

# Foundation Training and beyond what next?



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Developing people  
for health and  
healthcare

[www.hee.nhs.uk](http://www.hee.nhs.uk)



## Foundation programme

- 2 year training programmes for newly qualified doctors
- F1 leads to full registration with GMC
- F2 develops clinical and other skills further
- Essential to enable further training in UK

# GMC registration

## *Provisional*

- **Essential** to start F1
- If award of provisional registration is delayed, cannot start F1 and will need to reapply for the following year
- Can only be held for 3 years and 30 days
- Apply early if previous issues

## *Provisional*

## *Full*

- Awarded at the end of F1, subject to satisfactory ARCP
- Necessary to work in UK outside the Foundation Programme
- Very hard to obtain if FP left early
- All doctors need to revalidate with GMC

## *Full*

## Foundation Programme

- Competency based and there is an emphasis on team working and personal development based on a new curriculum for 2021
- Have to complete a defined time period, 12 months both F1 and F2
- Completion of work based assessments on Horus portfolio
- Structure for supervision and support in the Trust Clinical supervisor, Educational supervisor and Foundation Training Programme Director and also the Foundation School

## **Foundation programme (cont)**

Foundation Quality Charter was published  
in 2020  
16 aspirations

From August 2021 all FDs will be entitled to Self development time  
2hrs for each F1 and F2 per week or equivalence

## Foundation Year 1

- Pivotal role in team
- Usually greater time spent with patients than any of the rest of team
- Organise investigations and chase up results
- Liaise with relatives
- Interaction with MDT

## Other aspects

See and do as much as you can !!!

Be organised

Ask for help if you are not sure

Teaching

ALS

**Horus ePortfolio** NHS Health Education England

Home Supervising Forms (start now) Help P.Street Log out

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**Erica Cobbles, F1**

Foundation doctor details

Foundation doctor	Erica Cobbles
Email	ec_1@example.com
GMC	1000005

Last logged in: 07-Sep-2017

F1: Erica Cobbles (2016-17) ▾

- Close Portfolio
- Overview
- Contents
- Curriculum
- PDP
- Reflection
- TAB
- Mandatory Certificates
- e-LH



## Boundaries and Pitfalls

- Probity and health
- Sleep pattern and punctuality
- Professionalism
- Information Governance
- Dangers of social media





## **Prescribing Safety Assessment (PSA)**

- Passing the PSA is now necessary to complete F1
- All UK graduates usually sit PSA before starting F1
- Those who fail/unable to sit (e.g. overseas graduates) are offered remedial SCRIPT on-line modules
- First sitting for Foundation schools is usually in Sept 2021 with two resits in the first half of 2022

# North West London FS

4 acute Trusts (some have more than one site)

Chelsea and Westminster

Hillingdon

Imperial

North West London University Healthcare

2 mental health trusts

235 programmes



## North West London School

- fair and transparent
- trainees now access help through the portal
- <https://lasepgmdesupport.hee.nhs.uk/support/home>
- fortnightly email bulletins – available via phone, tablet and online
- FD representatives
- Website for further information visit:
- <http://lonkssfoundation.hee.nhs.uk/nwlfs>
- Or telephone 02078663216

## Programme composition

- 2 years in the same or 2 different places
  - Some trusts have more than one site
- Most trainees will have only 1 year in the teaching hospital
- Aim not to repeat same specialities in year 1 and 2
- In F2 most trainees due A and E or an acute medicine job
- Swap shop-there is a single opportunity to swap an F2 post or a whole rotation, this process is usually run in February

## Community and Psychiatry posts

- 45% trainees do a psychiatry post either at F1 and F2.No PFF posts in NW London.
- Community - all rotations should have a community post the majority are in GP . These are only in F2 year
- Trainees should not repeat specialities in year 1 and 2
- Spreadsheet of programmes available on line

## Future programme development

### Potential changes

- We try to ensure accurate descriptions – but service reconfigurations can happen. Trainees have also been redeployed during the pandemic surges .
- As a consequence of the pandemic in 20/21 the number of ICU posts was increased to 15%
- It is a generic programme and we will ensure that your 2 years enables you to meet curricular requirements

## Programme composition and linkages

3 x 4/12 posts in each year

F1 programme

(e.g. 4/12 anaesthetics/ 4/12 gastroenterology/ 4/12 T &O at Hillingdon)

linked to F2 programme

(e.g. 4/12 emergency medicine / 4/12 GP / 4/12 cardiology at St Marys)



## Less than full time training (LTFT)

- Eligibility category 1:
  - Disability or health
  - Parental responsibility
  - Caring responsibilities
  
- Eligibility category 2:
  - Unique opportunities
  - Religious commitment
  - Non-medical development

Application must be submitted to HEE and is assessed against criteria.

FSD must be made aware.



## Less than full time training(LTFT)

- Reflects the same balance of work as their full-time colleagues. Day-time working, on-call and out-of-hours duties will normally be undertaken on a basis pro rata to that worked by fulltime trainees  
Working 50-80%
- Any trainee who does 50-60% will ideally be placed in a slot share
- Trainees are able to flex up/down but there is a notification time of 16 weeks
- Required to achieve the same competencies as FT and the equivalent time period (e.g if doing 60% will need to complete 6 4/12 rotations and 50% 5rotations)

## Programme Allocation

- Deadline for ranking
- Rank as many as you can
- Programme Preferencing – 13th March- 30<sup>th</sup> March
  - Allocation is by Application Score
- Notification of Programme Allocation – 8<sup>th</sup> April

# Programme Allocation Red flags

Access to internet

Check site, some trusts have more than one site

Check subspecialty

If you decline your allocation of either Foundation School (UoA) or programme, you must withdraw from this years application process

## How should I choose my rotations?

- **Breadth**
  - specialty
  - location
  - ways of working
- **Opportunities to try out specialties**
- **Gain relevant competences / develop your portfolio**
- **Complementary areas**



## Should I apply for rotations similar to my long term career plans?

- Foundation school might suggest that generic general skills more important so no
- In practice may help you interview better
- A chance to confirm whether you are making the right career decision
- Encourage use of tasters towards of F1

## **STEP forms**

### **Supporting trainees entering practice**

All Foundation doctors are required to complete a STEP form before starting in August and between F1 and F2

If individuals feel they have specific needs they should make contact with their allocated Trusts and /or the FS as soon as possible as they may need additional support eg OH

Graduates who have not worked in the UK before or who have been out of practice for 2 years or more are strongly advised to arrange an extended induction , usually 3 weeks, please contact the FS

Book themselves on a Welcome to the NHS course run by GMC which is free

## What happens in August 2019

- Your employment contract is with the Trust you work for
- They are responsible for
- Pay, banding and rots
- Arranging shadowing
- Start date is 04-08-2021

**Induction is usually in the last week July and is a minimum of 4 days and it is mandatory to attend**

