



# ANNUAL REPORT

## 2023-24



COMMUNITY PHARMACY SWINDON AND WILTSHIRE



## Chairman Report 2023-24

Another year passes at Community Pharmacy Swindon & Wiltshire (CPSW) and 2023/24 has been one of real turbulence in the sector affecting all our contractors.

The continuing pressures with funding have been felt more acutely than ever, sadly meaning some contractors have closed their doors or had others pick up the mantle serving their patients. In this current state of flux, we have welcomed new contractors into the fold and new opportunities have presented themselves for contractors to flourish, but it has been hard work.

During the year 2023/24 CPSW has worked hard on behalf of contractors with all our main stakeholders. Bath, Swindon and Wiltshire Integrated Care Board (BSW ICB) relationships have continued to grow; leading to positive uplifts in service fees being negotiated and having Community Pharmacy in the strategic plan for the system. Having our meeting at the ICB offices in Chippenham has really allowed for innovation and informal conversations with our ICB colleagues that have led to further service developments.

One of the key priorities for CPSW has been the implementation of Independent Prescribing (IP) across the patch, building on the success of the service commissioned in Swindon. I am pleased that we have been able to get five Pathfinder sites across the BSW ICB and also aided in upskilling our pharmacists to become IPs through the Teach and Treat programme. I am hoping this will continue to build across the patch and CPSW are in key discussions to make this a reality. Our Chief Officer, Sarah Cotton, has been instrumental in maintaining and growing the influence of CPSW with our stakeholders and I would like to thank her for her dedication and her hard work for our contractors.

This year has brought a number of changes to the contractor base and CPSW have been heavily involved with contract applications and discussions with the ICB, NHS England (NHSE), Wiltshire Council (WC) and Swindon Borough Council (SBC) to ensure that the current Pharmaceutical Needs Assessment (PNA) is adhered to and any supplementary statements are applied fairly and within the regulations. Our Implementation and Support Manager, Carolyn Beale, has worked tirelessly with these contract applications on behalf of the committee and contractors, and I would like to take the opportunity to thank her for her efforts.

We have continued discussions with Community Pharmacy Avon (CPA) following the Wright Review and have made several large steps towards merging into a new, larger Community Pharmacy Local (CPL). This process will be complete and the new CPL (Community Pharmacy Avon and Wiltshire - CPAW) coming into being on 1<sup>st</sup> April 2025. As the merger moves closer further communications will be sent out to contractors on our progress.

Finally, I would like to thank the committee members of CPSW who have held the course over the last year and aided me to steer our conversations and actions to ensure that we have kept contractors interests at the heart of everything that we do. I would like to thank members who have left the committee; Graham Jones and Kalpesh Gondliya for all the hard work and sage advice they gave while

serving on CPSW. I would also welcome Nicola Sinclair, Anil Chopra and Paula Paniagua Mora who have been appointed to CPSW and have done a sterling job as advocates for our contractors.

Sarah Cotton and Carolyn Beale have been the stalwarts of CPSW, working hard to achieve the outcomes that the committee are trying to achieve. I thank them profusely for their work which the committee and you, our contractors benefit from.

I, the committee members and our officers are all servants of you, our contractors, and it is with your continued support that we are able to do the good work that you have asked us to do. To represent your best interests to stakeholders to ensure prosperity for contractors across Swindon and Wiltshire. As we enter into our final year of being CPSW, the hard work continues. With the pressures across the sector, it is more important now than it ever has to have your voice as Community Pharmacy heard. Please reach out to me, the committee or our officers if you wish to raise anything that is pertinent to you as a contractor. The door is always open.

Wishing you all the very best

Chris

**Chris Shields MRPharmS**

**Chair – Community Pharmacy Swindon & Wiltshire**

## Chief Officer Report

### Strategic Objectives - Plans for 2023/24

At the beginning of 2023/24 CPSW updated our vision to reflect the current NHS landscape and priorities, whilst maintaining and building on our dedication to independent prescribing as a key focus of the future within community pharmacy.

**Updated Vision:** *A network of pharmacies, supported by Pharmacist Independent Prescribers, integrated into the wider healthcare system and focused on delivering accessible holistic healthcare services that meet and respond to the needs of their local communities.*

We also produced an updated [CPSW strategy for 2023/24](#) which set out our roadmap for the year ahead. The committee and staff team have been working hard and have achieved success on implementing these objectives. Each of the areas is focused on in more detail below.

