



EMERGENCY MEDICINE TRAINEES' ASSOCIATION

Application to join the Emergency Medicine Trainees' Association (EMTA)

Inclusion & Diversity Rep

Job Description

This is a new EMTA role recognising the importance of having a member of the team dedicated to this area of our work.

It is vital that we remain vigilant and work proactively with all organisations involved in Emergency Medicine to address issues of inequality, discrimination and bias. The successful applicant would be expected to hold EMTA to account for its approach and contribution to these practices and to assist us in helping others do similarly. We will also be recommending the successful applicant to the Royal College of Emergency Medicine for future work in this area, particularly around Recruitment and Equality & Diversity. We need a representative who not only feels passionately motivated by these issues, but ideally has experience that will help to tackle these at a national and systemic level.

As a trainee representative you will provide insight into the trainee perspective on matters arising, maintain vigilance for policy which may have adverse outcomes to trainees generally or minority trainee sub-groups (e.g. LTFT, dual trained, protected characteristics) and advocate for changes which can improve the quality and equitability of training delivery in the UK. You should be able to give input from trainees collectively primarily, and then from your own perspective. The candidate would also be expected to summarise discussions and communicate to the EMTA Committee, regional representatives and wider cohort of trainees. At present we expect the appointed applicant to represent EMTA to the RCEM Recruitment team, comprising 90 minute meetings every 2-3 months and to the RCEM Equality, Diversity and Inclusion Committee, when its Terms of Reference are finalised.

The successful applicant would hold additional responsibilities within EMTA including attendance at 3 EMTA meetings per year and offer assistance in other matters pertaining to EMTA activity, such as the annual conference, and trainee representation. In particular, candidates are requested to specify if they hold any other interests or skills pertinent to the functioning of EMTA, including in design and online communications. Successful applicants would be expected to contribute the EMJ supplement at least once per year on an issue relevant to their representative role.

The candidate would be expected to abide by the EMTA and RCEM Codes of Conduct, including the requirement to maintain regular communication with the EMTA Committee and be responsive to requests and feedback. Additional roles and responsibilities to best utilise areas of the applicant's interest will be discussed on an individual basis with successful applicants.

The work commitment would be expected to average out to approximately 1-2 hours per week. As per RCEM Guidance, departments would be expected to support formal commitments via Professional Leave. The post is honorary. Reasonable expenses for travel and subsistence will be payable in accordance with College policy.

Person Specification

- The applicant must be an Emergency Medicine Trainee, currently holding a Dean's Reference Number (for ACCS-EM trainees) or National Training Number (for run-through or HSTs)
- The applicant may presently be in training or Out of Programme
- The candidate will need to be able to demonstrate an ability to deliver professionally and enthusiastically in their role, to meet deadlines and to communicate effectively at all times
- We understand that the role of trainee representation can, at times, be onerous on an already stretched workload. We would request candidates are realistic about their abilities to take on any additional responsibility at present whilst warmly welcoming any of those who feel motivated by improving EM training to join us.
- Trainee representation experience would be advantageous but not essential
- The current application is for an 18 month term to be reconsidered for a second term if remaining eligible

Application

Application is by written personal statement not exceeding 800 words. We would ask candidates to pay particular attention to the requirements, expectations and desirable

characteristics expressed within this advert and take effort to highlight previous or current experience relevant to these. We would please ask candidates to clearly state their grade, date of commencement of sub-specialty training and expected CCT date and, if known, their career plans over the next 24 months.

Applications to: rcem@rcem.ac.uk

Closing date: 5pm October 5th

Thank you very much in advance for your application,

Amar Mashru
Chair, Emergency Medicine Trainees' Association