

A photograph of a male doctor in a white coat and a yellow lanyard with 'DOCTOR' written on it, looking down at a document. He is standing next to an elderly woman with white hair and glasses, who is also looking at the document. The background shows a hospital hallway with lockers.

Supported from the start;
ready for the future;
The Postgraduate Medical
Foundation Programme Review

Annex of Documents

Developing people
for health and
healthcare

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Annex of Documents

Key Evidence used during Health Education England's Foundation Programme Review (2018-2019)
– please note the evidence listed below is separate to the references contained within the report.

Should you wish to view any of the documents without web links please email merp@hee.nhs.uk for a PDF version.

Title	Author	Date it was produced (if known)	Link to the document (if published)
2014 The F1 Doctor FOUNDATION CHARTER in Northern Ireland			
Valued: A Strategy to Attract, Welcome, Develop, Celebrate and Support Doctors in Training in Northern Ireland	Organisations Health and Social Care Northern Ireland Medical & Dental Training Agency Individual Authors Dr Lyndsey Thompson, ADEPT Clinical Leadership Fellow 2016/17 Dr Camille Harron, Associate Dean, Careers and Professional Support Professor Keith Gardiner, Postgraduate Medical Dean		http://www.nimmdta.gov.uk/download/foi/pol_proc/trainee_pol/generic/VALUED%20Strategy%20FINAL.pdf
Recognising and approving trainers: the implementation plan	Organisation General Medical Council	August 2012	https://www.gmc-uk.org/-/media/documents/approving-trainers-implementation-plan-aug-12-v2.pdf-66144233.pdf
What makes a good named clinical supervisor	Collaborative ideas by Education Support Working Group members	August 2018	
Feedback from trainees on teaching programmes and Hospital at Night	Author Dr Mike Masding		
Simulation paper for Foundation Educational Support Working Group	Author Dr Julian Chilvers Consultant Anaesthetist Director of Medical Education SWBH Foundation School Director – West Midlands Central	October 2018	
What a good educational supervisor looks like	Collaborative by Education Support Working Group members		

Title	Author	Date it was produced (if known)	Link to the document (if published)
Foundation Doctors' repetitive tasks and potential solutions	Author Stephanie Harrison, FY1 - General Medicine, University Hospitals Birmingham NHS Foundation Trust		
Additional advice for named clinical supervisors of foundation year 1 and 2 doctors	Authors Stephanie Harrison Foundation Doctor & Dr Mike Masding, Head of Wessex Foundation School Chair UK Foundation School Directors Committee		
Supporting foundation doctors out of hours	Authors Alex Parr, Stephanie Harrison Foundation Doctors and Dr Mike Masding Head of Wessex Foundation School Chair UK Foundation School Directors Committee	December 2018	
BMA Fatigue and Facilities Charter	Organisation British Medical Association	March 2018	https://www.bma.org.uk/-/media/files/pdfs/employment%20advice/working%20hours/bma-fatigue-and-facilities-charter_july2018.pdf?la=en
Educational Support from National and Local Teams	Organisation UK Foundation Programme Office	December 2018	
Expansion of Foundation - Psychiatry Placements	Authors Paul Baker, Deputy Postgraduate Dean Kate Burnett, Foundation Programme Director	September 2017	
STAGGERING TRAINEE DOCTOR CHANGEOVER and appendix A	Organisation Academy of Medical Royal Colleges	March 2014	https://www.aomrc.org.uk/wp-content/uploads/2016/05/Staggering_Trainee_Changeover_0314.pdf http://www.aomrc.org.uk/wp-content/uploads/2016/05/Staggering_Trainee_Changeover_Appendices-A-I.pdf
Recommendations for safe trainee changeover	Organisations Academy of Medical Royal Colleges NHS Employers	June 2013	http://www.aomrc.org.uk/wp-content/uploads/2016/05/Recommendations_for_Safe_Trainee_Changeover_0613.pdf

