

Committee of medical managers: report to ARM 2020

The CMM (committee of medical managers) represents the views and best interests of medical managers by acting as an advisory body for the BMA council on issues relevant to medical management, as well as raising the profile of medical leadership and management and providing a forum for medical managers to debate medical management issues. This session, the committee has been taking forward the priorities set out below.

Supporting medical managers with terms and conditions

In order to effectively support medical managers with the unique contractual issues they experience, this session we published [contract guidance for medical managers](#). This guidance includes issues to check before signing a contract, as well as case studies and examples that are specific to medical managers working in both primary and secondary care. With this guidance, the CMM attempts to ensure that all medical managers receive appropriate terms and conditions regardless of their employer. It also seeks to highlight the expert and confidential advice on individual employment issues that medical managers can obtain through the BMA.

We are in the process of developing model contracts for medical managers, which will outline what these doctors should expect from their contracts and, by extension, assist them in negotiations at a local level with their employers.

Being a leading voice for medical management issues

The committee has focused on promoting medical leadership and management and ensuring that the medical management perspective is embedded within the development of BMA policy positions. The committee has provided input on BMA policy work around workforce and equality and diversity issues and has also engaged with other branch of practice committees to raise the profile of medical management across the BMA.

The CMM has worked with the BMA's equality, inclusion and culture team to establish what the association can do to better support doctors experiencing menopause, providing input into how the topic of menopause can be normalised and how to create an environment where doctors feel comfortable discussing their symptoms with their managers. We also fed in the medical management perspective to the BMA's work on addressing the gender pay gap in medicine, specifically looking at how to get more women into leadership positions in the NHS.

We are represented in the internal BMA new clinical roles group, which monitors the impact of MAPS (medical associate professions) and have fed into the [BMA's work on the principles for working with MAPS](#). We have also been involved in the BMA's safe staffing project, providing our medical leadership and management perspective.



The CMM inputs into the BMA primary-secondary care interface internal reference group and is represented on the BMA internal NHS gender pay gap advisory group, ensuring that the medical management perspective is shared.

We have also worked with external stakeholders, including meeting with the GMC to discuss compassionate leadership, ways for managers to support doctors who are burnt out and how the training of medical managers can be improved.

COVID-19 and medical managers

Throughout the pandemic, the CMM has been working to ensure the medical management perspective is represented in internal pan-BMA COVID-19 groups, providing our insights on issues including PPE allocation and the role that medical managers should play in implementing risk assessments for vulnerable staff.

We have also provided input on the BMA's response to an operating framework for urgent and planned services in hospital settings during COVID-19, the BMA response to the House of Lords Select Committee on public services inquiry into lessons from coronavirus and the BMA's guidance on [making the NHS 'COVID-19 safe' and supporting return to work](#).

In response to reports of ill-treatment of staff during the pandemic, we issued a [statement](#) reiterating medical managers' duty to staff and urging doctors to come forward and speak to their managers if they were experiencing bullying, harassment or assault. The CMM also fed into the BMA's guidance on the [wellbeing of medical students and doctors during COVID-19](#).

COVID-19 has had a profound impact on every single doctor and medical workplace across the four nations and our medical manager members will have been leading teams through this crisis. In August, we circulated a survey to medical managers to identify what has worked, what hasn't worked and what needs to change, so that these lessons can be applied to a post-COVID-19 landscape. We hope to use these results to shape the CMM's work plan so we can better support medical managers across the UK and ensure we are working towards delivering the improvements that our members need in their workplaces.

Virtual events for medical managers

Due to the postponement of the physical CMM conference, which was due to be held in June 2020, the CMM is now planning to hold a series of informative, one-hour online events for our medical manager members. These will feature both panels and presentations and cover a range of topics including maintaining effective teams during the COVID-19 recovery period, how leaders can tackle systemic race inequality within the health service and how to increase diversity within medical leadership positions. These events will be held in autumn.

Looking forward

The recruitment, retention and development of medical managers is of vital importance for the workforce of today and the future. The committee aims to continue monitoring these processes while, with its expertise in workforce planning, helping to shape the debate on the challenges and opportunities for future workforce development. In particular, we look forward to continuing to work to increase the representation of women and BAME doctors in both in medical leadership and management positions and more broadly across the NHS, as well as the diversity of our own committee members.

We will continue to raise awareness of and increase the impact of the work of the CMM within the BMA. At our first meeting of the 2020-21 session, we will be agreeing our objectives for the coming year.

Identifying medical managers

In order for the CMM to best represent the views and best interests of medical managers, we are looking to increase our engagement with BMA members. We would encourage members to update their membership details regularly to reflect whether they undertake work as a medical director, clinical director, or other type of medical manager so that they do not miss out on vital information about the work of the committee and its elections.

We want to identify medical managers within primary and secondary care and working across all areas to find out how the BMA can support them. Please contact us for further information at info.medicalmanagers@bma.org.uk

Need advice on employment-related matters?

Medical managers and directors can receive free impartial advice and support on employment-related issues through the medical managers advisory service. The service aims to offer an objective viewpoint on issues that arise in the workplace, such as grievances, redundancy, discrimination, bullying and harassment and job planning. Advisers will provide support to medical directors and managers dealing with staff matters on the understanding that it is the responsibility of the relevant employer to manage the issues and their outcomes. Call 0300 1231233 or [email](#) the BMA.

The BMA currently runs [leadership and management masterclasses](#) and offers [e-learning modules and webinars](#) covering key leadership and management skills.

You can find out more about the CMM via [the committee webpage](#).

Michael Rees

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