




Royal College of  
Emergency Medicine



# Delivering Excellence in Emergency Care

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The Royal College of Emergency Medicine's  
Corporate Plan 2024-2026

# Foreword

It is with great pride and enthusiasm that we introduce to you the Corporate Plan of the Royal College of Emergency Medicine (RCEM). At the heart of this plan lies our unwavering commitment to our members and our vision of achieving excellence in emergency care. As the leading body for Emergency Medicine in the UK, with a growing global influence, our mission is clear - to ensure high-quality patient-centred care for all.



Our role as a membership professional body is not just a title; it's a promise. We exist to serve and support you, the dedicated professionals who make a real difference in the field of Emergency Medicine. We allow the specialty to have a voice on the training, curriculum, clinical standards and lobby governments for improvements to emergency care. We are an independent voice for Emergency Medicine with a worldwide membership of more than 12,000. We understand the unique challenges and opportunities you face in your careers.

***Our Vision is simple: Excellence in Emergency Care. Despite the challenges facing the provision of emergency care, we strive for, and envision, a world where every patient receives the highest quality of care in their moment of need, and our members are empowered to deliver that care with unwavering dedication.***

Our Corporate Plan outlines five strategic aims, each designed to translate our vision into tangible actions that benefits the specialty of Emergency Medicine.

## **Support our Membership and Emergency Medicine Clinicians to achieve sustainable satisfying careers**

This reflects our dedication to nurturing diversity, inclusivity, and professional growth within our community including working to establish fairer training cultures for all.

## **Delivering Education and Professional Development**

We are committed to providing the best education, training, and learning opportunities to elevate the value of membership and promote career growth.

## **Setting and monitoring Quality and Clinical Standards in Emergency Medicine**

We are determining benchmarks and guidelines to ensure the highest standards of care and clinical practices in Emergency Medicine.

## **Delivering Research, Advocacy, and Influence**

We will be the strong voice advocating for Emergency Medicine, supporting research, and addressing health inequalities and discrimination.

## **Continuing to develop and transform our College**

We are building an organisation that is sustainable, diverse, digitally-driven, and forward-thinking.

What follows provides detailed insights into these strategic aims, complete with our commitment and approach to achieving them. We are not just planning for the future; we are actively shaping it.

We invite you, our valued members, to join us in this collective effort. Together, we will continue to raise the standards of Emergency Medicine, influence policy, and ultimately improve healthcare outcomes for all.

Thank you for your unwavering support and dedication. Together, we will achieve excellence in emergency care.

**Adrian Boyle, President**  
**Gordon Miles, CEO**

# About Us



The College works to ensure high quality care for patients by setting and monitoring standards of care in emergency departments, as well as providing expert guidance and advice on policy to relevant bodies on matters relating to Emergency Medicine.



## Our Vision

Our vision is to see excellence in emergency care.

## Our Mission

As the leading body for Emergency Medicine in the UK and an influential body globally, we believe emergency healthcare should be high-quality patient-centred care for all. With a worldwide membership of more than 12,000, we will achieve our vision by equipping our members to deliver care that is truly safe, effective, timely, efficient, equitable and people centred by delivering through our strategic aims.



*We have five strategic aims through which we will achieve our mission.*

# 1

## Supporting our Membership and Emergency Medicine Clinicians to achieve sustainable satisfying careers

By wholeheartedly embracing diversity and fostering an inclusive profession that acknowledges and appreciates each individual's unique contribution, we commit to serving, supporting, inspiring, and effectively representing the professional interests of an expanding specialty, both domestically and globally.