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IMPROVING CARE AND TRAINING AT TRAINEE CHANGEOVER DATES	Organisation Academy of Medical Royal Colleges	April 2012	https://www.aomrc.org.uk/wp-content/uploads/2016/05/AOMRC_Statement_2012-04-12_Improving_care_trainee_doctor_changeover_dates.pdf
GMC's National training surveys reports	Organisation General Medical Council		https://www.gmc-uk.org/about/what-we-do-and-why/data-and-research/national-training-surveys-reports
GMC's Experiences shared: Trainees and educators share their experiences of DA in medical education and training	Organisation General Medical Council		https://www.gmc-uk.org/education/standards-guidance-and-curricula/projects/differential-attainment/experiences-shared
GMC's Fair Training Pathways for All: Understanding Experiences of Progression Final Report	Organisation UCL Medical School Authors Dr Katherine Woolf Dr Antonia Rich Dr Rowena Viney Ms Marcia Rigby Dr Sarah Needleman Dr Ann Griffin	April 2016	https://www.gmc-uk.org/-/media/documents/2016-04-28-fairpathwaysfinalreport_pdf-66939685_pdf-67089434_pdf-70345187.pdf
Longitudinal Integrated Foundation Training: uplifting perspectives	Authors Kathryn E Burnett, Catherine Tregoning, David A Hirsh, and Paul Baker	October 2018	https://www.ncbi.nlm.nih.gov/pmc/articles/PMC6221179/
Foundation Policies and Processes - Longitudinal Integrated Foundation Training (LIFT)	Organisation Health Education England North West	February 2016	https://www.nwpgmd.nhs.uk/foundation-policies-and-processes
Longitudinal Integrated Foundation Training (LIFT) A pilot for HEE North West and the North West of England Foundation School	Author Professor Paul Baker, Deputy Postgraduate Dean	October 2015	
The Topel Review: Preparing the healthcare workforce to deliver the digital future (the Foundation Review had access to the provisional report pre February 2019)	Organisation Health Education England	February 2019	https://topol.hee.nhs.uk/wp-content/uploads/HEE-Topol-Review-2019.pdf
By choice – not by chance Supporting medical students towards future careers in general practice	Organisations Health Education England Medical Schools Council	November 2016	https://www.hee.nhs.uk/sites/default/files/documents/By%20choice%20-%20not%20by%20chance.pdf

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Addressing differential attainment by ethnicity in UK medical students and graduate	<p>Organisation UCL Medical School</p> <p>Author Dr Katherine Woolf, NIHR Career Development Fellow Senior Lecturer in Medical Education</p>		http://www.wessexdeanery.nhs.uk/pdf/Katherine%20Woolf.pdf
GMC Welcomed and valued: Supporting disabled learners in medical education and training	<p>Organisation General Medical Council</p>	May 2019	https://www.gmc-uk.org/-/media/documents/welcomed-and-valued-pdf-78466923.pdf
Supported Return to Training	<p>Organisation Health Education England</p>	November 2017	https://www.hee.nhs.uk/sites/default/files/documents/Supported%20Return%20to%20Training.pdf
National Transfer of Information: Process and guidance for medical students, graduates, Foundation Programme applicants, medical schools and foundation schools	<p>Organisations UK Foundation Programme Office</p> <p>Medical Schools Council</p>	2018	http://www.foundationprogramme.nhs.uk/sites/default/files/2018-10/TOI%20Guidance%202019_1.pdf
BMJ Open: Relationship between sociodemographic factors and selection into UK postgraduate medical training programmes: a national cohort study	<p>Authors Ben Kumwenda, Jennifer A Cleland, Gordon J Prescott, Kim Walker, Peter W Johnston</p>	30th June 2018	https://bmjopen.bmj.com/content/bmjopen/8/6/e021329.full.pdf
Adapting for the future: a plan for improving the flexibility of UK postgraduate medical training	<p>Organisation General Medical Council</p>	March 2017	https://www.gmc-uk.org/-/media/documents/adapting-for-the-future-a-plan-to-improve-postgrad-med-training-flexibility_pdf-69842348.pdf
Being a junior doctor Experiences from the front line of the NHS	<p>Organisation Royal College of Physicians</p> <p>Produced by RCP policy: workforce Mission: Health</p>	December 2016	https://www.rcplondon.ac.uk/guidelines-policy/being-junior-doctor