### Key activities and achievements 2023-24

#### Local Leadership

A key local priority for CPSW for 23/24 has been the recruitment and development of Community Pharmacy PCN Leads. These important leadership roles are recognised and valued by the BSW ICB; with regional funding having been successfully secured and now being used to commission the role as a

locally commissioned service. As CPSW throughout 23/24 we have increased the number of CP PCN leads to over 85%, and retention and recruitment to these positions is continuing. The CP PCN leads have been focused on promoting ground level collaboration to enable integration of community pharmacy services; helping to secure associated funding from the national contract into the local community pharmacies. The new CP PCN leads have also had the opportunity to take part in a funded training programme provided by Captivating Training Solutions. This training programme has been recognised nationally, being shortlisted in 2023 as a finalist for a Training & Development Award at the [Chemist and Druggist Awards](#)! The local service, and associated funding, has been successfully negotiated to continue into 24/25. Development of this workstream locally has also placed us in an excellent position to be able to utilise and deliver using the separate national funding now available for this role in 24/25, allowing expansion and innovation in the year ahead.

Independent prescribing in community pharmacy continues to be a leading edge for CPSW. In response to contractor concern over the availability of designated medical practitioners (DMPs) or designated prescribing practitioners (DPPs), we have had a successful Teach and Treat pilot (funded by HEE) running in BSW since September 2022 spanning across into 2023, with fifteen community pharmacists benefiting from the programme. The regional HEE funding was not continued however we were able to locally secure the continuation of this excellent opportunity, with the BSW ICB committing to funding a second year of DPP support via Medvivo, with a cohort of ten due to start later in 2024. This programme has received a lot of national attention, with presentations by Caroline Quinn (BSW ICB Pharmacy Workforce Lead) and Helen Wilkinson (BSW ICB Community Pharmacy Clinical Lead) at The Pharmacy Show and Clinical Pharmacy Congress North, and then also with a poster at the RPS Conference; where many people came to learn and talk about the project and its success.

Our CPSW committee members continue to demonstrate and develop effective leadership, using their unique and diverse skills to influence and benefit the pharmacy contractors that they represent. Focus areas for 23/24 have been in workforce and digital at a system level, and in research at a [regional level](#). Members and staff have also had the opportunity to be a part of several events organised by the BSW Integrated Care System (ICS) Health and Care Professional Leadership Network; bringing community pharmacy expertise into these valuable stakeholder settings.

## **Integrated System Relationships**

This is a primary responsibility of the CPL; to ensure effective representation within the wider system, and to enable well designed, practical and viable locally commissioned services. With delegated commissioning for Community Pharmacy now sitting in local ICBs and the development of neighbourhood collaboratives, the importance of this workstream to influence, harness opportunities and innovate locally is increasingly important; and was set as a CPSW deliverable for our members and staff team for 23/24.

Key elements of this work are described below:-

- ✚ Our committee meetings continue to take place within the BSW ICB offices; as well as being cost effective for contractors, we have also started to see the success of this approach in the established working relationships we now have with broad number of stakeholders within the BSW ICB. This has included attendance at CPSW committee meetings of Brian Leitch (BSW ICB CVD

and Diabetes Programme Lead), Victoria Stanley (Head of Primary Care for Pharmacy, Optometry and Dental), Sarah Crawshaw (South West Pharmacy Education and Training lead), and Gina Sargeant (Health and Care Professional Director for Wiltshire); all these are aligned with our strategic objectives. Particular success has been seen with the Hypertension agenda; including plans for an initiative to roll out a text messaging service through GP practices to signpost patients into the Hypertension Service in 24/25.

