

Foundation Programme Review

The Foundation Programme is a vital stage in the education of doctors, the transition from being an undergraduate at medical school to caring for patients on the frontline of the NHS.

[The Foundation Programme review](#) started in 2018 and since the report published in 2019, HEE have been working with partner organisations to implement the recommendations from the report, a selection of these are highlighted below.



Shadowing

HEE produced a guide to the F1 shadowing period, recommending focusing this time on meeting the wider team, understanding the F1 role, out of hours and emergency work as well as completing a ward round.



The Charter

The Foundation Doctors Charter clearly defines how local education providers will support foundation trainees. Published in 2020, the Charter supports foundation trainees during their training, covering areas such as workplace inductions and supervision, support for trainees, and ensuring that the work they do is appropriate for Foundation doctors. The Charter asks for the right equipment to be available to support the doctor whilst working as well as facilitated teaching sessions, appropriate rest periods and facilities.



Less Than Full Time

The opportunity to work less than full time has been expanded for Foundation doctors, with greater flexibility in terms of hours worked.



Supervisor Modules

Foundation trainees rely on high quality supervisors throughout their training. To ensure this is available, nationally available education training modules for supervisors have been reviewed and refreshed to include good practice guidance and the key requirements of foundation training.



Self Development Time

Foundation programme doctors should have the time to focus on their development and career progression. All foundation trainees have been given two hours per week to focus on their professional development and reflect on their practice for their portfolios. There are guides available [here](#).

Near Peer Support

To provide a level of support at all times, senior trainees are being encouraged to act as mentors to Foundation Programme doctors, both formally and informally. HEE has worked with the Academy of Medical Royal Colleges to produce near-peer support guides, as well as using examples of good practice from around the country, so that a sustainable model for near-peer support can be implemented.



[Video resources are also available on YouTube.](#)

If you are a Foundation programme doctor, and have any queries about any of these developments, please discuss with your Educational Supervisor and/or Foundation Programme Training Director.