



Faculty of Sport and Exercise Medicine New Consultant Initiative

The faculty of Sport and exercise medicine is seeking to develop of an initiative to support new Sport and Exercise Medicine (SEM) consultants in their first five years of practice. This is often a challenging transitional period; particularly as SEM consultants work in a variety of settings with a wide scope of practice. The initiative aims to focus on:

- (i) connecting new consultants with the faculty
- (ii) providing a peer network through a supportive forum
- (iii) offering specific CPD and resources for new consultants on topics such as leadership, appraisal and career development.

Other successful and similar schemes include the '[First-Five](#)' committee (Royal College of General Practitioners) and [Start-Well](#) (Royal College of Psychiatrists). This will be a consultant-led initiative, chaired by the FSEM new consultant representative. There will be initially three committee leads who will each focus on one of the areas listed below and made up of elected new consultants leads throughout the UK. They will represent the interests of new consultant members and through the chair, will act as the conduit for matters to be raised at Faculty meetings. The committee will meet on a monthly basis. The initiative will also have senior council members who to provide an oversight.

Existing new consultants (within 5 year of CCT/CESR) will be invited to join the initiative. Trainees in the last 6 months of their training will be able to sample the scheme and then once they have gain fellowship, they will be required to confirm their membership/involvement.

After a 12-month trial period of three committee leads; a review will be undertaken to determine whether regional representatives are required. The committee would plan to annually meet with FSEM new consultants. This initiative aims to launch in September 2020.

1. Connecting new consultants with the faculty:

The FSEM has a reputation for promoting high quality standards within SEM and has considerable influence on the direction of the specialty. The power and influence of the faculty however depends on both the number and engagement of its members. It is in the best interests of new consultants to have a strong voice within SEM. This part of the initiative would provide a forum for new consultants to have their voice heard on a national level. New consultants who feel they are able to voice their opinion are more likely to seek future engagement in the faculty. In-turn, the forum would provide an effective way to quickly canvass opinions from new consultants on a particular matter.



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The committee lead would provide a relevant contribution to a 'New Consultant' section in the FSEM newsletter.

Suggestions/role for committee lead:

- Creation of an online forum (Mode TBC)
- Collating responses to specific faculty matters
- Contribution to the FSEM newsletter

2. Facilitating a new consultants' network

New consultants who have recently completed training can feel isolated and lack confidence. Understanding that others have similar challenges and discussing concerns can be reassuring. This also encourages a sense of collegiality and reduces work stress. Establishing a local and wider peer to peer network, cannot only help support new consultants but will facilitate continuing professional development. This can be particularly insightful for new consultants undertaking tasks for the first time such as appraisal or educational supervision. This component of the initiative will also encourage and facilitate mentorship through the recent FSEM position statement.

Suggestions/role for committee lead:

- Maintaining a list for all new consultants including region and area of practice
- Facilitate FSEM mentoring scheme – both mentors and mentee
- Linking with new consultants with a secure online forum
- Building and enhancing regional networks of new consultants
- Linking members to a bimonthly online meeting – 50% clinical case (challenging cases) & 50% management/business matters

3. Specific CPD and Resources for new consultants:

A new consultant will be competent in the main areas of practice but may not feel confident in more complex fields. They may lack exposure in other key areas such as clinical leadership, developing resilience, working in private practice, business and management. This should be taken into account when considering the CPD needs of new consultants, which may differ from those of the membership. The committee lead would seek to facilitate this CPD activities for new consultants. New consultants would be expected to actively contribute.

Suggestions/Role:



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- Seeking to understand the education needs of new consultants
- Contributing and organising bimonthly online meetings – 50% clinical cases & 50% management/business matters (including speakers)
- Develop key resource for new consultants on the FSEM webpage
- Organising specific CPD events +/- stream at the annual conference
- Liaison with faculty education lead