

FSEM UK Report to Council	Date	24 September 2020
Submitting committee/Group:	New Consultant Representative	
	New SEM consultant initiative	
From:	Dr Ralph Smith	
<p>Background/Introduction:</p> <p>At the last Faculty council meeting in June 2020, a proposal for a New consultant initiative was approved and a committee to steer this initiative was setup. This is a faculty initiative to support new SEM consultants in the first five years of their practice. The summary report below describes the updates and developments within this initiative.</p>		
<p>Action Requested</p> <ol style="list-style-type: none"> 1. Approval to proceed with launch of this initiative & design of the website content 2. This initiative to be mentioned in President's AGM report 		
<p>Action Taken:</p>		

Faculty of Sport and Exercise Medicine (UK)
New Consultant Representative Report
September 2020

FOR INFORMATION

A New Consultants Initiative 'Out of the Blocks' - Supporting New SEM Consultants

FOR APPROVAL

1. Approval to proceed with launch of this initiative & design of the website content
2. This initiative to be mentioned in President's AGM report

Summary Report

Following the last council meeting in June, the new consultant initiative committee was created. The committee comprises of four elected fellows (Jim Kerss, Sonia Bains, Alethea Beck and Dane Vishnubala). There have been three meetings online in July, August and September. These meetings have established the key principles of the initiative, allocated roles, agreed a name and discussed potential education events and peer to peer support. The initiative has been named "Out of the Blocks" and was created by SEM consultants to specifically support SEM consultants in the first 5 years of practice. It focuses on three key principles.

- (i) Connecting new consultants with the faculty
 - a. The FSEM(UK) 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 provides a channel for new consultants to have their voice heard on a national level and provides an effective way to quickly canvass opinions from new consultants on a particular matter.
- (ii) Create a supportive peer to peer network
 - a. 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 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 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 encourages and facilitates mentorship through the recent FSEM UK's position statement.
- (iii) Offering specific Education and resources
 - a. 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 part of the initiative takes this into account the CPD needs of new consultants, which may differ from those of the wider membership.

Bimonthly online CPD sessions will be held and it is planned to have a stream at an annual conference.

We have established how the initiative will operate. It was emphasised amongst the committee that this should be a scheme specifically for New SEM Consultants. As a new scheme planned to be launched in October 2020, existing new consultants (within 5 years of CCT/CESR) will be invited to join by the faculty via email. Those in the last 6 months of their specialist training will be invited to sample the scheme. Once they have gained fellowship, they will be required to confirm they would like to continue to be involved. Those who are seeking to be an SEM Consultant via CESR route can request to join the scheme when their application has been submitted and have applied for fellowship.

The committee aims to represent the interests of new consultant members and through the chair, act as the conduit for matters to be raised at the quarterly Faculty Council meetings. The committee meets on a monthly basis.

Specific information about the Peer to Peer Support Network

We have agreed to create a national and local network for new SEM consultants. There will be a national What's app group. New consultants will receive an invitational email from the faculty to join a What's app group. This will act as a national forum amongst new SEM consultants to raise issues, ask questions, network and get rapid peer to peer advice. There are group operating standards to be adhered (to be developed).

The committee have agreed to have local leads for New SEM consultants who can help facilitate advise and discuss local issues. These are yet to be allocated.

This component of the initiative will also promote and facilitate mentorship through the recent FSEM UK position statement.

Specific information Education and resources:

This part of the initiative takes this into account the education needs of new consultants, which differ from the wider membership covering a range of topics from career options, appraisals, Business, management and more. Bimonthly CPD sessions will be held online and it is planned to have a specific new consultant stream at an annual conference. The first session is planned for November via MS teams.

In July, I had a follow up discussion with Kay Brennan (BASEM Education Chair), BASEM are supportive of this initiative particularly regarding the education side with promoting/supporting the regular online CPD and potential linking with their annual conference.

Website:

We have drafted the content of the website; this will be added to the existing FSEM UK site with open access. We are working with Ian Williamson to finalise this.

Ian will initially help us to design a logo and branding, if this is too challenging, we may need to outsource to a third party.

Launch:

The initiative will be marketed on FSEM(UK) twitter, the FSEM(UK) newsletter and email once the website has been finalised. We aim to launch on 15th October.