## We commit to

- Tailoring our offerings to Emergency Medicine Clinicians at every career stage, providing a personalised and compelling array of services.
- Fostering a culture of inclusivity and support for Emergency Medicine Clinicians from diverse backgrounds and cultures, including working to establish fair training cultures of all.
- Actively promote diversity across all College involvement opportunities by making selection criteria and processes for Council, Committees, examiner panels, faculty, and other structures clearer and more transparent to encourage wider representation.
- Reinforcing a collective sense of belonging among all members, emphasising the importance of inclusivity within the College and emergency departments.
- Championing the development, support, and respect of every member irrespective of their background or training path.
- Spearheading initiatives to challenge and dismantle obstacles hindering diverse groups from accessing leadership roles in Emergency Medicine.
- Offer mentorship and support during pivotal career phases, particularly for newly appointed consultants and SAS Doctors.
- Expand our membership base globally, fostering an accessible, inclusive, integrated, and connected Emergency Medicine community.
- Strategically using intelligent digital technologies designed around member needs to elevate the overall membership experience.

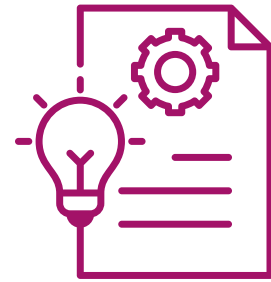


**“By diligently pursuing these objectives, we aim to significantly contribute to the growth and success of the Emergency Medicine community, both nationally and globally.”**

## 2

### Delivering Education and Professional Development

By supporting our members in their professional development, active promotion of excellence in their respective fields, and the provision of pertinent and current learning opportunities, we aim to elevate the value of membership and contribute significantly to their career growth.



## We commit to

- Successfully completing our examination transformation programme by the target year 2025, enhancing the quality and relevance of examinations.
- Initiating the development of a new Academic Strategy, focusing on innovation in assessment methods, comprehensive examination reviews, international qualifications development, addressing differential attainment, and supporting professionals beyond UK training programmes.
- Ensuring Emergency Medicine professionals in training benefit from a top-tier assessment framework, refined based on relevant curricular outcomes and aligned with best practices. Using efficient technological advancements, both domestically and internationally, to continually enhance this framework.
- Developing premier training programmes/opportunities in collaboration with leading national and international partners, elevating accessibility and improving the relevance and impact of the learning experience for the entire Emergency Medicine community.
- Delivering exceptional Continuous Professional Development (CPD) and study day programmes to support and propel career development within Emergency Medicine.
- Organising and delivering engaging and relevant events for our members, both regionally, nationally, and internationally, to foster community, knowledge sharing, and professional growth.



“These strategic initiatives underpin our commitment to advancing education and professional development, ensuring excellence in examinations, training, CPD, and learning opportunities for Emergency Medicine professionals. Through these efforts, we aspire to elevate the standards and impact of Emergency Medicine on a global scale.”