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F1T to Practice? Recognising the challenges of FY1 to improve support	<p>Organisations The UK Foundation Programme Office Health Education South West</p> <p>Authors Rosie Gallagher FY2 doctor, Severn Foundation School, John McCullough FY2 doctor, Severn Foundation School, Clare van Hamel Foundation School Director, Severn Foundation School, Angela Burton Foundation Programme Director for Portfolio, Northern Foundation School</p>		
Foundation Year 3	<p>Organisation BMA</p> <p>Authors Graeme Larkin, Sarah Hallett</p>	August 2018	
2015 National Evaluation Academic Foundation Programme Survey	<p>Organisation UK Foundation Programme Office</p>	June 2017	https://heeoee.hee.nhs.uk/sites/default/files/2015_academic_survey_outcomes.pdf
University of Sheffield Academic Foundation Programme	<p>Authors Professor Paul Baker, Deputy Postgraduate Dean (Collated answers from Craig Irvine, Foundation School Director; Lynsey, Tim, Rosemary and Caroline (mostly comments from Lynsey and Caroline)</p>		
Academic Foundation Programme (AFP) metrics	<p>Author Professor Paul Baker, Deputy Postgraduate Dean</p>	October 2018	
South – West Academic Foundation programme – Research posts		21st October 2018	
Academic Foundation Programme Certificate/Diploma in Academic Medicine	<p>Organisation Queen's University Belfast School of Medicine, Dentistry & Biomedical Sciences</p>		

Title	Author	Date it was produced (if known)	Link to the document (if published)
Foundation Programme Careers Delivery Model	Authors Mike Wilson Business Manager - Careers Health Education England North East & Katharine Hankins, Head of Careers Professional Support Unit London and South East Professional Development Team	2018	
Why do Doctors take time out of training	Authors Dr Jan Welch, Brighton and Sussex Medical School		
Healthy Populations Designing Strategies to Improve Population Health Report of the WISH Healthy Populations Forum 2016	Authors Hugh Alderwick Professor Sir Chris Ham Sue Siegel Sabine Vuick Hannah Patel	November 2016	https://www.kingsfund.org.uk/sites/default/files/field/field_publication_file/WISH%20Healthy%20populations.pdf
Life Expectancy at Birth and at Age 65 by Local Areas in England and Wales 2012 to 2014	Organisation Office for National Statistics	November 2015	https://www.ons.gov.uk/peoplepopulationandcommunity/birthsdeathsandmarriages/lifeexpectancies/bulletins/lifeexpectancyatbirthandatage65bylocalareasinenglandandwales/2015-11-04
The state of medical education and practice in the UK 2017	Organisation General Medical Council	December 2017	https://www.gmc-uk.org/-/media/about/somep-2017/somep-2017-final-full.pdf?la=en&hash=B6AD13C9D672F7FCD927498A3F50BB0A2A4286F2
Expansion of Undergraduate Medical Education: Map of New Medical Schools	Organisation Health Education England Author Simon Wright, Education & Training Policy Officer	July 2018	
Medical school places after allocation of additional 1,500 places	Organisation Health Education England Author Simon Wright, Education & Training Policy Officer	July 2018	