- ✚ We work very closely alongside Helen Wilkinson and Caroline Quinn who are key partners in developing Community Pharmacy across Swindon and Wiltshire. We have seen the recognition of the significantly important role of pharmacy across the system in BSW with the appointment of a Chief Pharmacist for the ICB, Uzo Ibechukwu, in March 2024. The committee already have a great working relationship with Uzo due to his other local role in secondary care. CPSW will be focusing on working collaboratively over 24/25 to ensure that the recognition of community pharmacy value is underpinned by local support and financial viability. These unique stakeholder relationships are mutually valued and respected.
- ✚ The move to delegated responsibility sitting within BSW ICB has meant the establishment of system governance structures and meetings for community pharmacy, and CPSW is represented across a wide variety of these primary care settings. This foundational work became instrumental when the ['Delivery plan for recovering access to primary care'](#) landed, and we needed to look at local implementation of the community pharmacy elements, including Pharmacy First. It has also enabled effective consultation with CPSW on various system and place level strategies, ensuring community pharmacy involvement, and commitment to commissioning opportunities.
- ✚ We have also continued our good working relationship with the Wessex Local Medical Committee (LMC), and have been introduced to new and positive interactions with the Local Optical Committee (LOC) and Local Dental Committee (LDC). This collaboration between Local Representative Committees has been productive; with the LMC expressing support for Pharmacy First, including a recent [podcast](#) with our Chief Officer.

As part of our wider stakeholder work, Graham, one of our CPSW Independent Members, welcomed his local MP David Johnston OBE to Shrivenham Pharmacy in May 2023. Inviting local MPs to visit our pharmacies continues to be part of our local work to raise awareness of the pressures community pharmacy are facing, and to give a new focus to calls for fair pharmacy funding in England. This is an ongoing priority into 24/25, particularly recognising the changes in government in 24/25.

Our engagement work with local authorities is well established in Swindon, and we welcomed Steve Maddern (Director of Public Health) to our CPSW committee meeting in July 2023. The opportunities for the coming year within the public health setting are likely to be linked to health inequalities, and CPSW have been working across the year to position themselves to influence this agenda in both Swindon and Wiltshire place settings. The committee have recognised that although there are positive service level working relationships, CPSW has a less comprehensive network for strategic input within Wiltshire Council, and therefore this will be a stakeholder target for 24/25.

A further priority for 24/25 will be contributing to and sitting on the steering groups for the two PNAs, which are due by October 2025. Given the change in contractor base ownerships locally. and the national

picture around pharmacy closures, this is expected to be an important workstream for CPSW to represent contractors and work on their behalf.

## Service Sustainability and Development

Local implementation support for key services was a CPSW deliverable for 23/24, and as a committee we were able to secure funding from the ICB to provide that extra support to contractors. The focus of that implementation support has been on the national advanced services Pharmacy First and the Hypertension Service for 23/24, with the Independent Prescribing Pathfinder and the Contraception Service high priorities for 24/25. This focus of support recognises the significant limitations of the current contractual framework, and works to ensure that community pharmacies across Swindon and Wiltshire are put in the best position they can be locally to maximise their income from services outside of that sum.

The committee had significant success in negotiating uplifts for several locally commissioned services across 23/24:-

- ✚ Substance Misuse services across Wiltshire (now commissioned by Turning Point) – all services had an uplift including the commissioning of a revised take home naloxone service.
- ✚ All the BSW ICB services were recommissioned; of particular importance was the PGD Service which included an uplift to match Pharmacy First funding and a commitment to look at additional PGDs to replace those impacted by Pharmacy First. The Urgent Medicine Supply Service (Palliative Care) also received over a 200% increase in its retainer payment ready for 24/25.
- ✚ Negotiations with the South West Collaborative Commissioning Hub resulting in an increase to the rates for rota provision payments – this was in direct response to feedback from a Wiltshire contractor.
- ✚ Uplift to the EHC service payment in Swindon, and this was on a rate that already benchmarked well nationally.
- ✚ Continuation of the Community Pharmacy Alcohol Interventions and Brief Advice (IBA) Service beyond the initial pilot. This service has a different funding model to our usual services, and the pharmacies were paid upfront to deliver a set number of consultations. As CPSW are pleased that the commissioners have trust in community pharmacy to deliver services, and that community pharmacy is recognised and recompensed for the excellent contribution that they deliver to the health of the local community, particular within a year when other services have needed to take priority. Within 24/25 we will be looking to extend this service to more Swindon pharmacies.
- ✚ Based on the precedent set above by the IBA service, SBC is now piloting providing backfill payments to a community pharmacy to release a pharmacist to attend local outreach days. This is an exciting opportunity, and the outreach days are also linked to community pharmacy services, such as the Hypertension Service. This allows the community pharmacy to utilise both backfill and service activity payments, enabling a financially viable way to support their local communities and deliver on local authority public health objectives. In 24/25 CPSW will be focusing on using this pilot to prove the concept, and to inform future opportunities across both Swindon and Wiltshire.

