



**FIE MEDICAL COMMISSION  
STRATEGIC PLAN  
2025-2028**





# 1. Executive Summary

This strategic plan presents the FIE Medical Commission's vision and objectives for 2025–2028, focused on athlete safety, innovation, research, and education. It aligns with the broader FIE goals of global development, integrity, and digitalization.



## 2. Mission and Vision

**Mission:** Deliver world-class medical and welfare support for fencing athletes worldwide.

**Vision:** Foster a safe, innovative, and athlete-centered fencing community with equitable medical resources.

### 3. Core Values

**Athlete-centric care and mental health support.**



**Innovation through technology and education**



**Integrity and ethical practice**



**Collaboration with global stakeholders**



**Transparency and accountability**



## 4. Strategic Objectives and Actions (2025–2028)



### A. Medical Standards & Services

Create FIE Medical Guidelines, certify medical teams, and establish feedback systems.



### B. Injury Prevention and Athlete Well-Being

Implement Injury Surveillance System (FISS), develop warm-up/recovery protocols, and pilot mental health support.



### C. Anti-Doping Compliance and Education

Ensure WADA compliance, mandatory modules, and integration with competitions.



### D. Medical Research & Innovation

Collaborate with academics, pilot wearables, and host annual symposiums; include scientific publications and proceedings.



### E. Confederations' Medical Commissions

Establish Confederations' Medical Commissions where they are not yet in place, and strengthen collaboration between these bodies and the FIE Medical Commission to promote coordinated development in medical expertise, research, and information exchange.



### F. Digital Transformation and Education

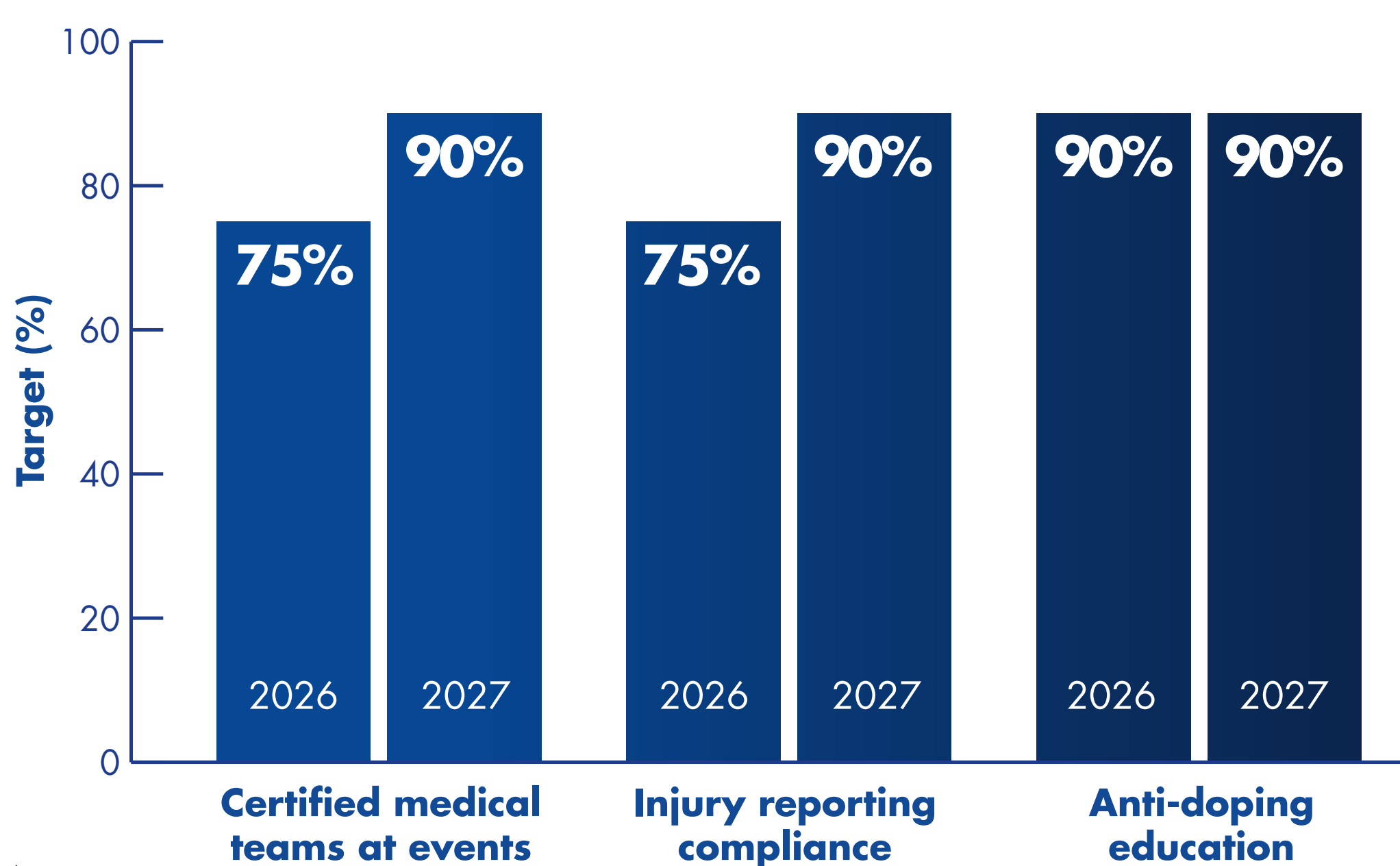
Launch FIE Medical Portal integrated with WADA ADAMS and national databases; multilingual content and role-specific curricula.



