The Shape of Training Review

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Context

- Patient care will continue to be delivered through the NHS
- Profound demographic changes underway (urban – rural; young – old)
- Increasing impact of disruptive innovation:
  - information revolution (data processing and analysis)
  - genomics (diagnosis, prognosis, drug discovery)
  - new technology (additive manufacturing, intervention)
- Changing patient expectations
- Economics of sustainability
- Implications for PGMET?
Purpose of the Review

- Background set by previous Reviews (eg Tooke, Darzi, Collins, Cook, Patel, Temple)
- Review will be comprehensive and holistic
- Purpose to ensure doctors receive high quality education and training that supports high quality patient care and improved outcomes
- Will focus on postgraduate medical education and training including transitions from Foundation Programme into specialty training and continuing professional development (including leadership development)
Purpose of the Review

- Review will also touch on clinical academic pathways
- Review not tasked with evaluating undergraduate medical education, but clearly must have regard to what our Medical Schools provide for PGMET
- It will cover all four UK countries.
Timeline of the Review

- Review will produce a final report with recommendations for the Sponsoring Board in June 2013.

- Report will set out the rationale behind and recommendations for:
  - Any immediate changes
  - Changes in the medium term (2-5 years)
  - Changes in the long term (5-10 years and beyond)
  - How any changes may be implemented throughout the training pathways
Themes of the Review

- **Theme 1 – Workforce needs: Specialists or generalists**
  - Do we have the right balance between generalists and specialists to deliver appropriate care now and in the future?

- **Theme 2 – Breadth and scope of training**
  - How can trainees be better supported in gaining the right mix of knowledge, skills and behaviours to prepare for the different environments and contexts in which care is provided?

- **Theme 3 – Training and service needs**
  - What is the role trainees and trained doctors within the service and how can competing needs of service and training be addressed?
More themes of the Review

- **Theme 4 – Patient needs**
  - How can we develop training structures that provide clarity for patients and the public about the competencies attained by individuals and the roles and responsibilities of trainees and trained doctors?

- **Theme 5 – Flexibility of training**
  - Are there more flexible ways of training which would allow trainees and trained doctors to move more easily between specialities and into and out of training?
Business of the Review

- We will gather evidence by:
  - Desk-based research
  - Engagement with stakeholders in all four countries (including CMOs and NHS Confederation)
  - Focused invitations to submit written evidence
  - Oral evidence sessions
  - Site visits to consult Junior Doctors, Medical Directors, CEOs, Trainers etc
  - Web based consultation
  - Drawing on international comparisons and experience
  - Commissioning bespoke research
Business of the Review

- **We will be informed by an Expert Advisory Group**
  - Up to 12 members with an expertise or interest in postgraduate medical education and training
  - Members will appraise and evaluate evidence gathered
  - Members will provide us with independent advice and recommendations keyed to the themes of the Review
  - We will discourage them from representing the interests of their organisations.
  - Administrative, logistical and policy research support from GMC.
Review Timeline

- **April / May 2012:**
  - Appoint EAG; desk based work; planning of consultation programme

- **May / June 2012:**
  - Meeting of EAG; Review of literature; development of underlying principles; consultation

- **June / July 2012:**
  - Meeting of EAG; review of changing patient needs and expectations; discussion groups

- **Aug / Sept 2012**
  - EAG meeting; training issues for employers; oral and written evidence; site visits

- **Oct / Nov 2012:**
  - EAG meeting; issues for trainees; oral and written evidence; visits; reframing of work programme

- **Dec 2012 / Jan 2013:**
  - EAG meeting; site visits; oral and written evidence
Review Timeline

- **Feb / Mar 2013:**
  - EAG meeting; review of emerging conclusions and recommendations; feasibility issues for implementation

- **Apr / May 2013:**
  - Finalisation of conclusions and recommendations; evaluation of implementation issues; preparation of final Report

- **June 2013:**
  - Delivery of final Report and recommendations to Sponsoring Board; implementation of communications plan.
Accountability

- The Chair of the Review will report to the Sponsoring Board

- Responsibilities:
  - Oversee, direct, provide leadership and take responsibility for the Review
  - Be responsible for delivering the strategic objectives of the Sponsoring Board and report regularly to ensure UK-wide relevance
  - Ensure good communications and engagement with all stakeholders
  - Make sure educational, provider, professional and service perspectives are taken into account
  - Develop principles and recommendations
  - Develop and co-ordinate a work programme including implementation
  - Define and prioritise work to test new training pathways, models and structures.
  - Identify and assist projects already underway or planned.