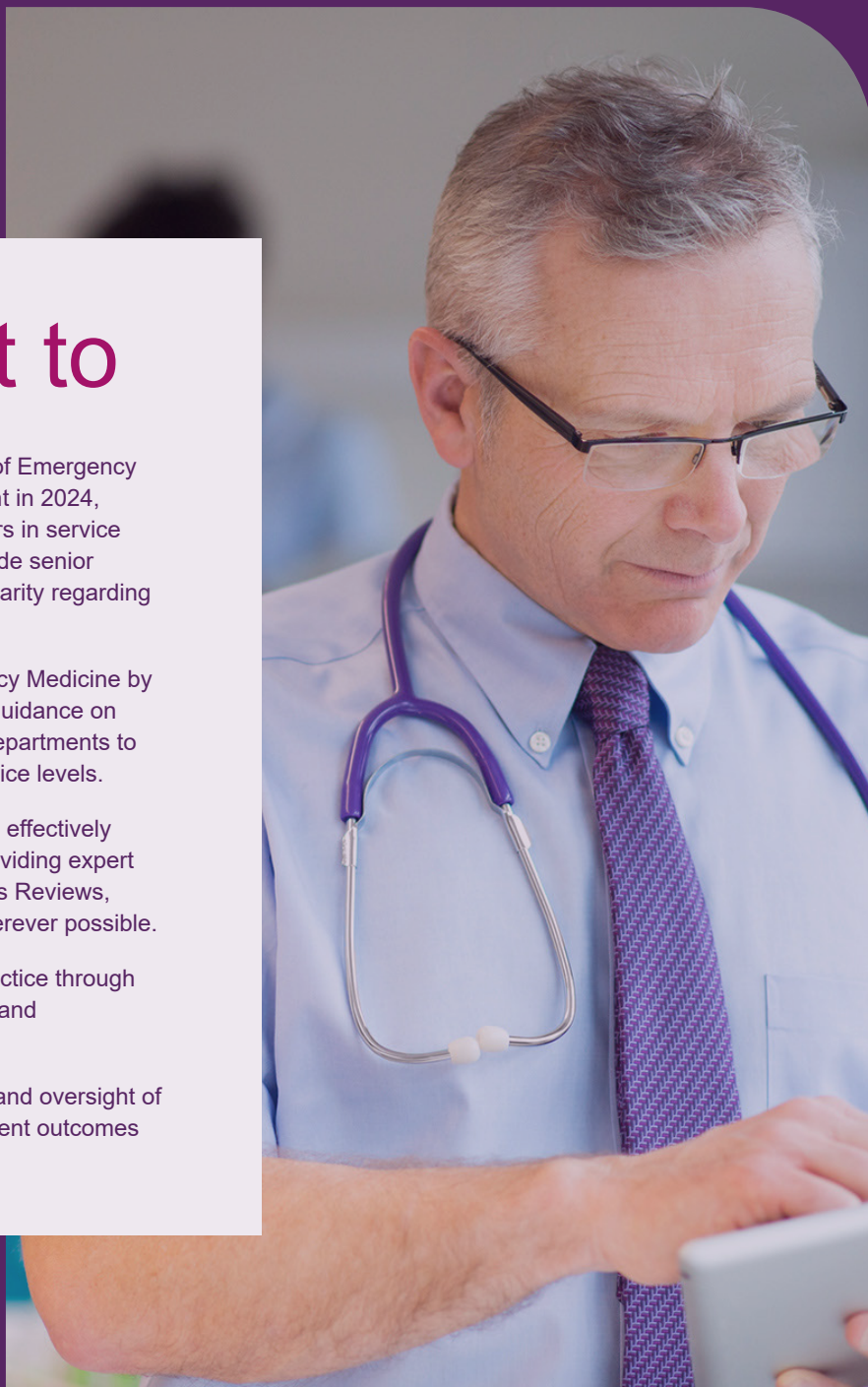
## 3 Setting and monitoring Quality and Clinical Standards in Emergency Medicine

By establishing specific benchmarks and guidelines for the quality of care and clinical practices within Emergency Medicine. This includes defining and upholding precise criteria for patient care, safety, efficiency, and effectiveness in the UK.



## We commit to

- Publishing a Guidelines for Provision of Emergency Medicine Services (GPEMS) document in 2024, designed to guide healthcare managers in service design and delivery. Additionally, provide senior Emergency Medicine Clinicians with clarity regarding their roles and responsibilities.
- Advocating for excellence in Emergency Medicine by defining clear standards and offering guidance on best practices to enable emergency departments to achieve and maintain exceptional service levels.
- Supporting emergency departments in effectively managing emerging challenges by providing expert advice and conducting Invited Services Reviews, ensuring continuous improvement wherever possible.
- Benchmarking and promoting best practice through our quality improvement programmes and sustainability accreditation.
- Campaigning for improved regulation and oversight of products and services, to improve patient outcomes and drive ever safer emergency care.



**“Through these strategic initiatives, we aim to elevate and monitor the quality, clinical and sustainability standards within Emergency Medicine, ensuring optimal patient care, safety, and continuous enhancement of healthcare services.”**

## 4 Delivering Research, Advocacy, and Influence

By advocating for Emergency Medicine, we aspire to engage with the profession, policy makers, patients, and the public through a robust approach grounded in evidence, data, and comprehensive research, ensuring our voice is influential and informed.