### G. Emergency Preparedness and Crisis Response

Maintain updated emergency response plans and pandemic-ready protocols.

## 5. Key Performance Indicators (KPIs)



### Certified medical teams at events

**75%** by 2026

**90%** by 2027

### Injury reporting compliance

**75%** by 2026

**90%** by 2027

### Anti-doping education

**90%** completion rate by 2027

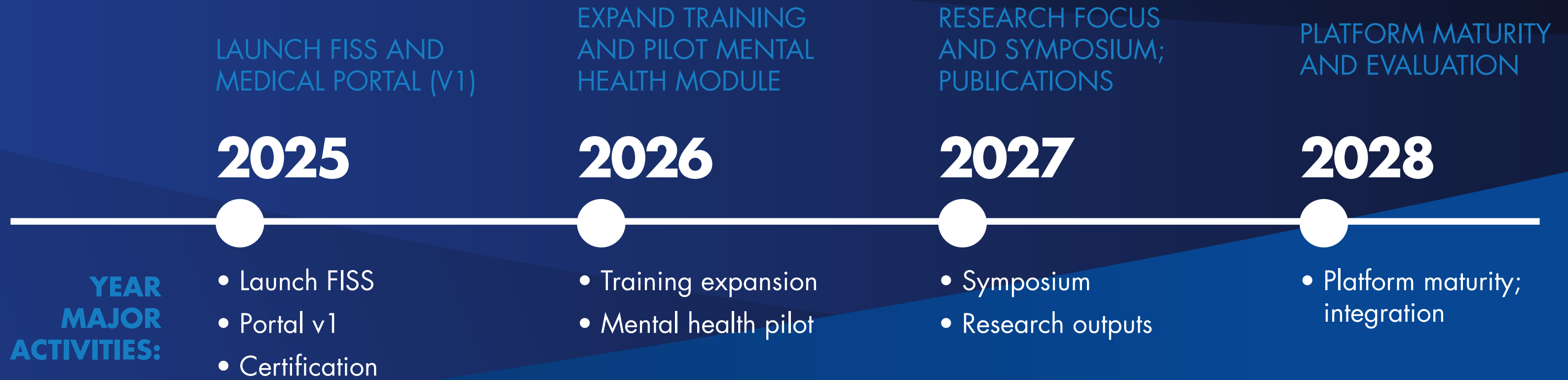


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## 6. Governance and Partnerships

The Medical Commission will collaborate with zonal and national federations, academic partners, and external experts. Responsibilities clarified using a RACI matrix.

# 7. Implementation Timeline



# 8. Risk and Resource Planning

## 1. KEY RISKS

- Adoption challenges (users may resist or struggle to use the solution)
- Language barriers (different regions need localized content)
- Funding (limited budget could slow or block progress)

## 2. MITIGATION STRATEGIES

- Phased rollouts : launch gradually to reduce adoption pressure
- Localized content : adapt material to different languages and cultures
- Sponsorships : secure external financial support

## 3. BUDGET ESTIMATE

- IT development
- Translation services
- Symposiums / events



# 9. Strategic Content Adjustments and Enhancements

## MEDICAL COMMISSIONS

Establish Confederations' Medical Commissions where they do not yet exist and strengthen collaboration between the FIE Medical Commission and these bodies, fostering coordinated development in medical expertise, research, and information exchange.

## KPI MILESTONES

KPIs adjusted to include milestones (75% in 2026, 90% in 2027).

## FIE ALIGNMENT

Alignment with FIE priorities: global development, integrity, digitalization.

## FINANCIAL INDICATORS

Added financial indicators: budget estimates for IT, training, translation, events.

## MENTAL HEALTH PILOT

Mental health module: pilot before full rollout.

## PORTAL INTEGRATION

Medical Portal integration: clarify links with WADA ADAMS and national databases.

## SCIENTIFIC OUTPUT

Scientific valorization: peer-reviewed publications, abstracts, symposium proceedings.

## 10. Appendices

Comprehensive supporting materials, including injury reporting templates, Local Organizing Committee (LOC)

checklists, sample educational content, and mock-ups or screenshots of digital tools, were presented at both the Junior and Senior World Championships in 2025.

