



Faculty of Sport
and Exercise
Medicine UK

Moving
Medicine



Strategy Update 2024

GROW

UNITE

SUPPORT

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INTRODUCTION

It is now two years into our three-year strategy, and therefore the opportune moment to reflect on the progress made so far, while looking ahead to the coming year.

In 2022, we outlined a series of key goals based on three key principles:

- uniting the specialty of Sport and Exercise Medicine
- growing the Faculty as an organisation
- increasing the support for our members

Last month the office bearers and other trustees met for a day during which we reviewed our progress since last year, reflected on challenges and re-focussed on our priorities for the coming year. We have shared the key points with you in this document.



We are very proud of the progress that has been made and have much to thank our office bearers, staff team, committees and council for. As we approach the formation of a new college with BASEM, we continue to develop. We develop our examinations, our membership structure and our committee structures in order to reflect the key requirements of our new college. Alongside this we continue to advocate for you, our specialty and our three subspecialty pillars at every level we can. You will find the detail of what we are currently doing below.

We have an exciting and historic year approaching. There is tangible energy at the Faculty and at BASEM to make our college a reality in the coming months. If you are inspired by what you read below and you would like to get involved, you know where to come... We are actively seeking help from all of our Diplomates, Members and Fellows.

If that does sound of interest you, please reach out to the Faculty team through membership@fsem.ac.uk.

Dr Natasha Jones,

President, Faculty of Sport and Exercise Medicine UK

PRIMARY OBJECTIVES

1. Develop and Demonstrate the value of Exercise and Musculoskeletal (MSK) Medicine in the National Health Service (NHS) across its lifespan.
2. Continue our journey towards a College of Musculoskeletal, Sport and Exercise Medicine.
3. Support practitioners working in Elite and Recreational Sport to maximise athletic performance through high quality, safe, professional practice.

1|DEVELOP AND DEMONSTRATE THE VALUE OF EXERCISE AND MUSCULOSKELETAL (MSK) MEDICINE IN THE NATIONAL HEALTH SERVICE (NHS) ACROSS ITS LIFESPAN.

WHAT WE WILL DO

As the Professional membership organisation for Sport and Exercise Medicine within the UK, a key objective is to increase our influence within the NHS across the four nations. This involves working with national partners to develop collaborative models for both musculoskeletal care and physical activity for integrated care systems.

HOW WE WILL DO IT

- Support integrated MSK teams through standard setting, education, leadership development and mentorship.
- Advocate for Sport and Exercise Medicine (SEM) within MSK workforce.
- Work with national partners to integrate physical activity into everyday healthcare.
- Support integrated PA team through standard setting and educational resources.

WHAT WE HAVE ACHIEVED

- In 2023, the NHS published the [Long Term Workforce Plan](#), and the Government a [Major conditions strategy](#), which prioritised improving the diagnosis, prevention and treatment of musculoskeletal disorders as one of six major conditions. We have worked closely with NHS England through the Academy of Medical Royal College to influence this and advocate for the role of SEM within both key strategic documents. It is gratifying to see our place reflected in two key NHS England publications around planning MSK care.
- Our national leadership role within the physical activity agenda is exemplified by the continuing rise of Moving Medicine, new contracts with Sport England and the World Health Organisation and other partnerships forming with Nuffield health, intelligent health, Sheffield Hallum University, Edinburgh University and other key stakeholders.
- Our MSK diploma continues to grow and attract ever increasing candidates and diplomate members. We are hugely excited to welcome this diverse group into our Faculty and our impending College. Our two new diploma exams are complete and we are delighted that both have already attracted so much interest.

NEXT STEPS

- Through workforce planning project, continue to advocate for:

- An increase in SEM consultant numbers.
- An increase in SEM specialist training posts across all four nations.
- SEM Involvement in commissioning of MSK services nationally to build sustainability and diversity into the workforce .
- Pilot GPs with Extended Roles (GPwER) accreditation in MSK medicine in collaboration with the Royal College of General Practitioners.
- Develop our existing podcasts and webinar series for MSK Diplomate Membership.
- Publish report on FSEM/BASEM leadership course and plan next course.
- Embed a clear focus on Children and Young People into all 3 pillars of FSEM work.

We continue to work on the physical activity agenda through the Moving Medicine initiative under our four key principles.

Collaboration:

- Work with key partners nationally and internationally and at place to join up and develop high quality initiatives aimed at making physical activity more accessible for people living with long term conditions.

Education:

- Develop educational resources for the WHO and the physical activity clinical champions programme and integrate with other high-quality resources including active conversations, consultation guides and active hospital toolkit.
- Learn from the Diploma in Exercise Medicine first diet, analysing the data of candidates to enhance the educational offerings. It is key to then welcome and encourage new diplomates members to join the Faculty following their examination.