## We commit to

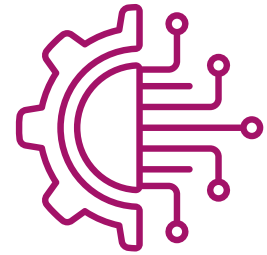
- Strengthen our position as the leading voice for Emergency Medicine in the UK, amplifying our role as thought-leaders and commentators. Focus on influencing the growth of the emergency care workforce through our advocacy work and driving advancements in Emergency Medicine at a global scale.
- Regularly engage with our members to understand and advocate for issues that hold significance in their perspective, thus championing their concerns within Emergency Medicine.
- Enhance collaboration with members across all regions and devolved nations, ensuring a stronger member voice in organisational decisions and operations.
- Play an active role in highlighting health inequalities which focus on accessibility to emergency care for all patients, using media, member-led campaigns and public affairs to drive this agenda.
- Lobby for increased investment in Emergency Medicine infrastructure and staff, striving for a more sustainable and robust emergency care system.
- Reinforce our networks across all regions in England and within devolved nations, advocating on behalf of Emergency Medicine professionals to policy makers and politicians at both national and devolved governments.
- Support our members to confront racism and discrimination, fostering inclusivity and accessibility for all emergency department members, regardless of background, gender, ethnicity, or sexual orientation.
- Collect and analyse comprehensive data to measure progress and inform future actions aimed at enhancing diversity and inclusivity within the NHS.
- Facilitate research initiatives to generate knowledge and drive evidence-based practices, promoting advancement and excellence in the field of Emergency Medicine.

“Through these strategic commitments, we aim to significantly impact Emergency Medicine by championing research, advocacy, and influence in policy, equity, and inclusivity, ultimately improving healthcare outcomes and experiences for all stakeholders.”

# 5

## Continuing to develop and transform our College

By remaining committed to building a sustainable, diverse, digitally driven, and forward-thinking organisation that actively contributes to the global community while upholding complete accountability for all our actions and decisions.



In our pursuit of achieving our other strategic aims, we are committed to developing a comprehensive set of enabling strategies. These are designed to optimise the use of our key assets, which encompass charitable status, data, estates, finance, talent, and technology. By effectively leveraging these assets, we aim to advance towards our goals.

## We commit to

- Exploiting our unique charitable status to its fullest potential, capitalising on opportunities to fulfil our mission, engage stakeholders, maximise social impact, enhance public awareness, and establish strategic collaborations with other organisations, government bodies, and industry partners.
- Reflecting our expanding influence across all regions and devolved nations in the governance of the College, ensuring representation and active participation at all levels.
- Advocating ethical practices and sustainability as core principles across all facets of our operations, reinforcing our working relationships with collaborators in the UK and globally.
- Enhancing our data management systems, promoting data-driven decision-making and leveraging data analytics to gain valuable insights, enabling informed decisions, trend identification, and continuous improvement.
- Embracing the transformative potential of digital technologies by prioritising a digital-first approach. Enhancing member engagement and accessibility through an improved College website and streamlined digital systems, enabling easy access to information and knowledge services.
- Optimising our physical infrastructure, ensuring it aligns with our evolving needs and environmental sustainability objectives. Creating welcoming spaces that foster collaboration, innovation, and inclusivity for all members, both locally and globally.
- Maintaining financial stability through prudent financial planning, diversification of income streams, and potential exploration of partnerships and funding opportunities. Ensuring transparency, competitiveness, and accountability in membership subscriptions, providing clear value and benefits to our members.
- Focus on talent management, professional development, and a supportive work environment to attract, retain, and empower talented individuals aligned with our mission and values. Prioritising employee engagement, morale, and growth, while embracing diversity and promoting work-life balance.



**“By optimising our resources and operations we aim to drive progress, achieve our strategic aims, and fulfil our mission. Continuous improvement and strategic use of these assets are integral to maximising our impact and delivering on our commitments.”**





## Contact

Royal College of Emergency Medicine,  
Octavia House,  
54 Ayres Street,  
London, SE1 1EU.

[membership@rcem.ac.uk](mailto:membership@rcem.ac.uk)



Proud to have HRH The Princess Royal as our patron

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