Unfortunately some public health services have not seen uplifts despite negotiation, and CPSW will continue to represent the position of community pharmacy contractors to the local authorities; ensuring understanding that community pharmacies need to be valued and sustained as health hubs within their communities. CPSW is aware that contractors will be considering carefully which services they have capacity to provide in the current landscape, and the importance of well designed, practical and viable locally commissioned services. As part of this the CPSW committee have committed to build annual reviews and monthly payments into all their negotiations going forward, as well as the price concessions which have already been incorporated into negotiations this year.

Re-commissioning of an IP Service to be rolled out across the area was a CPSW deliverable for 23/24, based on the experience we have from the Swindon IP service. The BSW bid for the national IP Pathfinder Project was successful with five sites allocated within the programme, and the service focusing on minor ailments. Although the allocation of sites was less than requested, it is the highest allocation across the South West and four of the sites are in Swindon and Wiltshire. National elements of this Pathfinder project have been incredibly frustrating for CPSW and the contractors involved. In September 2023 CPSW sent an official letter to BSW ICB to express concerns around the way the service was commissioned, particularly with regards to funding negotiations which were dictated nationally. In response to this CPSW are pleased that we have received local reassurance that this has not set a precedent, and future commissioning will have appropriate consultation. The current national set back is a delay on the IT solution to allow implementation of the IP Pathfinder to start locally, however we are looking forward to working closely with the BSW ICB on the launch of this service in 24/25.

We had interest from nearly 20 pharmacies across the area for the IP Pathfinder service, so we are in a great position in Swindon and Wiltshire to be at the forefront of independent prescribing in the community pharmacy setting. Based on this, CPSW are committed to offering a locally commissioned independent prescribing opportunity to as many pharmacies as possible across Swindon and Wiltshire, and will continue to campaign for this across 24/25. Recent discussions have focused on local opportunities that are harmonised with Pharmacy First, Hypertension and Contraception Services.

## Service Delivery

### Locally Commissioned Services

We have several locally commissioned services from our local authorities and the BSW ICB. The financial value from these is demonstrated below in **Table 1**.



**Table 1** - Payments to community pharmacies for locally commissioned services

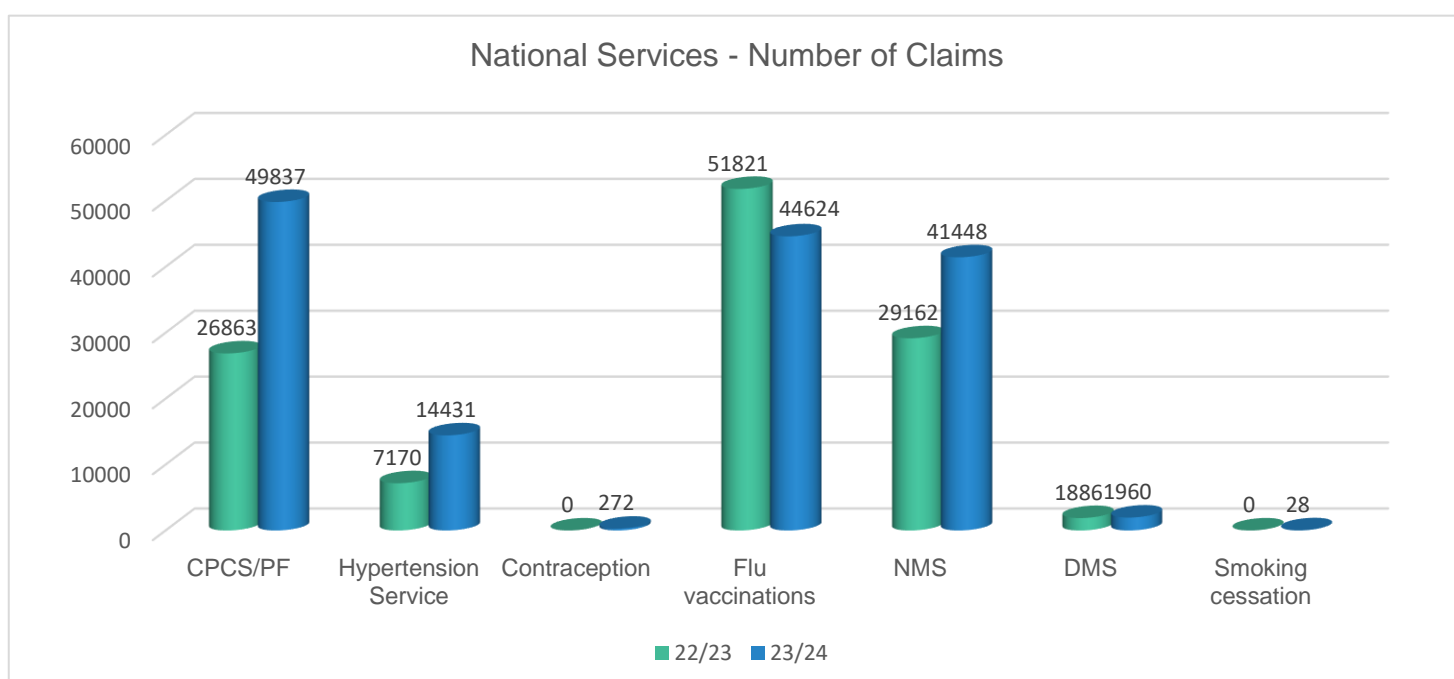
Service	Total 23/24	Total 22/23
Sexual Health	£4,531.55	£7,373.81
Substance Misuse services (including IBA)	<b>£88,419</b>	£87,348
Stop Smoking	£38,984.37	£38,110.57
NHS Health Checks	£320	£1,840
Flu Voucher Scheme (decommissioned)	0	£1,380.10
Urgent Medicine Supply Service (Palliative Care)	£3,000	£3,000
PGD – Minor Ailments	<b>£44,565.16</b>	£19,937.16
Community Pharmacy Emergency Supply	£12,609.88	£15,009.09
<b>Total</b>	<b>£192,429.96</b>	£173,998.81

