of all communications over time) we had 192 responses. This represents 44% of the polled contacts.



I have the excel spreadsheet for full information which does include some good insight into the majority of those that answered with a preference of research interests.

I cannot send this to all in this communication as an attachment (unless you all have nhs.net accounts like Jonathan has provided) but if you go to this Onedrive download link you can see the data for yourselves (link will expire in 1 week and is password protected – password will be in the body of the email this document is attached to):

<https://1drv.ms/x/s!AnJTyNRdfgod4kn5ToUjxHG6FikV?e=rTKyYm>

The columns can be filtered as per normal excel functions to let you see the relevant Consent/no consent members

By way of an indication of engagement the initial round (not the reminder which was sent ONLY to those that didn't click the link to the survey) showed:

Successful deliveries	424	99.3%	Clicks per unique opens	51.3%
Total opens	628		Total clicks	167
Last opened	11/7/20	5:41	Last clicked	9/7/20 10:57
Forwarded	0		Abuse reports	0

And

Successful deliveries	12	100.0%	Clicks per unique opens	87.5%
Total opens	21		Total clicks	7
Last opened	1/7/20	12:28	Last clicked	24/6/20 15:03
Forwarded	0		Abuse reports	0

(there was a second email shot as 12 new emails had been added to the database by myself after updating the membership emails)

This does demonstrate relatively good engagement with our membership communications (as I see for nearly all our mailshots) though unfortunately does demonstrate a little “apathy” in following through on requests in the emails. A little more disappointing (but totally expected having also done similar when confronted with the survey at hand!) are the members who actually “clicked through” to the survey but did not complete.

This is all for observation about communication engagement and not any inference on our members commitment I must be clear!

Our new website (more on that shortly) will require a “reconfirmation” of membership details as a requirement of having to update the user’s password on the system to a self-selected one. As part of that new membership system the GDPR statement will include by default the explicit statement on us being able to send through surveys that have been vetted and approved by the BHS and the Research Committee.

This will however throw up the issue with those 10 individuals who have actually now confirmed that they do not actually wish to receive such communications and I may therefore have to generate a separate list (or audience) to which we will send future survey/research requests too.

[BHS logo and Website](#)

The logo has caused so much of an issue that I have to say I really did not see it coming!

We must remind ourselves that the current logo – which by all standards is anatomically dysmorphic (a criticism of the latest incarnation I might add) was put out to the membership to design as a little “competition”. Historic or not, this is not the way new “branding” is generated these days. I grow more fearful that we are holding on to bastions of our society that really do not matter in the overall true purpose of the societies function.

As that last membership survey has demonstrated (and this was for reasons far more important and appropriate) there will always be people who do not like the direction of change, there are always the same individuals who respond/comment/criticise of new developments. Putting the logo design out to the membership runs the risk of the same individuals holding back modernisation – this is a personal opinion of course, but one I can back up with Digiology’s agreement, and also that of a close friend who is a corporate branding designer.

I am not ever going to railroad my own wishes (and I know the functioning of the exec is designed to prevent this thankfully) but I do ask that we think of future generations of BHS members and the fact that these individuals grow up with modern branding and are vast consumers of carefully constructed design to engage and hold peoples attention. Dare I say it but the volume of people using Apple products is testament to that! If we are trying to move with the times, as evidenced by championing equal opportunity for women in orthopaedics, then I dare say a commercially designed logo is far more apt.

I agree with Andy Hamer’s comment that the actual functionality and content of our website is of paramount importance.

It would be terrible if every little design/function change were needed to be run past the membership, and if that were the direction we are taking there are many other facets of the society that equally should be run past the membership for agreement but I don’t see that being suggested (I won’t cite examples for brevity but happy to discuss).

Once the root design of the website is finalized (ie now) and the logo in place it is folly to consider altering it after release to the membership. A continual evolution at the behest of members or changing exec would look both unprofessional and indecisive, again in my humble opinion. Digiology are aware that a few tweaks are required to the latest design and this should be cost neutral, complete redesign/change to other logo would lead to significant delay on publishing the site (see below for insight), though if the exec wish I will ask Cooper to produce an estimate for us.

Now – on to the website relaunch.

A few more screenshots for you:

Redacted

Have tried ringing twice since that last email and got voicemail.

Jonathan emailed a nice and polite “Presidents” email to him after we had discussed this very same problem after the Away Day Virtual meeting.

I have been regularly reviewing the development sites that he gives me access to and don’t see a lot of changes to be honest. These are not “front end” changes but the backend database and payment gateway that Cooper had initially said was nearly ready then I got an email (a few weeks back) saying that he had decided to re-write this bespoke as the plugin’s weren’t providing the functionality that I had specified to do the job as we need it to.

I appreciate the previous dealings with Cooper from Vikas and Ajay, but I am a little concerned that we have tasked him with a site far more technically demanding than that of the NAHR (and it was for this very reason that we sought to engage an external company).

I have called his mobile again this evening and was sent through to voicemail.

I will email him tonight getting a telephone meeting set up and diarized to avoid being dodged. I am totally on the ball with this, and at this current stage don’t need external influence on progressing – though I may request a more “heavy handed” email from Jonathan as our President, if I get no where.

Sorry about the lengthy update. Just acutely aware of the importance of moving this forward in a timely manner and getting it right first time (now where have I heard that?!), and I feel I am not serving my purpose properly to the exec.

Comments/criticisms gratefully received.

Nic