

**Health Education North West**  
**7<sup>th</sup> December 2013**

# The Shape of Training Review: Implications for the Workforce

Dr Peter Nightingale

Consultant in Anaesthesia and Intensive Care Medicine

Member of the Expert Advisory Group



# Plan

- Who set up the Review and why?
- What did it find?
- What did it recommend?
- How may it affect you?
- What is happening now?



# Drivers of change

- Demand side
  - Ageing population
  - Co-morbidities and complex medical conditions
  - Patient expectations
- Supply side
  - Community based care
  - Centralised specialist units
  - Changes in technology
  - Developments in information and communications



2008



2013

January 2008  
**Aspiring to Excellence**  
Final report of the Independent Inquiry into Modern Medical Careers, led by Sir John Tooke

May 2010  
**Time for Training**  
a review of the impact of the European Working Time Directive on the quality of training, led by Professor Sir John Temple

October 2010  
**Foundation for Excellence**  
An evaluation of the Foundation Programme, led by Professor John Collins

January to August 2011  
**Medical Education England Steering Group**  
on shape of postgraduate medical education and training (phase 1)

29 February 2012  
David Greenaway is appointed as the independent chair of the  
**Shape of Training review**

22 March 2012  
**First meeting**  
of the Sponsoring Board

17 July 2012  
**First meeting**  
of the Expert Advisory Group

November 2012 to February 2013  
**Call for evidence**  
and programme of activities and events

Autumn 2013  
**Final report**  
submitted to the Sponsoring Board



# Purpose of the Review

- What kind of doctors are needed for the future?
- What training is needed to develop them?
- Plus! Medical school entry and exit, Foundation Programme, Specialty training, CPD and Academia



# Organisation

- Sponsoring Board
  - AoMRC, COPMeD, GMC, HEE, MSC, NHS Education Scotland, NHS Wales and the NI DHSSPS
- Secretariat provided by the GMC
- Chaired by Professor David Greenaway
  - VC Nottingham University
- Expert Advisory Group
  - Call for written evidence
  - Face-to-face meetings
  - Oral evidence



# Key themes from the initial evidence

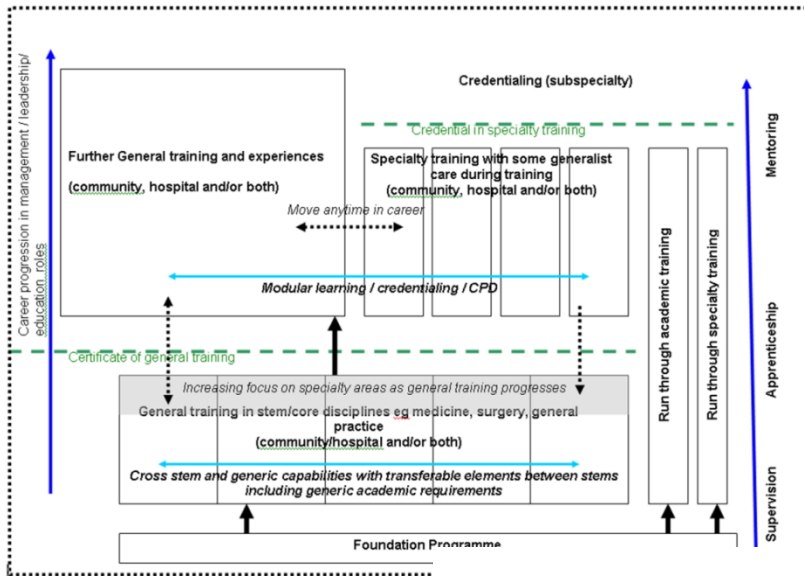
- The service will need more generalists
  - Care for patients with multiple conditions
- Better continuity of care
  - Primary and secondary care interface
- Trainees must deliver service, but for training better environment, support and supervision are needed
  - Closer links between supervisors and trainees
- Flexibility is vital; easier transfer of competencies
- More focus on generic capabilities
  - Leadership and management



