



Faculty of Sport and Exercise Medicine UK

Excellence in Musculoskeletal Medicine, Exercise Medicine and Team Care

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Paper 1

Unconfirmed minutes of the Faculty of Sport and Exercise Medicine UK Annual General Meeting held on 9 November 2022 at 7.30pm conducted virtually by Zoom video Conferencing

President's Welcome

Dr John Etherington, Immediate Past President said it was an honour to welcome everyone to the Annual General Meeting (AGM) and thanked everyone for attending. In his last role of President, it was his duty to open the AGM and will then defer to the Honorary Secretary, Dr Krishnasamy who will oversee proceedings.

The President asked those present if there were any queries, matters of facts or discretions to the unconfirmed Minutes of the AGM held on 7 October 2021 that anyone wishes to raise. If there are no comments then we will proceed to confirm the AGM Minutes for 2021.

Dr Krishnasamy advised everyone that in accordance with our current Standing Orders only Fellows and Members or those Honorary Fellows who were Fellows previously are permitted to speak and vote. Mr Williamson sent out a ballot for those eligible to vote. Votes being collated showed that 100% approved the Minutes.

President's Address

Good evening and welcome to the Faculty of Sport and Exercise medicine AGM 2022. Thank you for joining us tonight.

In January, the executive and office team got together to agree and set out our strategy for 2022-2025. We were joined by John Houghton, to represent sport and we were also joined by Eleanor Tillet to represent BASEM and ensure collaboration where possible. The priorities within this strategy were informed by our Christmas members and fellows survey and was subsequently ratified by council. Today, I would like to report on progress against this strategy and reflect on some of the opportunities and challenges we are experiencing.

Our strategy is driven by our enduring vision, to improve the health of the nation through physical activity. It is informed at all points by our values, to unite our speciality, to grow our specialty (and therefore increase our influence nationally) and to support our members and fellows in every way we can.

We agreed three overarching objectives; To develop and demonstrate the value of exercise and MSK medicine within the NHS, to support practitioners working in elite sport and to develop FSEM as a collaborative, multi-disciplinary organisation, capable of uniting the specialty and delivering our goals.

Taking each in turn:

We have been continuing work to demonstrate our value within the NHS. The position of SEM consultants within the NHS remains precarious. Our training numbers have been threatened at a

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local level and, despite new consultant posts being created and advertised, recruitment of new consultants to these posts remains disappointing at times. The pressures that the NHS faces currently are unprecedented and so now is a time of very real risk as well as opportunity. Despite these continual and very real challenges, our team continue to lobby for SEM at every opportunity. Through the Academy of Medical Royal Colleges and through HEE for example. Our forthcoming workforce planning document will articulate once again the added value that SEM brings to the NHS. This important piece of work, which will be completed this year, will give us a platform to deliver our messages. This document will clearly articulate what a Multi-disciplinary MSK team looks like and will demonstrate the value of SEM consultants as clinicians, educators and leaders of quality improvement within an integrated care system. My thanks go to Sam Botchey and the whole team developing this.

I am heartened to see new consultant posts being created across the country. We must encourage our SPR's to apply for them. High quality SEM consultants in the NHS and the military have and do demonstrate added value but, comparatively, we are still a very small number. I cannot overemphasise how important it is for us to create consultant posts, to fill consultant posts and to perform in these posts. Without specialist training, with a credible carry over, our specialty will cease to exist both in the NHS and in the private sector.

Our strategy recognises that our role within MSK medicine must go further than just our specialty. We are a faculty of Sport and Exercise Medicine, not a faculty of Sport and Exercise physicians. Setting standards **across the MDT** is one of our responsibilities.

Our new MSK diploma has been extremely impactful. We now have had 400 successful candidates with 111 new diplomate members. Our plan for GP with extended role accreditation in MSK medicine will be piloted next year with the aim of developing a thriving GP membership. This new multidisciplinary membership is critical for the unity, inclusiveness, diversity and, ultimately, effectiveness of our faculty and specialty. My thanks go to Chris Tomlinson for his tireless work on this agenda. To Giles Hazan for his work with our new diplomat members and for driving the GPwER agenda and to Anna-Louise McKinnon and so many others who continue to drive this work. The vibrant new content developed for the diplomate section of the website is a first attempt to add value for the diplomat members as well as the diplomate committee. Thanks again to Giles and Ian for developing this and for the fantastic podcasts already produced.