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Factors Influencing Recruitment and Retention of Foundation Doctors in Geographically Unpopular Locations	<p>Organisation University Hospitals of Morecambe Bay NHS Foundation Trust</p> <p>Author Dr Joanne Curran, University Hospitals of Morecambe Bay NHS Foundation Trust</p>		
Medical Recruitment: Learning from Bangor ED Written evidence submitted to the National Assembly for Wales Inquiry into Medical Recruitment,	<p>Author Dr Linda Dykes, Consultant in Emergency Medicine</p>	February 2017	
Junior doctors training: is it really location, location, location?	<p>Organisation Health Economics Research Unit</p>	September 2016	https://www.abdn.ac.uk/heru/documents/HERU_PB_Junior_Doctors_Training.pdf
BMJ Open: What factors are critical to attracting NHS foundation doctors into specialty or core training? A discrete choice experiment	<p>Authors/Organisation Gillian Marion Scanlan, Jennifer Cleland, Peter Johnston, Kim Walker, Nicolas Krucien, Diane Skåtun, NHS Education for Scotland</p>	March 2018	https://bmjopen.bmj.com/content/bmjopen/8/3/e019911.full.pdf
Impact of TERS on fill rates in North Cumbria	<p>Author Professor Richard Bellamy Professor Namita Kumar</p>		
The Consensus Statement on the Role of the Doctor	<p>Joint Statement: Academy of Medical Royal Colleges Medical Schools Council The Association of UK University Hospitals British Medical Association Health Education England The Kings Fund COPMeD NHS Employers General Medical Council</p>	December 2014	https://www.medschools.ac.uk/media/1922/role-of-the-doctor-consensus-statement.pdf



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Identifying the work activities performed by doctors in the Foundation Programme Research conducted for the General Medical Council	<p>Organisation Newcastle University</p> <p>Authors/Organisations Gillian Vance Bryan Burford Sharmila Jandial Jon Scott School of Medical Education Newcastle University</p>	September 2015	https://www.gmc-uk.org/-/media/documents/activities-of-fp-doctors-executive-summary-final-210915-pdf-62792847.pdf
British Medical Association Physician Associates policy	<p>Organisation British Medical Association</p>		
Medical Associate Professions Physician Associates	<p>Organisation The Royal Free London NHS Foundation Trust</p>	October 2018	https://www.nhsemployers.org/-/media/Employers/Publications/Medical-associate-professions/Physician-Associates-Case-Study-Royal-Free-FIN_WEB.pdf
Developing workforce safeguards Supporting providers to deliver high quality care through safe and effective staffing	<p>Organisation NHS Improvement</p>	October 2018	https://improvement.nhs.uk/documents/3320/Developing_workforce_safeguards.pdf
Doctors' Assistants: evaluation of the impact of a new NHS role at ESHT	<p>Author Dr Scarlett McNally, Consultant Orthopaedic surgeon</p>	November 2016	https://docs.wixstatic.com/ugd/0e5cae_1a54eb07e3664ff8a763d6fb60ae1faf.doc?dn=Doctors%20assistant%20project%20Participant%20information%20sheet%2024.11.16.doc
Comparison of Allocation Results: Meritocratic vs First Preference Algorithm	<p>Authors Charlotte Dainter, National Foundation Programme Manager, UKFPO</p> <p>Jonathan Howes, National Programme Lead, Health Education England</p>	March 2019	
Proposed Recommendations for the Allocation Process	<p>Authors Dr Tom Yapp, Special Advisor, Dr Mike Masding, Chair of FSD Committee, Dr Robert Powell, Clinical Lead for Stand-alone Recruitment, Charlotte Dainter, National Foundation Programme Manager, UKFPO.</p>		

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Context counts training health workers in and for rural and remote areas	<p>Organisation Bulletin of the World Health Organization</p> <p>Authors Roger Strasser & Andre-Jacques Neusy</p>	August 2010	https://www.who.int/bulletin/volumes/88/10/09-072462.pdf
Broadening the Foundation Programme Recommendations and implementation	<p>Organisation Health Education England</p>	February 2014	https://www.hee.nhs.uk/sites/default/files/documents/Broadening%20the%20Foundation%20Programme%20-%20Recommendations%20and%20implementation%20guidance.pdf
Journal of Health Education Research & Development Structural Challenges for Improving Rural Medical Training in Germany	<p>Organisation Institute of General Practice and Family Medicine</p> <p>Authors Jens Holst Markus Herrmann</p>	February 2016	https://www.omicsonline.org/open-access/structural-challenges-for-improving-rural-medical-training-in-germany-2380-5439-1000154.pdf
Aspiring to Excellence Final Report of the Independent Inquiry into Modernising Medical Careers	<p>Author Professor Sir John Tooke</p>	January 2008	http://www.asit.org/assets/documents/MMC_FINAL_REPORT_REVISED_4jan.pdf
Rethinking acute medical care in smaller hospitals	<p>Organisation Nuffield Trust</p> <p>Authors Dr Louella Vaughan, Nigel Edwards, Candace Imison and Ben Collins</p>	October 2018	https://www.nuffieldtrust.org.uk/files/2018-10/nuffield-trust-summary-rethinking-acute-medical-care-in-smaller-hospitals-web.pdf
Health state life expectancies UK 2013-2015	<p>Organisation Office for National Statistics</p>	November 2016	https://www.ons.gov.uk/peoplepopulationandcommunity/healthandsocialcare/healthandlifeexpectancies/bulletins/healthstatelifeexpectanciesuk/2015to2017
Teaching general practice: Guiding principles for undergraduate general practice curricula in UK medical schools	<p>Organisations Royal College of General Practitioners Society for Academic Primary Care</p> <p>Authors Professor Alex Harding Professor Kamila Hawthorne Professor Joe Rosenthal</p>	October 2018	https://www.ucl.ac.uk/iehc/sites/iehc/files/teach-gp-curriculum-guidance.pdf

