



The Royal College of Emergency Medicine

Patron: HRH The Princess Royal

7-9 Breams Buildings
London
EC4A 1DT

Tel +44 (0)207 404 1999
Fax +44 (0)207 067 1267
www.rcem.ac.uk

Frequently Asked Questions

We have some exciting opportunities for our members to get involved in important College equalities work. We have established an Equality, Diversity, and Inclusion Committee and a Women in Emergency Medicine Special Interest Group and are looking for candidates with an interest and passion to deliver lasting change in the College and the speciality.

This FAQ document will be updated periodically to make sure it shares the answers to questions we receive.

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

No, certainly not. Our Committee roles are open to all our Members and Fellows, not just those who have worked in Emergency Medicine for years!

We are always keen to help those who haven't had a role with us to get involved. We have a large number of Committees advising and working on all aspects of the speciality and our educational services. As a fast-growing speciality we are always looking for Members and Fellows to help steer and develop our work.

The way we recruit is to spell out the skills we envisage will be needed for a particular Committee role and seek applications from Members and Fellows who have those skills.

So should I apply even if I haven't been involved in the College before?

Absolutely! We are very keen to encourage those who haven't 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 and governance to support those who are not familiar with committees in the medical Royal College sector.

I have the passion and the skills, but no experience, should I still apply?

Yes! You might think you don't have the experience, but if you're training or working in the field of Emergency Medicine, you probably do!

Look at the skills required in the advert for the role and think about how you can translate what you do at work (and outside of work) to apply to the person specification. Aside from clinical skills Emergency Medicine requires a depth of interpersonal skills: management, communication, influencing skills for example. Emphasise the skills you have, think about the soft skills such as communication, leadership, and team working.

If you think you don't have the experience, make absolutely sure this is true, not just a perception or you are being hindered by imposter syndrome. Think about what you

currently do and try to draw links between the experience you need and the experience you have. It doesn't need to be exactly the same, but it should be relevant.

How should I go about writing my application?

To apply to be a member of this committee/group, we are asking for an application of no more than 500 words. This statement is an opportunity for you to explain why you are suitable for and interested in the role. It is an opportunity to emphasise your passion, skills and experience.

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. Try to back up your points with evidence where possible.

For these committees, an interest in inequalities is important, alongside passion and enthusiasm, so it is important to emphasise this where possible in your application.

I'm really interested in becoming a member but I'm not sure about the time commitment.

There will be 4 meetings (3-4 hours each) per year and members will be encouraged to join meetings through teleconference. College staff are currently working remotely, but it is anticipated that we will utilise video conferencing and other media to reduce the need for travel and so we expect that duties will be primarily conducted from your normal place of work or from the comfort of your own home.

We want these committees to be productive, working committees so we do expect members to take ownership of workstreams, as agreed by the committee.

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 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.

What role will WEMSIG and EDI play in wider College activities?

The WEMSIG and EDI committees are strategically important to the College and both groups will work closely with the CEO and Deputy CEO of RCEM.

We envisage both groups working closely and influencing other committees and College structures to ensure the speciality of Emergency Medicine is inclusive, fair, and equal.

Do you have any questions that haven't been covered? Get in touch with us! We would be very happy to talk to you. Email Pooja Kumari, Policy Manager at pooja.kumari@rcem.ac.uk