# Possible approaches for Oral sessions

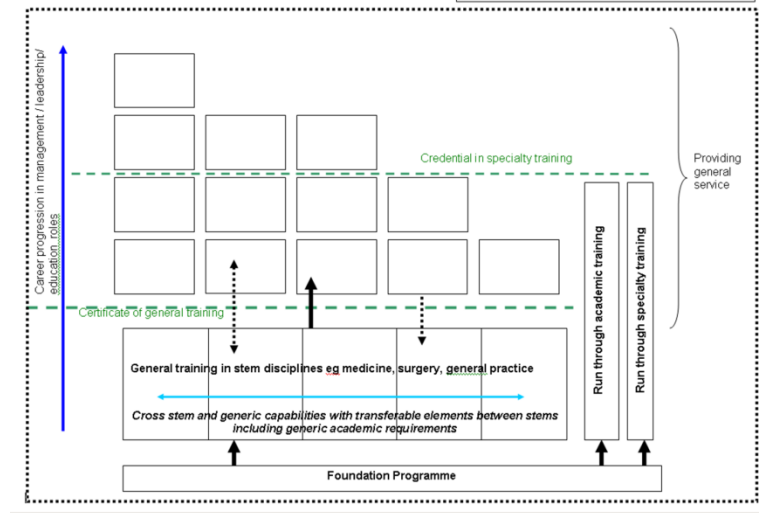
These models are draft approaches for discussion only; they do not set out any particular position.

Approach A: Training more generalists (Enhanced Tooke model)



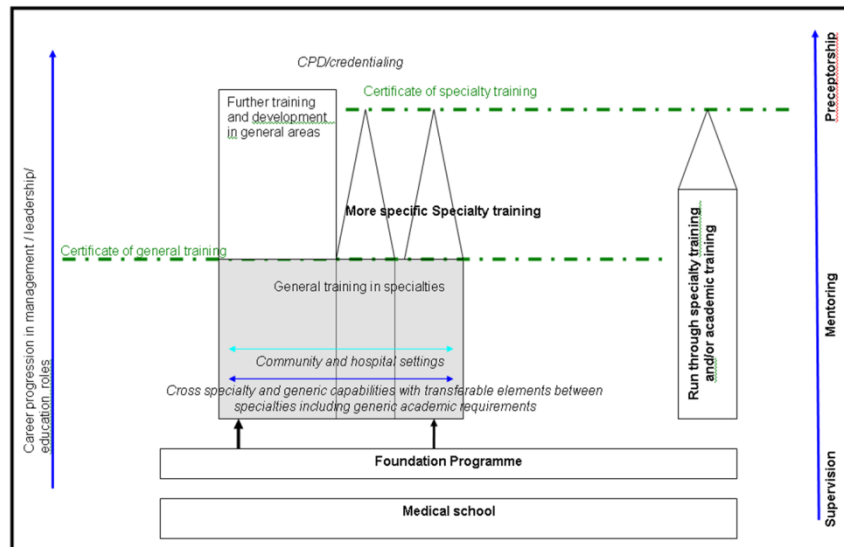
Approach C: Generalists plus modular

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Approach B: training specialists with more general capabilities (Building on the current shape of training)





# Key messages

- Patients' interests must come first and foremost
  - Should train doctors for what patients' want and need
- Medicine has to be a sustainable career
  - Opportunities for doctors to change roles
- Local workforce and population needs
  - Train in a new specialty or develop new roles
  - Credential in specific sub-specialty areas
- Implementation on a UK-wide basis
  - Carefully planned and phased in

