



EMERGENCY MEDICINE TRAINEES' ASSOCIATION

**Better Training. Better Care.**

## **Purpose, Values and Vision**

### **Purpose**

EMTA exists to provide a collective, representational voice and focal point for Emergency Medicine trainees. That voice is to be heard in all matters shaping training and the delivery of Emergency Medicine; recognising that the highest standards in care are achieved through the highest standards in training.

### **Values**

In achieving our objectives, we must:

1. Understand that high quality training in Emergency Medicine must be actively protected and nurtured at every step. This is a process that will never stop and must continually challenge and question itself and the changes around it.
2. Provide meaningful and genuine representation; consulting and listening to trainees and providing a platform for them to have their voice heard.
3. Recognise, through all of our activity, the responsibility we carry on behalf of trainees and the specialty. We must be representative, accountable, credible and transparent.
4. Be anti-discriminatory and vigilant for policy which may have adverse outcomes to trainees generally or minority trainee sub-groups and advocate to improve training for all.
5. Role model and inspire through our behaviour to shape the specialty for this generation and the next.

## Vision

We envisage a future where immense pride and clarity of purpose pervades through training in Emergency Medicine; a clear understanding of who we are as a speciality, empowered to develop our service to best meet the needs of our patients.

- Our future must see our speciality value, celebrate and actively encourage diversity, varied experience and difference within our workforce and allow trainees to develop careers that explore that variety. We must celebrate the power those varied interests, perspectives and lived experiences have in positively strengthening society's frontline health services; reflecting the diversity and complexity of the people we serve and the forward thinking, ever-evolving, self-questioning speciality we wish to be.
- We want to see a future where others look to us as an exemplar of staff wellbeing and safety. Emergency Medicine must protect the mental and physical health, well-being, rest, working and sleeping patterns of all its staff. This allows us to perform at our best when caring for patients. It is a necessity and it is the right thing to do.
- The burden of training cannot overwhelm the benefits. The involvement of multiple organisations, requests, assessments and systems in training can result in vast amounts of duplication, administration and time, which risks falling disproportionately onto the trainee. As well as the overt financial costs, future decisions should include an analysis and mitigation of these 'hidden costs' of training.
- The future will clearly recognise and strictly safeguard the time, resources, structures and systems required in the workplace to deliver training programmes that produce high quality specialists in Emergency Medicine. Rotas and contracts will reflect these requirements, including paid time away from the 'shop floor'. Service provision should not be relied upon as a substitute for a well crafted programme of training. Current and future trainees must belong to a speciality that inherently understands that the quality of care we provide will be the quality of care we have trained to deliver.

