



RCEM
Royal College
of Emergency
Medicine

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RCEM Sustainable Working Practices Committee Member – Welsh Representative x1 Honorary post

The College is looking for a member to join the Sustainable Working Practices Committee as a representative from Wales.

Role profile: Sustainable Working Practices Committee member (Wales rep)

Accountable to: Sustainable Working Practices Committee Chair

Key working relationships: The Sustainable Working Practice Committee is part of the Service Delivery Committee, led by a Council member of RCEM, which also undertakes work relating to service design and configuration, paediatric emergency medicine, informatics, pre-hospital emergency medicine, remote and rural emergency medicine, and ambulatory care. The role will also work closely with staff in the RCEM Quality Team.

Role purpose:

RCEM is looking for a Sustainable Working Practices Committee (SWPC) member, representing the Welsh region. You will be involved in committee meetings, creating guidance documents, writing supplements, attend events pertaining to the wellbeing of clinicians, and working with other SWPC members.

Committee remit:

1. To devise a strategy and work programme for approval by the Workforce Committee focussed on improving sustainability of the working life of emergency physicians.
2. To devise a strategy for improving the working conditions in the workforce in emergency medicine.
3. To devise a strategy for assisting emergency physicians with remediation, advise on revalidation issues and oversee the work of the AACs.

What can you expect from us?

- The chance to influence EM policy and produce cutting edge new guidance.
- Meet and work with new consultants/EM staff with similar values.
- Opportunities to get involved in EM study days, presentations and represent RCEM at stakeholder events.
- To work closely with the RCEM Quality to raise the overall quality of care in EM.
- Support and guidance in the role from the RCEM Quality Team and the SWPC Chair.
- This is an honorary post and while no financial honorarium is offered for the postholder, the College will reimburse all post related expenses (e.g., travel to meetings, lunch).

Excellence in Emergency Care

Incorporated by Royal Charter, 2008
Registered Charity Number: 1122689

VAT Reg. No: 173205823
Scottish Charity Number: SC044373

What can we expect from you?

- Attend four SWPC meetings (currently virtual, in-person for two likely in the future).
- Attend regional board meetings and deliver regional updates to the committee.
- At times you may be invited to attend other meetings to represent the College.
- Be involved in helping to design and report on SWPC guidance documents and events.

Person Specification

Practical experience and skills: The role would suit a current consultant in EM who has a demonstrable interest in sustainable working practices, working in Wales.

How to apply: To apply for the position please send a single A4 page personal statement to Rosely.Solomon@rcem.ac.uk by **5pm, 30th of January 2023**. Please ensure your personal statement covers your relevant experience and how you meet the person specification below. Please note that the interviews are likely to be carried out via ZOOM or telephone call.

Essential	Desirable
Practical experience and skills	
<ul style="list-style-type: none">• Fellow of the College• Current substantive consultant in emergency medicine• Demonstrable interest in sustainable working practices• Excellent verbal and written communication skills• Knowledge of revalidation• Evidence of continuing personal development• Working as an EM clinician in Wales• Able to feed back from Welsh regional boards and other groups	<ul style="list-style-type: none">• Experience of serving on AAC panels• Record of successful implementation of initiatives to improve sustainable working• Excellent knowledge of developments in the emergency medicine field• Computer literate: MS Excel, Word
Personal Qualities	
<ul style="list-style-type: none">• Attention to detail• Ability to prioritise and work to tight deadlines• Self-motivated and innovative• Good interpersonal skills• Professional manner and appearance• Ability to work independently• Ability to motivate others to perform to deadlines by using influencing skills• A commitment to upholding the organisation's values	<ul style="list-style-type: none">• Ability to motivate others to perform to deadlines by using influencing skills.

Frequently Asked Questions

Are committee roles only for those who have been closely involved with the College before?

No, certainly not. Our committee roles are open to all Fellows, not just those who have worked in Emergency Medicine for years! This includes trainees. We are always keen to help those who have not previously had a role with us to get involved.

So, should I apply even if I have not been involved in the College before?

Absolutely! We are very keen to encourage those who have not been involved in the College to apply; if you have the skills and the passion, please do apply.

We can provide induction into College processes to support those who are not familiar with committees in the medical Royal College sector.

I have the passion and the skills but not enough experience, should I still apply?

Yes! You might think that you do not have the experience, but if you are working in the field of Emergency Medicine, you probably do!

Aside from clinical skills, Emergency Medicine requires a depth of interpersonal skills: management, communication, influencing skills for example. Emphasise the skills you have, and think about soft skills such as communication, leadership, and team working.

How should I go about writing my application?

To apply we ask you to write a one-page personal statement. This statement is an opportunity for you to explain why you are suitable for and interested in the role and detail your objectives for your time as a committee member.

Before you write your application, you should study the role profile in detail. Pay particular attention to the member specification aspect of the profile and ensure your application addresses the points outlined.

I am really interested in becoming a committee member, but I am not sure about the time commitment.

College staff are currently working remotely, and we will utilise video conferencing and other media to reduce the need for travel. We expect that duties will be primarily conducted from your normal place of work or from the comfort of your own home. Committee meetings take place 4 times per year on average.

Will my expenses be covered if there's in-person meetings?

It is highly unlikely that there will be regular face-to-face committee meetings in 2021, however if RCEM decides to meet once it is safe to do so then travel expenses will be covered as per our Expenses Policy. RCEM staff member responsible for Regional Chair recruitment can provide more information.

Who can apply to the committee member positions?

For the committee member roles, we welcome applications from College Fellows working in the region advertised. We encourage all fellows to apply, regardless of how experienced you are or how long you have been a fellow for.

Can I ask my Trust to support me with time off?

Given the pressures the system is experiencing, we do understand that our Members and Fellows are needed for frontline services. However, there is often support provided to allow some recognition for College work, particularly as it can be developmental. In the past, the Chief Medical Officers have written to Trusts about this (see attached [letter](#)) and if you need help in how to approach your Trust for help please let us know.

Will I have any support from the College?

Absolutely! The College is always here to support you in the role and with all responsibilities and duties you may have. We can send out email communications on your behalf to all members in the region and those in the College more generally. We take responsibility for organising any meetings as well

as setting up and providing guidance with regional press coverage. We want to ensure that you can carry out the role to the best of your abilities and are therefore happy to provide as much support as you need to fulfil the role effectively.

Do you have any questions that have not been covered? Get in touch with us! We would be very happy to talk to you. Email Alison Ives, Quality Officer, alison.ives@rcem.ac.uk