Moving Medicine continues to dominate the exercise medicine landscape both nationally and internationally. Thanks to the incredible work of Catherine Lester, Lacey Anning and their team of SPR's and consultants, we have now completed and delivered the latest OHID contract. This enormous piece of work included developing 4 new long term condition modules and updating 9 previous modules. Once again, thanks to Cath Lester's leadership and supervision, our SPR and young consultant team stepped up and produced yet another tranche of high-quality content for the MM website. Over 700 people have now completed the Active Conversations courses, the Active hospital Toolkit continues to develop with additional pathways added and our place-based approach is gathering momentum, notably with the launch of the Birmingham microsite to coincide with the commonwealth games. Thanks to Faisal Shaik and Harriet Collins, we are beginning work to understand the challenge of culturally competent translation of our patient facing resources, an enormous but important task.

Completing the OHID contract frees us up to re-think our strategy, as Moving medicine becomes a self-sustaining entity. Chris Speers and his team are working hard on the new exercise medicine diploma, which we are anticipating will be ready for its first diet in September 2023. My thanks go to all of them, to Hamish Reid, Lacey and the whole Moving Medicine team for their inspiring and tireless work. The importance of exercise medicine in a SEM consultants' role within the NHS

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cannot be underestimated. The MM team will meet next week with relevant stakeholders to decide and agree on a strategy for 23-24

Supporting practitioners working within isolated environments and particularly within elite sport is a major priority for our members and fellows. Our role as a faculty within this environment, however, is not clearly understood either by our members, by government or by sport's governing bodies. This year has seen a wide consultation process to enable us to fully understand the landscape as it stands. We have carried out 2 surveys, the first of our members and fellows and the second including BASEM. In addition, we commissioned an external review to look at our processes in place to support doctors working in isolation. This included over 30 hours of detailed interviews and a full review of our processes including appraisal and revalidation and a comparison with other similar membership organisations. This review and the results of our surveys have highlighted a number of areas which could and should be strengthened. Following review by council, we will be implementing its recommendations through our strategy for next year. This strategy will focus on the role of FSEM in raising standards in elite sport practice through medical governance including renewed focus on education and training, strengthening our appraisal and revalidation requirements and developing a diploma in ethics and governance in team sport. My thanks go to Jon Houghton for his tireless work in this area, to all the leaders in elite sport who contributed to our review and to Jim Kerss who has volunteered to lead a team to develop our new diploma. I would also like to thank Ajai Seth for his work on developing training in social media in collaboration with the GMC and BASEM.

Our third strategic objective is to develop FSEM as a collaborative, multi-disciplinary organisation capable of uniting the specialty and delivering our goals. A major part of this objective centres around exploring the benefits and risks of forming a new organisation with BASEM. Before we, as a faculty can deliver on this, we need to be financially independent of RCSEd. Our priority at this stage is to maintain strong professional relationships with our two parent colleges, who have supported us so much over the last 16 years and from whom we still have much to learn. This ongoing relationship, even if we unite with BASEM and form a college of SEM, will be critical. Kirsty, Patrick and our team have been working hard to set FSEM up as an independent charity. This will require radical change. For example, change in our in the office as we manage our own staff, HR and finances. We will need to modernise our systems to cope with our new membership and to give us the critical data we require about our members. Next year will see a new website with an upgraded data management system which will be essential to support us in the future. We have rewritten and agreed our organisational structure and standing orders as an independent charity. As you might imagine, the planning and execution of this change is a substantial task and our thanks must go to Kirsty, Patrick, Ian and all the office staff and executive team for their skill and persistence in navigating this change. I would also like to thank RCSEd and RCP for their help, support and advice.

