

Fighting for our rights, fighting for our future

Committee for medical managers report

Events

The committee hosted a series of **three webinars**, viewed by hundreds of attendees, over the course of the 2021-22 session. These virtual events were free and open to all (including non-members), and were entitled:

- [Curing the sickness in the system - understanding and eradicating bullying in the NHS](#)
- [Creating change in a change-resistant environment](#)
- From confrontation to cooperation in the workplace: addressing allegations of bullying

The committee also held its **inaugural conference**, which had been twice delayed due to COVID-19. The entirely online event was comprised of a series of half hour sessions led by expert speakers looking at a range of subjects, from tackling health inequalities to health and safety lessons learned from the pandemic.

SSRB and leadership reviews

Over the course of the session, CMM provided oral and written evidence to both the SSRB (senior salaries review body) and the team behind the review of health and social care leadership in England (also known as the Messenger review). The committee used these opportunities to raise a number of issues concerning both current medical managers and the future of medical leadership, including:

- The need for clear career pathways and management training
- The need for sufficient time for managers to both deliver their jobs and develop their skillsets

- The need for manager job security and minimum T&Cs, especially when it comes to encouraging a more diverse group of applicants to apply to roles
- The need for transparency when it comes to job opportunities and remuneration
- The need to tackle “us and them” narratives, and to appreciate the potential for leadership and creativity within **all** grades

Following the publication of the Messenger review, the committee is now focussing on delivering a full response to the report and playing a role in the implementation of its recommendations.

Cross-BMA collaboration

Over the course of the session, the CMM co-chairs have met with the heads of multiple BMA committees, including the CC (consultants committee), GPC (GPs committee), JDC (junior doctors committee), MSC (medical students committee), PLG (patient liaison group) and SASC (staff, associate specialist and specialty doctors committee), to seek out opportunities to tackle shared issues and take part in joint working. Recently, CMM co-signed a letter with the SGP (sessional GPs committee) regarding clinical leads terms and conditions, which was sent to ICS contacts across the country. The committee also offered input into CC’s consultants charter, and CMM representatives have consulted with BMA colleagues on means of addressing a range of workplace culture issues including systemic bullying.

CMM representatives continue to collaborate in cross-association work, most recently lending a managerial perspective to a fitness to practice roundtable (chaired by PRC [professional regulation committee] chair Dr Mark Corcoran).

CMM is also seeking ways to better represent medical managers across the UK (and accordingly become a truly quadrinational committee), and those in newly emergent roles. The committee will shortly be considering its membership make-up, and whether this can be updated to better reflect the current medical leadership landscape.

External collaboration

The CMM continues to liaise with the FMLM (Faculty of Medical Leadership and Management) and will be shortly meeting to discuss possible areas of joint working in the session ahead.

The committee has welcomed external speakers to this session’s meetings (including a representative from the GMC [General Medical Council] to discuss issues surrounding employer referrals) and is committed to forging relationships with external stakeholders to address the issues facing medical managers and their teams.

Dr Ricky Bhabutta and Dr Michael Rees

Co-chairs

[Committee for medical managers](#)