The income from locally commissioned services has increased by nearly £20,000 and this can all be attributed to the Minor Ailments PGD service which became embedded and established in many of our pharmacies. The Substance Misuse services remain active, and with uplifts in funding now secured across both Swindon (in 22/23) and Wiltshire (in 23/24) are expected to continue to be viable services.

However, we have seen a fall in income from all the other locally commissioned services. The Community Pharmacy Emergency Supply service reduction is likely to be directly related to and offset by the introduction of Pharmacy First. The remainder of the reduction reflects those public health services which have not seen an uplift for a significant number of years.

## National Services

**Graph 1**



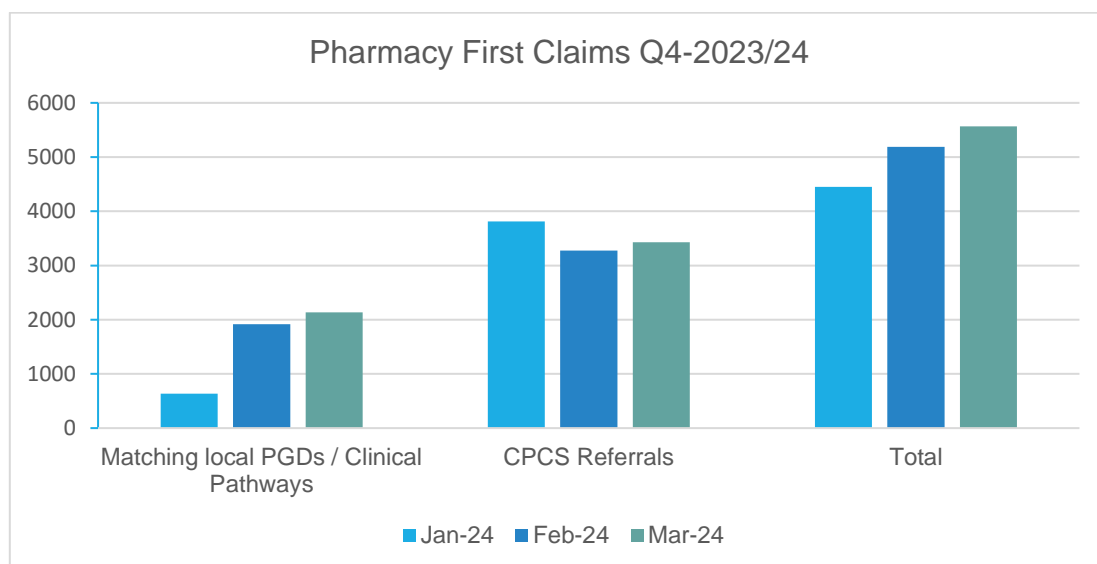


From **Graph 1** you can see that across Swindon and Wiltshire there has been an increase in the number of claims for all services, except the Flu Vaccination Service. Significant increases can be seen in our priority areas of support; Pharmacy First and Hypertension Service. The Contraception Service will be a focus for 24/25; encouraging sign up to the service, ensuring that pharmacists are confident in providing the service and enabling local pathways to be established to support utilisation.

