

HEE Foundation Programme Review

‘HEE, with partners, will review the delivery of the Foundation Programme in England during 2018 to assess how it can best support the development of the doctors of tomorrow.’ **HEE 2018/19 mandate commitment**

The Foundation Programme Review is a core thread in HEE’s Medical Education Reform Programme and a key deliverable of the Interim NHS People Plan.

The burn out reported by Foundation doctors and the need to attract them into specialty training and the distribution of foundation posts were key drivers for the review, including the additional 1500 undergraduate medical graduates that will incrementally join the NHS via foundation training from 2022/23.

Medical Education Reform



What we did

- Five working groups created into themes to deliver the Review's aims with wide cross-system stakeholder membership
 - Established key 'problems' we were trying to solve
 - Developing options for potential solutions (tested with stakeholders throughout the review)
 - Put forward potential pilots
 - Policy and Four Nation Alignment working group exploring how the recommendations emerging from the groups work across all nations
- 11 literature reviews, research and data to inform the review
- Identification of best practise examples
- Three Stakeholder events to shape the review and been used to test high level recommendations
- Engagement events held doctors in training and educators throughout the review
- Testing/refining recommendations with working groups, prior to publication of report, aligned no NHS Long Term Plan

HEE Foundation Programme Review

Supported from the start; ready for the future, The Postgraduate Medical Foundation Programme Review was published on 17 July 2019

The Review developed 16 recommendations focussed on:

1. Improving transition from medical school to foundation and from foundation to core/specialty training
2. Addressing geographical and specialty distribution issues
3. Enhancing the Working Lives of Foundation Doctors
4. Improving Supervision and Educational Support
5. Improving Faculty Support



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Progress since publication

Transition for, and preparation of, those entering Foundation training must be improved:

- A working group on improving the transition from medical school to Foundation has been established with key stakeholders including MSC and NHS Employers. The group is now finalising two guides:
 - A guide for Medical Schools that will cover improving the quality of Assistantships and standardising the length in which trainees are in their assistantship and is intended to be more prescriptive than current arrangements.
 - A set of standards for LEPs on the use of shadowing.
- Both will be in place for trainees commencing on the Foundation Programme in August 2020 along with good practice guidance.

Progress since publication

Widening Participation

- The review heard that the financial pressures associated with geographical movement in the early career stages, and the perceived need to fund additional courses and qualifications in order to be competitive at specialty entry, can disadvantage foundation trainees with more modest financial means.
- HEE have since reviewed UKMED demographic data and conducted a literature search to explore how Widening Participation addressed by other professions and countries.
- HEE is conducting a series of 5 focus groups with medical graduates in England, who have entered medicine via an undergraduate widening participation programme or identify as having social or protected characteristics that are under-represented in medicine. These take place in February 2020.
- The outcomes of these focus groups will feed into an impact assessment and equality impact assessment. HEE will then work towards finalising our reform options by May 2020, as HEE's Medical & Dental Recruitment and Selection (MDRS) programme will need to start building these into recruitment systems in summer 2020 ahead of the 2021 recruitment cycle ready for August 2022 starters.

Special Circumstances

- Paper developed outlining a potential model to support special circumstances individuals into practice and beyond once they have been identified. This includes renaming special circumstances to 'Pre-Allocation' and the 4 current criteria continue to be applied as well as introducing a 5th criteria for pre-allocation: 'Local Allocation'.

- ***“What supported your success in training?”***
- **A qualitative exploration of the factors associated with an absence of an ethnic attainment gap in post-graduate specialty training**
- Final report
- Submitted 15th November 2019
- https://www.gmc-uk.org/-/media/documents/gmc-da-final-report-success-factors-in-training-211119_pdf-80914221.pdf

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Progress since publication

Foundation Priority Programmes;

- 323 Foundation Priority Programmes (FPP) have been developed nationally to support specific areas of the UK that have historically found it difficult to attract and retain trainees through the foundation and specialty recruitment processes. The main aim is to maximise the opportunity for applicants who wish to be located in less popular areas and therefore improve supply for specialty training and beyond. 1408 trainees applied and these were recruited to in Autumn 2019 for Foundation doctors coming into post August 2020.
- As well as the FPP, 40 Foundation Priority Programmes linked to RCPsych Fellowships have been distributed across England. 252 trainees applied for these fellowships.

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Foundation Charter:

- A quality charter is now being finalised to set expectations for Local Education Providers (LEPs) in how to support Foundation doctors. The Charter will be published and communicated to key stakeholders before August 2020 trainees start and pulls together much of the good practice we heard as a part of the review.

Self Development Time:

- HEE are working with NHS Employers around ensuring self development time is implemented each week for Foundation Doctors. A guidance document has been developed along with a FAQs document with a view to a phased 1 roll out in selected Trusts from April 2020. Full implementation in all Trusts by August 2021.

Senior trainees to act as mentors:

- A proposal has been developed by HEE/ UKFPO for senior trainees to act as mentors for Foundation Doctors underpinned by the GMC Generic Professional Capabilities.
- Engagement with both Foundation and senior Specialty trainees has indicated that they would be supportive of this move.
- A nominated 'Mentor critical friend' has been brought in to help with the re-drafting focusing on what the role should include and how it would fit into existing supervisory structures.

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A structure to support the foundation programme and faculty:

- A proposal has been developed focusing on a Review of the Structure for Foundation Programme and Faculty based upon engagement with current faculty and colleagues from across all four nations.
- This proposal outlines how the UKFPO could centralise/nationalise several processes such as the management of pre-allocation for special circumstances, the inter-Foundation School transfer process and development/review of the NACT Conference. This proposal will be circulated at key meetings such as HEE Deans, FSDs and 4-Nation over the next month.
- Also exploring national resources being developed for Educational Supervisors, such as e-Learning modules and YouTube videos to provide guidance on what should be included in local training for Educational Supervisors.

Next steps

- 400 Foundation Priority Programmes to be recruited to in August 2020 for 2021 starters and another 40 Psychiatry fellowships.
- The outcomes of the WP focus groups fed into an impact assessment and equality impact assessment and HEE finalised its policy reform options.
- Roll-out of a phased approach to self-development time.
- Agreed set of standardised/nationalised processes that will sit with the UKFPO team.
- National template of what website support should look like for local Foundation Schools utilised and clear information available to Foundation Trainees as to what support can be accessed upon returning to training (including SuppoRTT materials).
- Best practice guidance on 'what good support looks like' published which will ensure enhanced support to doctors with specific needs including wider use of supportive placements.
- A consistent minimum offer of careers support for foundation doctors in place.
- A modelling piece completed mapping locations and student numbers over several years to help understand where the new 1500 Foundation Doctor training places will be needed in comparison with the new Medical Schools.
- Every English Foundation School working to a minimum set of standards for providing LTFT
- Publication of the following by August 2020;
 - A quality Foundation Charter
 - Standards for assistantships and shadowing along with good practice guidance
 - A detailed proposal for how self chosen senior trainees are to act as mentors