May 2023

Dear ABN members

This document is the proposed ABN strategy that will run from May 2023 until May 2028.

We produced this strategy based on members’ feedback and an away day with ABN Council and staff in autumn 2022. We also shared the document for comment in April 2023 and incorporated the feedback we could.

We are seeking approval of this document at the AGM. We hope it focuses on the big strategic issues that we face.

Once approved, ABN Council and Executive will regularly review progress and reported at each AGM. Planning in this way will enable us to be more agile in responding to our environment.

**ABN’s planning cycle**

1. ABN strategy approved
2. Detailed Year 1 plan produced
3. Plan monitored throughout the year by ABN’s Council & Executive Committee
4. Progress reported at the AGM
5. Next year’s plan developed and adopted

Thank you.

Tom Warner  
President  
May 2023

Richard Davenport  
President Elect
ABN Strategic plan 2023 – 2028

Introduction

Since the last strategy (2018-2023) several global and national events have dominated how we work and interact with each other. The COVID-19 pandemic had a seismic effect on the country and altered our practice, which we are still recovering from. Brexit has strained the health care workforce within an already struggling NHS. Finally, the nature and scope of neurological practice has changed with the implementation of the Shape of Training, the effect of which has yet to be seen.

Recovery from the pandemic, workforce crisis, and economic downturn will have a critical effect on how we provide the best possible service for neurology patients in the UK. In the next five years (2023-2028), we aim to focus on four key areas of neurology that are important for patients and neurologists and are aligned to allow overlapping input from the ABN committees (Services, Quality, Research, Education, Meetings and Equality, Diversity and Inclusion).

We hope this will allow a more flexible approach to the challenges ahead for the ABN and Health Service and enable us to be responsive.

As we enter another 5-year cycle, we are grateful for the support and work of all our members. We appreciate the huge amount of work undertaken by the advisory and specialist interest groups, committees, Executive and Council. Not least, we thank the office staff who work tirelessly on our and our patients', behalf.

Tom Warner
President

Richard Davenport
President Elect

May 2023
Our aims:

1. To support the delivery of high quality and safe services for people with neurological conditions across the UK, and to act as advocates for the neurological community.

2. To support ABN members by promoting lifelong learning (continuing professional education), safety and excellence in clinical practice, and training the next generation of neurologists.

3. To advise on the development of appropriate services across the UK for people with neurological conditions, working with governments, health boards and commissioning groups.

4. To promote high quality research that is meaningful to people with neurological conditions, improves our understanding and management of all neurological conditions, and promotes the next generation of academic neurologists.
**Strategic aim 1: People with neurological conditions (patients)**

People with neurological conditions are at the heart of this strategy. The ABN will focus on:

1. Promoting safe and high-quality neurological clinical practice, including increased focus on prevention and mental health.
2. Collaborating with the Neurological Alliance and other bodies to better understand and align practice with patient agendas and needs.
3. Working with regional and national and international bodies to advise on national guidelines regarding diagnostic and management strategies/best practice in neurology.

Input from the Services and Quality committees, Advisory Groups, Executive and Council.

**Year 1 Objective:** To scope and identify 3 areas of good neurological practice across UK that can be scaled nationally

**Strategic aim 2: ABN members**

The ABN will enable members to develop high quality services via the following mechanisms:

1. Providing excellent CPD via regular meetings, specialist interest groups and networking.
2. Promoting neurology as a fulfilling and enduring career, by providing opportunities for trainees to develop skills, knowledge and networks.
3. Supporting the well-being of neurologists to avoid “burn out” and achieve the optimal “work-life” balance.

Input from the Education, Meetings, Quality, EDI and ABNT committees and Advisory Groups.

**Year 1 Objective:** To highlight the value of ABN membership and grow the ABN membership by 5%
**Strategic aim 3: Neurological services**

The ABN will harness the expertise of its committees and advisory groups to advise on developing high quality, accessible neurological practice through working:

1. Nationally across the four nations with NHS bodies, NICE, SIGN, MHRA, commissioning groups National Clinical Director, ICSs and, Health Boards etc.

2. Collaboratively with other professional bodies (RCP, specialist bodies, charities, Neurological Alliance) to learn from best practice.

3. Cooperatively with other neurological bodies internationally (INA, EAN, WFN) to highlight areas of excellence and service needs for people with neurological conditions.

Input from Services and Quality committees and working with national charities, professional organisations and NHS bodies.

**Year 1 Objective:** To highlight the shortage of neurologists and associated health care professionals regionally and nationally needed to support high quality services for acute and chronic neurological conditions.

**Strategic aim 4: Research**

Research at both basic science and clinical practice levels is essential to drive forward improvement in diagnosis and management of neurological conditions.

The ABN will support research by:

1. Promoting the importance of involvement in research for all UK neurologists.

2. Fostering the next generation of academic neurologists via the ABN Fellowship scheme, high quality academic meetings, and working with National bodies/societies to protect and develop academic training.

3. Making ABN meetings an essential forum for presentation of research.

Input from the Research, Education and ABNT Committees.

**Year 1 Objective:** To identify and promote examples of the value of academic neurologists, and work collaboratively to grow academic neurology training in the UK.
Creating an equal and inclusive organisation for the neurological community

**Cross-cutting themes**

Across 2023 – 2028 we will have the following cross-cutting themes:

**Workforce**

1. Seeking to influence workforce planning with policy makers.

2. Developing links and working with national bodies and Integrated Care Systems to positively impact neurology services and workforce.

3. Supporting the development of a multi-disciplinary team service delivery models, to meet gaps in the neurological workforce.

**Education**

1. Supporting the development of neurology education from students through to consultants.

2. Working closely with ABNT and the Royal College of Physician’s Specialty Advisory Committee (SAC) to monitor the impact of Shape of Training on neurology, and responding with practical solutions (e.g. post CCT fellowships to support trainees/neurologists to receive the broadest training possible).

3. Scoping the feasibility of developing neurology content for non-neurology audiences (e.g. GPs, acute medicine).
**Sustainability**

1. Seeking to understand what members and future members want from the ABN to support the sustainability and growth of the organisation.

2. Monitoring and improving how inclusive the ABN is across all its activities, to support the sustainability of the organisation.

3. Seeking to reduce the environmental impact of the ABN’s activities and those of its members.

**Modernisation**

1. Ensuring that there is suitable guidance in place to build on the changes to neurological practice brought in by the pandemic such as remote working and triage.

2. Supporting new technological advancements (e.g. Artificial intelligence) with guidance and support for members to make the most of new approaches.

3. Working to ensure that the ABN modernises and reflects workforce evolution, with patients and society (e.g. Physician Associate membership).

**Profile**

1. Raising the profile of neurology with policy makers nationally and regionally to positively influence practice and commissioning decisions.

2. Raising the profile of the ABN and its work with the media.

3. Improving the ABN’s brand and communications.