Pharmacy First has dominated the community pharmacy landscape for the latter half of the year, and all community pharmacies across Swindon and Wiltshire are signed up for the service (except one DSP). We were in an excellent starting position locally, with many of our pharmacies already providing the locally commissioned PGDs, allowing for a confident transition into Pharmacy First. From the initial Pharmacy First data BSW benchmark 13<sup>th</sup> nationally based on population and are ranked 3<sup>rd</sup> when you consider consultations in relation to the number of pharmacies (data provided by the BSW ICB). Swindon and Wiltshire pharmacies should be extremely proud of their achievements in contributing to the success off the service nationally and locally.

CPSW have been providing support visits directly to pharmacies during this early implementation stage, responding and adapting to the needs of our contractors. You can see the current local picture for the service summarised in **Graph 2**, showing that claim activity has been increasing each month. The data includes the local PGDs that covered the same clinical conditions as Pharmacy First, and all referrals from 111 and GP practice. CPSW will be monitoring this data throughout 24/25, with a particular emphasis on support to increase the percentage of GP practices that are referring to ensure that all pharmacies across the area have the opportunity to maximise the potential of this service.

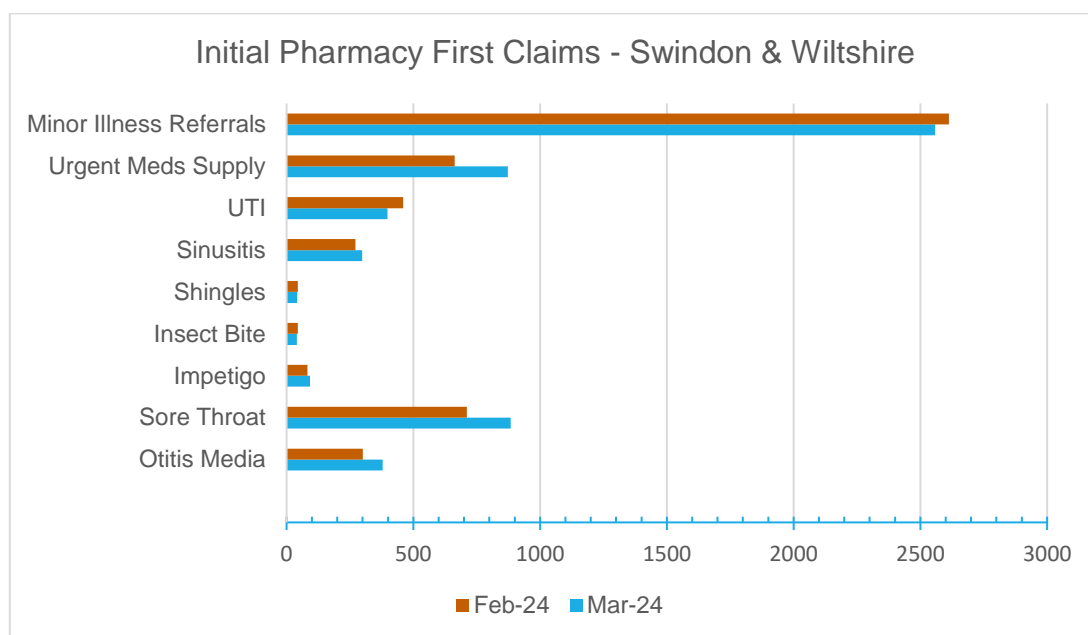
## Graph 2



When the data is broken down further as demonstrated **Graph 3**, you can see that the most common clinical pathways so far are UTI and sore throat, which mimics the national picture and our local PGD data from earlier 23/24. Throughout 24/25 CPSW will be gathering contractor and member feedback to inform our discussions around expansion of our local PGD commissioning linked to Pharmacy First; considering the clinical conditions that will benefit the largest cohorts of patients. If you would like to provide input into this workstream please email your ideas to [sarah.cotton@cpsw.org.uk](mailto:sarah.cotton@cpsw.org.uk).