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Foundation Programme 2018 Withdrawals	Organisation UK Foundation Programme Office	September 2018	
Foundation for Excellence An Evaluation of the Foundation Programme	Author Professor John Collins	October 2010	https://www.copmed.org.uk/images/docs/1314194412_fhWH_foundation_for_excellence_an_evaluation_of_the_fou.pdf
Groundbreaking recruitment scheme boosts GP numbers in Havering	Organisation NHS Havering Clinical Commissioning Group	October 2018	http://www.haveringccg.nhs.uk/havering-news/groundbreaking-recruitment-scheme-boosts-gp-numbers-in-havering/73360
Medical emergencies in rural North Queensland: Doctors perceptions of the training needs	Authors Pandit T, Sabesan S, Ray RA	December 2018	https://www.ncbi.nlm.nih.gov/pubmed/30444279
Foundation Leadership and Management Apprenticeship	Organisations Severn Foundation School Authors Roddy Chrisite, Captain Bill Kawai-Calderhead	November 2018	
The Apprentice: Developing Clinical Leaders of Tomorrow using the Government Apprenticeship Levy	Organisation The James Cook University Hospital Author Captain Bill Kawai-Calderhead RAMC		
Literature Searches			
Physician assistant (associate) role in the USA	Archana Deshmukh, Library and Knowledge Services	February 2019	
International approaches to medical training for shortage specialties: psychiatry	Archana Deshmukh, Library and Knowledge Services	January 2019	
International approaches to medical training for shortage specialties: general practice	Archana Deshmukh, Library and Knowledge Services	January 2019	
International models, case studies and literature about the facilitation of postgraduate medical training in rural and underserved areas	Archana Deshmukh, Library and Knowledge Services	October 2018	
Workforce Issues Literature Search	Simon Wright	November 2018	

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How can the UK Foundation Programme ensure that foundation trainees are given appropriate exposure to specialties?	Archana Deshmukh, Library and Knowledge Services	October 2018	
The suitability of the UK Foundation Programme to support the doctors of tomorrow	Archana Deshmukh, Library and Knowledge Services	September 2018	
Differential attainment in postgraduate medical education	Archana Deshmukh, Library and Knowledge Services	September 2018	
Foundation-level" postgraduate medical training in Czech Republic and Lithuania	Archana Deshmukh, Library and Knowledge Services	November 2018	
Models, approaches and case studies of international approaches to "foundation-level" postgraduate medical training	Archana Deshmukh, Library and Knowledge Services	September 2018	
Approaches adopted within healthcare and other sectors to the training, support and supervision of newly-registered professionals	Archana Deshmukh, Library and Knowledge Services	December 2018	
Does simulation in medical foundation training lead to improvements in patient safety?	Archana Deshmukh, Library and Knowledge Services	October 2018	
Themed results Excel workbook: The suitability of the UK Foundation Programme to support the doctors of tomorrow. Redhill	Archana Deshmukh, Library and Knowledge Services	September 2018	



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