Development:

- Continue to develop new projects, including:
 - Patient facing resources for PA and risk & Moving Medicine patient facing site
 - Improving patient journey between health and PA sector by addressing pre-participation screening tools.
 - New Moving Medicine Website with key developments including a multi-morbidity functionality and community of practice forums.

Dissemination:

- Focus on dissemination and marketing internationally, nationally, at system and at place.

2|CONTINUE OUR JOURNEY TOWARDS A COLLEGE OF MUSCULOSKELETAL, SPORT AND EXERCISE MEDICINE.

WHAT WE WILL DO

In 2023, the members of FSEM and BASEM both voted in favour of reforming as a new College of Musculoskeletal, Sport and Exercise Medicine. This signifies an historic moment for both organisations, and work has been ongoing to complete the reformation process diligently.

HOW WE WILL DO IT

- Complete the due diligence process with BASEM.
 - Establish a shadow board for new College.
 - Establish standing orders and governance structure for new charity.
 - Membership vote on name and branding of new college.
 - Establish multi-disciplinary committees within FSEM, spanning the 3 pillars of SEM.
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WHAT WE HAVE ACHIEVED

- Successfully achieved independence as a charitable organisation.
 - Voted in favour of the College reformation.
 - Launched a new Diploma in Exercise Medicine.
 - Begun the committee restructure process needed for our new college.
 - Overhauled and modernised operational and HR processes within the organisation.
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NEXT STEPS

- **College Reformation:**
 - Complete the due diligence process with BASEM.
 - Establish a shadow board for new College.
 - Establish standing orders and governance structure for new charity.
 - Membership vote on name and branding of new college.
 - **Examinations:**
 - Transitioning the examination structure towards the college model.
 - Continue to produce Diploma in MSK Medicine and Exercise Medicine.
 - Launch Team Care Diploma.
 - Market all examinations overseas.
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- **Membership:**
 - Transitioning the new membership structure towards the college model.
 - Learn from First emerging leaders in SEM programme with accompanying mentorship programme and plan future.
 - Update membership about actions taken as a result of the Canham Hall Report.
- **Other steps:**
 - Establish FSEM lead for Children and Young People (CYP) reporting directly to council and working with RCPCH representative on council.
 - Review and launch three multi-disciplinary committees with council Chairs in Exercise Medicine, MSK Medicine and Team Care.

3|SUPPORT PRACTITIONERS WORKING IN ELITE AND RECREATIONAL SPORT TO MAXIMISE ATHLETIC PERFORMANCE THROUGH HIGH QUALITY, SAFE, PROFESSIONAL PRACTICE.

WHAT WE WILL DO

It is paramount that practitioners working in Elite and Recreational Sport are supported within their occupation, ensuring that they can work to the highest professional standards in Sport and Exercise Medicine. The Faculty aim to support these practitioners through the following methods.

HOW WE WILL DO IT

- Improving Training and Education for practitioners working within Children and Young People and adult sport.
- Focus on Professional Standards.
- Developing policy and partnerships with government and national stakeholders.

WHAT WE HAVE ACHIEVED IN 2023

- Formed an Elite Sport Committee, which will spearhead the Elite Sport strand of our organisational strategy.
- Formed a Professional Code rewrite working group, and began the process of updating the Professional Code.
- Formed an Equality, Diversity and Inclusion (EDI) Committee to raise the standards of EDI practice within the Faculty's membership and the specialty of Sport and Exercise Medicine.
- Reviewed the Appraisal and Revalidation process and instigated multiple improvements and developments.

NEXT STEPS

- **Professional Code:**
 - Publish the new Professional Code, updated in line with General Medical Council's (GMC) Good Medical Practice.
- **Appraisal and Revalidation:**
 - Enhance and improve processes and content of Appraisal including CPD, mandatory components, consistency and quality.
 - Advocate for FSEM to deliver appraisal to reflect whole scope of practice for practitioners working in Sport as part of a portfolio career.

- Review of suitable person function including: term, accountability, support, SLA.
- **Develop and publish guidelines for:**
 - Record keeping
 - Social media use
 - Managing the media- comms committee/elite sport committee.
 - Working and communicating within high performing teams
 - Guidelines for employment of doctors working in team sport.
 - Use these guidelines to consult with the indemnity industry to simplify policy and practice for doctors working in sport.
- **Develop formal process for:**
 - Incident reporting and whistleblowing: led by multi-disciplinary group of clinicians to manage and respond to whistleblowing and incidents.
- **Other steps:**
 - Define mentorship and publish mentorship recommendations learning from Emerging Leaders Programme.
 - Run pilot Fellowship in Elite Sport in partnership with RFU and publish learning.
 - Advocate through government, UK Sport and national governing bodies.