Across BSW we also consistently have the highest Pharmacy First minor ailments utilisation rate in the South West; meaning that of the calls to 111 that could be referred to pharmacy we have the highest percentage conversion rate. This shows confidence and reliability in the Pharmacy First service provided locally. There is still the potential to significantly increase the conversion rate of referrals into community pharmacy from 111 and we will continue to work with the DoS and Urgent care teams over 24/25 to achieve this.

**Graph 3**



These national services are now a significant source of income for our pharmacies, estimated to have contributed over £2.41 million into community pharmacy across Swindon and Wiltshire in 2023/24 via Advanced Services activity claims alone. This is an increase of over a third in comparison to 22/23, and is in contrast to the dispensing single activity income which has been on a gradual decline over the past three years. With this in mind, and awareness of the broken funding model of the current CPCF for community pharmacy, CPSW continue to support Community Pharmacy England (CPE) in their negotiations that support a viable future for Community Pharmacy both nationally and locally.

## Representation

As CPSW committee we are committed to implementing the contractor voted RSG proposals. One of the actions for LPCs to implement was the change to be known as 'Community Pharmacy <Local>' as the local voice of community pharmacy. As CPSW we were ahead of the game on this, as we changed our name to this format many years ago! Within 23/24 we have adopted the CPE sibling brand identity, and considered and implemented various joint governance improvements recommended across CPE and CPLs. We recognise the importance of a consistent established voice for community pharmacy at this time, whilst still prioritising and maintaining our local perspective, vision and strategic goals on the behalf of our Swindon and Wiltshire contractors.

A review by CPSW at the time of the RSG proposals, also recognised that the current CPL was not coterminous with the ICB (CPSW does not currently represent the BANES pharmacies within BSW), and had less than the recommended minimum 200 contractor size which was suggested for optimal value. CPSW have therefore continued conversations with CPA in 23/24, with the committee recommending a merger which went to vote (and was approved) by contractors in early 24/25.

## Contractor Involvement

As this was a CPL election year the new committee commenced in July 2023, and we welcomed a new Independent Member and two new CCA members at that stage. Due to the significant number of ownership changes across year, the CPSW committee have committed to review the contractor base and committee composition quarterly throughout 24/25 to ensure that they continue to represent the local contractors effectively and equitably.

We have continued throughout 23/24 to welcome contractors and their representatives to our CPSW committee meetings, providing valuable experience and feedback. We would love to encourage others to join us over the coming year as it is a great way to connect and ask questions. Our Support and Implementation Manager, Carolyn, has also been prioritising visits with our new contractors in the area, and to support with Pharmacy First Implementation.

An ongoing CPSW deliverable is to ensure that contractors are up to date, informed and enabled with local information. Our regular newsletter continues to inform and highlight local priorities and news, and we have a CPL Telegram Group where you can get quick updates from us or ask questions. Our website also now includes useful [local information](#) related to national services, including Pharmacy First.

We also contribute local feedback into the national picture via our interaction with CPE. We are in regular contact with Sian Retallick (South West CPE representative) and James Wood (Director of Member and CPL Support), and have utilised the expertise of CPE staff; particularly the Regulation and Support Team and the Communications and Public Affairs Team.

## Support and Implementation Manager Report

The last year in Community Pharmacy has been a year of change, progression and a new way of working. There have been many change of ownerships from large multiples to independents; a few closures and new pharmacies opening for the first time. I have worked to support pharmacies, and in particular, new owners. It has been interesting to see the progression of new pharmacies who are proactive, patient focussed and keen to provide many services; in some cases leading to a substantial amount of patient referrals.

This year has seen a real move to a world where services have become a major part of pharmacy in order to relieve pressures on primary care, and to utilise the clinical skills of our pharmacists. This has been welcomed by many forward-thinking pharmacists. In Swindon and Wiltshire our pharmacies have risen to

the challenge and have welcomed new services such as Pharmacy First. This was implemented very quickly, at the end of January 24, yet our pharmacies have proved they can react to the need and work in a flexible manner. Generally, those who had successfully delivered GP CPCS found the transition to Pharmacy First easier.