As you will all be aware, we are coming to the end of an exhaustive consultation with BASEM about the risks and benefits of merging or not. I am not going to go into any detail about this today but a final report from all of our 7 working groups will be forthcoming with a recommendation from the leadership of both organisations. We will have a members debate in the Spring followed immediately by a final vote. If the members of both organisations do vote to embark on a new journey together, we will begin the process of change necessary to achieve that. My thanks to all of those from both FSEM and BASEM who have given up their time to explore this.

Developing Leadership in our organisation is crucial. Like most colleges and faculties, we rely of the leadership skills of our members and fellows and therefore it is essential we play a strong role in developing those skills. Julia Newton, in collaboration with BASEM has developed a new emerging leader's course, the first diet of which will be fully funded by FSEM and BASEM. This course and its accompanying mentorship programme will begin in 2023. My thanks to Julia, Eleanor and their team

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for all the incredible work they have done putting this together and I very much look forward to meeting and getting to know our first cohort of emerging leaders in SEM. I'm pleased to say, we have already had a lot of interest.

I would also like to draw attention to the new equality, diversity and inclusion committee, chaired by Pria Krishnasamy who has now completed the necessary processes to begin this initiative and has held the first meeting. There has been a lot of enthusiasm and support for this committee which underlines how dedicated our members and fellows are to this agenda. I'm pleased to say that this committee will also work alongside BASEM.

So far, I have focussed on strategic work we are carrying out in order to develop our faculty for our members and fellows present and future. Of course, this is in addition to the maintenance of the core functions of FSEM. I wanted to give a brief update on various aspects of this.

Alastair Nicol and his team continue to lead our examinations committee and manage the process of examinations, question writing, standardisation and delivery. We are currently undergoing a review of this due to our need to conduct our examinations remotely, both the membership part 1 and the diploma exams. As RCSEd are currently unsure about whether they are able to continue to deliver remote examinations, we are exploring our options both independently and in partnership with other providers. We are also considering replacing the membership examination with an exit examination, which would echo most other medical specialties. Our thanks go to Alastair and his team for their ongoing dedication to this committee.

David Pugh and his team continue to deliver our appraisal and revalidation functions. The external Canham Hall report did suggest several changes to both the content and process of FSEM appraisal. In the light of this, we will be reviewing and strengthening our processes regarding appraisal and revalidation in 2023 with the aim of better supporting doctors working in isolated environments. Again, we thank Dave and his team of appraisers for their work and their support as we develop these changes.

Our thanks also go to Julia Newton, Eleanor Tillet, Kim Gregory and their team of TPD's who continue their work on the Specialty advisory committee. They have implemented the new curriculum which now focusses on the priorities for our specialty within the NHS and armed forces, which is as it should and must be going forward.

Courtney Kipps and his team manage our educational functions alongside BASEM. We continue to work as much as possible with BASEM on educational matters and I know many of you enjoyed the joint sessions Courtney arranged at the last BASEM conference.

Alethea McHardy and her team lead the new consultants out of the blocks committee. This committee fulfils an important peer support and informal mentoring role for new consultants at a very vulnerable stage in their careers. One of the risks identified by the Canham Hall report was the risk posed to new consultants exposed to the very potent and immediate pressures of elite and team sport at such an early stage in their careers. Our responsibility as a faculty to support them is clear. The out of the blocks committee is a non-judgemental, transparent and open forum where it may be possible to help individuals navigate their roles. I would encourage leaders in SEM to highlight this opportunity to younger colleagues.

The continued work of all these people behind the scenes does not go unnoticed and enables others to focus on the development work I have been outlining. My heartfelt thanks goes to all of them.

I would like to mention finance briefly. Patrick will give you a fuller picture later but for the first time in a few years, there will be a small deficit this financial year and a much larger deficit next year. We

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are all aware of this but think it is important to spend a percentage of our reserves at this stage to make the changes we need to develop our Faculty for the future. I hope you will agree this decision and will also agree with the small increases to membership subscriptions that are necessary given the stage in our development and the economic environment.