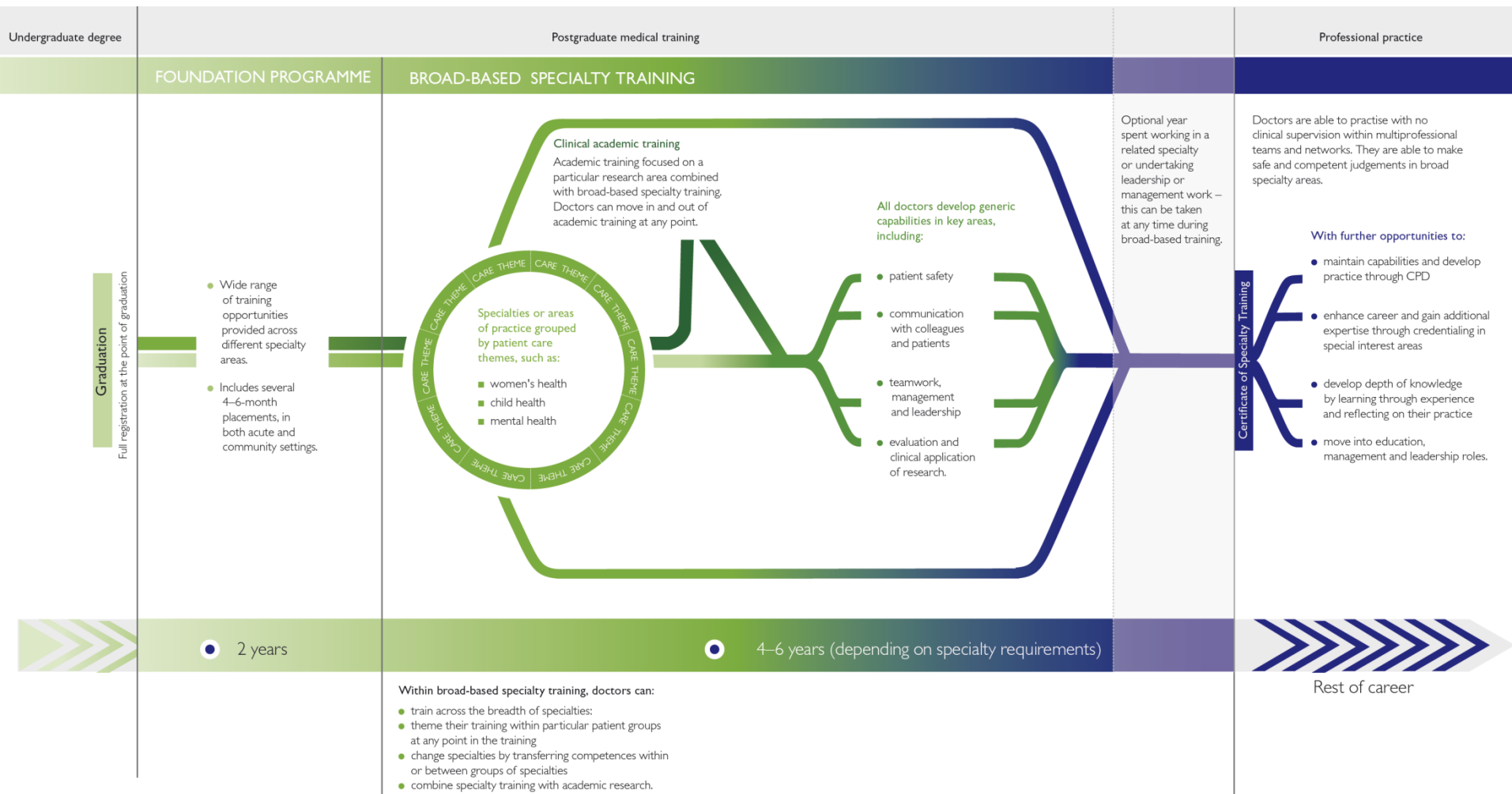


# Key messages

- Medical graduates:
  - Full registration should move to the point of graduation
  - Deliver safe and effective general care across specialties
- Doctors:
  - Provide general care in broad specialties
  - Able to work across a range of different settings
- Specialists:
  - To meet local patient and workforce needs
  - Will usually maintain generalist practice
- Academic trainees:
  - Move flexibly in and out of clinical training