My remit this year has been to support the roll out of services and to advocate for pharmacy as much as possible. I have encouraged pharmacies to engage with their local practices, and with other pharmacies, to support working together to provide the best services for patients. Many pharmacies are working closely with neighbouring practices and patients are being directed to pharmacy services such as Hypertension. This is a new way of working for all and with goodwill is proving successful, with GP practices understanding that pharmacy is not competing, but trying to alleviate pressures on practices and ensure the success of services to survive in the current climate.

During the last year I have also worked recruiting and sustaining our CP PCN leads, and have been involved in their training. The development of CP PCN leads has been crucial and they have worked hard to create good relationships locally and to enable new ways of supporting each other. These closer working relationship with GP practices leads to improved patient care.

During the last year I have represented community pharmacy working closely with stakeholders. I have been a member of Strategic and Operational groups and have sat on a number of groups to support service development, gain new services and to negotiate good deals for our pharmacies. I have worked with our local authorities, acute hospitals and ICB partners to support the implementation of new services such as Smoking Cessation, and ongoing services such as Needle Exchange. I have worked to support our pharmacies to deliver these services and to resolve local issues to ensure that services are provided in a timely fashion and to specification.

Alongside the public face of the CPL, I have worked behind the scenes to support community pharmacy, whether through price concession or market entry work. We have seen an unprecedented number of new market entry applications and pharmacy change of ownership applications this year, which we have responded to on behalf of our contractors.

Community Pharmacy is at a point where service implementation is now vital to its survival and working with others in the area is essential. I am supporting pharmacies to build relationships, work with others and to succeed in the delivery of much needed services. I am pleased to be able to help, in a small way, to deliver new and improved services.

## The Future

### Strategic Objectives - Plans for 2024/25

We have updated our CPSW strategy for [2024/25](#) which sets the framework for the year ahead. Key deliverables will be in line with this, and service delivery targets will be set with the BSW ICB.

We recognise the significant difficulties that are facing contractors, particularly financially, as we come into 24/25. We hold the reality of the tension of those struggles, whilst maintaining an ambitious vision for Community Pharmacy locally; to consolidate, demonstrate and expand its valuable role in supporting the health of local communities as part of the Primary Care team.

As CPSW we will continue to highlight the challenges to stakeholders, and work locally to ensure the system looks at how it can collaborate to support community pharmacy to ensure that it is enabled to deliver its full potential.

This will be a year of change for CPSW members and staff as we prepare for the merger with CPA to form a new CPL. The two committees will work together to deliver the practical steps needed during this transitional phase, and the representation and support functions of each CPL will continue as usual in the interim period. We look forward to the opportunities and benefits that will be offered to contractors as part of this new CPL structure. As always, we are keen to stay closely connected with our contractors to ensure we represent you in the best possible way, so please continue to keep in touch with us.

# Member Attendance

2023-24

Member Name	Representing	Joined	Resigned	Apr-23	May-23	Jun-23	Jul-23	Sep-23	Oct-23	Nov-23	Jan-24	Feb-24	Mar-24
Chris Shields	CCA	Jan-2010		Present	Present	Apologies	Apologies	Present	Present	Present	Present	Present	Present
Aga Janowski	CCA	Oct-15		Present	Present	Present	Apologies	Present	Present	Present	Present	Apologies	Present
Robert Townsend	IPA	Pre-2010		Present	Present	Present	Present	Apologies	Apologies	Present	Present	Present	Present
Tim Rendell	IPA	Jan-21		Apologies	Present	Apologies	Present	Present	Present	Present	Present	Present	Apologies
Paddy Gompels	Independent	Sep-21		Present	Present	Present	Present	Present	Present	Apologies	Present	Apologies	Present
Abigail Wright	CCA	Dec-22		Present	Apologies	Present	Present	Present	Present	Present	Present	Present	Apologies
Nicki Sinclair	CCA	Jul-23				Guest	Present	Present	Present	Apologies	Present	Present	Present
Anil Chopra	Independent	Jul-23				Guest	Present	Present	Present	Present	Present	Present	Present
Paula Paniagua Mora	CCA	Jul-23					Present	Present	Present	Present	Present	Present	Present

Kalpesh Gondliya	CCA	Jul-22	May-23	Apologies									
Graham Jones	Independent	Sep-21	Jun-23	Present	Present	Present							

# Treasurer Report

See separate accounts for financial detail