In my first year as President, I have been struck by the number of people who give up their time to support our Faculty. There are some people I would like to acknowledge particularly today. Our executive, Chris, Julia, Patrick, Pria and John, who all meet every week alongside representatives from all of the work I have described, deserve our thanks and admiration. Their unwavering support, leadership and wisdom has been truly remarkable. Chris Tomlinson has agreed to stay on a VP for an additional year at my request. At such a critical stage in our development it is a great advantage to have consistent leadership and I am grateful to Chris for agreeing to this. I would like to thank John Etherington in particular for his support. John has been involved with the Faculty since its inception and has dedicated 17 years of his life to his work on council as VP and president. He has continued to support me as immediate past president over the last year. I am hugely grateful personally for his wisdom and humour and I know we are all grateful to him for all he has done. Alongside us is, of course, the fabric of our organisation, our endlessly loyal office team. Kirsty, you have been exemplary. I can't believe you have only been with us a year. We could not have made so much progress in such a short time without you. Ian, Lacey, Siobhán and Shona, you sit alongside us on all of our committees and workstreams, you organise our council, you organise our ceremonies, you manage and organise our communications and you hold together everything we do. You all go above and beyond the call of duty more times than I can count. Your advice and experience has guided me so many times in my first year as president. To you all, I want to say, once again, thank you.

FSEM (UK) Accounts

Professor Wheeler referred to his paper and stated that due to the various projects as outlined by Dr Jones being undertaken there will be one-off expenses associated with it. Whilst we have reserves there will be a slight deficit and as we proceed to become a Charity in our own entity, we do not seek make a profit but to reinvest in the growth of the Faculty.

Professor Wheeler said that he appreciated there is a cost-of-living crisis and recommended a 3% increase for 2023 which is below what other Royal College and Faculties are charging. In addition, Professor Wheeler proposed small increases for our appraisal and revalidation service along with exams, both have not been increased for 10 years.

Professor Wheeler then asked Mr Williamson to open up the voting:

Q1 Are you happy to accept the accounts and projections as presented to you?

Result: 100% approved

Q2 Are you happy with the proposal regarding subscriptions and the other fees for 2023?

			<u>From 1st January 2023</u>
Subscription fees			3%
Exams	Part 1	From £610	£675
	Part 2	From £840	£925
	DipMSK	From £250	£275
Appraisal &	Appraisal	From £650	£700
Revalidation service	Revalidation	From £350	£400
Result:			95% approved
			5% abstain

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Professor Wheeler confirmed that the motion was carried.

Dr Krishnasamy then asked Dr Jones to call for any other business.

Any Other Business

Dr Jones asked if there were any other business that hasn't been declared?

- Professor Webborn wanted to give his vote of thanks to everyone at the Faculty for the work they have done and knows how difficult and hard it can be. It is important to document our thanks for the work you do especially as this is a critical time for the development of our specialty, potential coming together with BASEM, the creation of the specialty and consultants' posts as this is all hugely important work. I really wanted to give thanks for the work you put in
- Professor Galasko said that he wanted to second those remarks for all the hard work that everyone has put over the last year.

Dr Jones thanked both Professor Webborn and Professor Galasko and if there is no further business conclude the meeting and thanked everyone for their input.

Meeting ended at: 19:59hours

Members and Fellows in attendance at the AGM on 9 November 2022

BOTCHEY, Sam	GILBERT, Yvonne	NEWTON, Julia, Vice-President
BOYD, Kevin	HERON, Neil	SEAH, Rick
CHEW, Stephen	JARVIS, Chris	SPEER, Claire
CREANEY, Leon	JOHNSON, Andrea	TOMLINSON, Chris, Vice-President
DEARING, Jon	JONES, Natasha – President	VERMA, Amit
DUNBAR, Jane	KASIKCIOGLU, Erdem	WEBBORN, Nick
ETHERINGTON, John – Past President	KRISHNASAMY, Pria – Hon. Secretary	WHEELER, Patrick, Hon. Treasurer
GALASKO, Charles	MANI-BABU, Sivanadian	

Apologies received for the AGM on 9 November 2022

Dr John MacLean

Dr Mike Rossiter

Professor W. Angus Wallace

In attendance

Kirsty Baird

Mrs Lacey Anning

Mr Ian Williamson

Mrs Siobhán Watts

Head of Faculty

Project Co-Ordinator

PR & Communications

Senior Administrator

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