# Proposed Model



Undergraduate degree

## FOUNDATION PROGRAMME

### Graduation

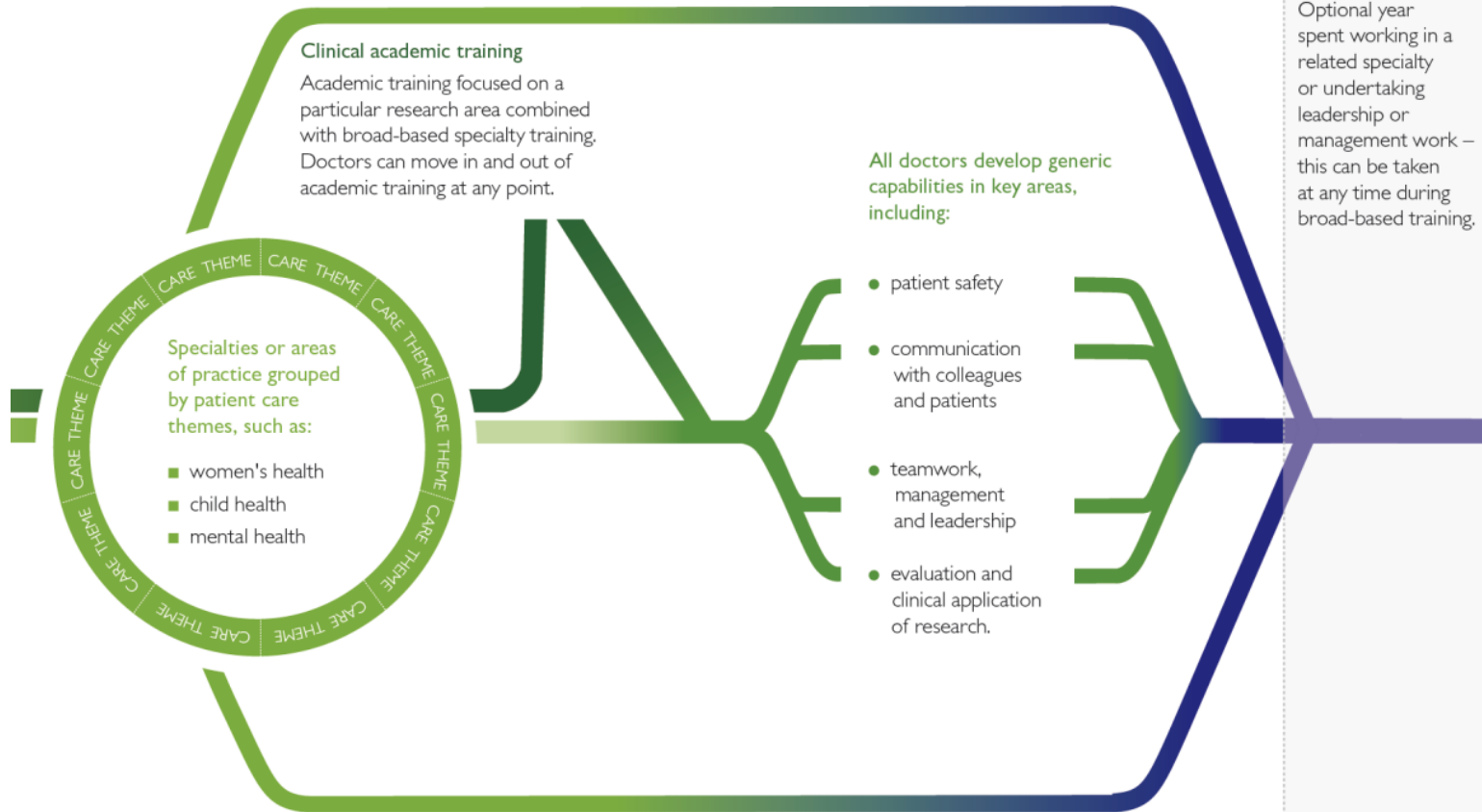
Full registration at the point of graduation

- Wide range of training opportunities provided across different specialty areas.
- Includes several 4–6-month placements, in both acute and community settings.

● 2 years



## BROAD-BASED SPECIALTY TRAINING



4–6 years (depending on specialty requirements)

Within broad-based specialty training, doctors can:

- train across the breadth of specialties:
- theme their training within particular patient groups at any point in the training
- change specialties by transferring competences within or between groups of specialties
- combine specialty training with academic research.

## Professional practice

Doctors are able to practise with no clinical supervision within multiprofessional teams and networks. They are able to make safe and competent judgements in broad specialty areas.

### With further opportunities to:

- maintain capabilities and develop practice through CPD
- enhance career and gain additional expertise through credentialing in special interest areas
- develop depth of knowledge by learning through experience and reflecting on their practice
- move into education, management and leadership roles.

Certificate of Specialty Training

Rest of career



# How may this affect you?

- The Review was about training future doctors for service in a different healthcare environment
  - Relevance to those in employment?
- Senior SAS grade doctors can work independently
  - BMA document *SAS Autonomy – Q&As*
- CST holders will not be masters of their trade
  - New consultants may have limited SPA time
- Employers will have a major role to play post CST
  - Choose which areas of practice to develop
  - Credentials to be developed – National standards?
  - **Job planning will be all important**



# Next Stages

- Feedback ongoing
  - Initial comments very supportive
  - Recognition of the vast amount of work to be done
- UK-wide Delivery Group to oversee implementation
  - Sponsoring Board organisations
  - Four UK Departments of Health
  - Employers
  - Professional groups
  - Patient groups





# Further Information

- For information on the review, its progress and key discussion areas then please visit the website at:  
[www.shapeoftraining.co.uk](http://www.shapeoftraining.co.uk)
- If you would like to contact them directly please email:  
[shapeoftraining@gmc-uk.org](mailto:shapeoftraining@gmc-uk.org)



Any questions?



