

## Career Progression after Foundation

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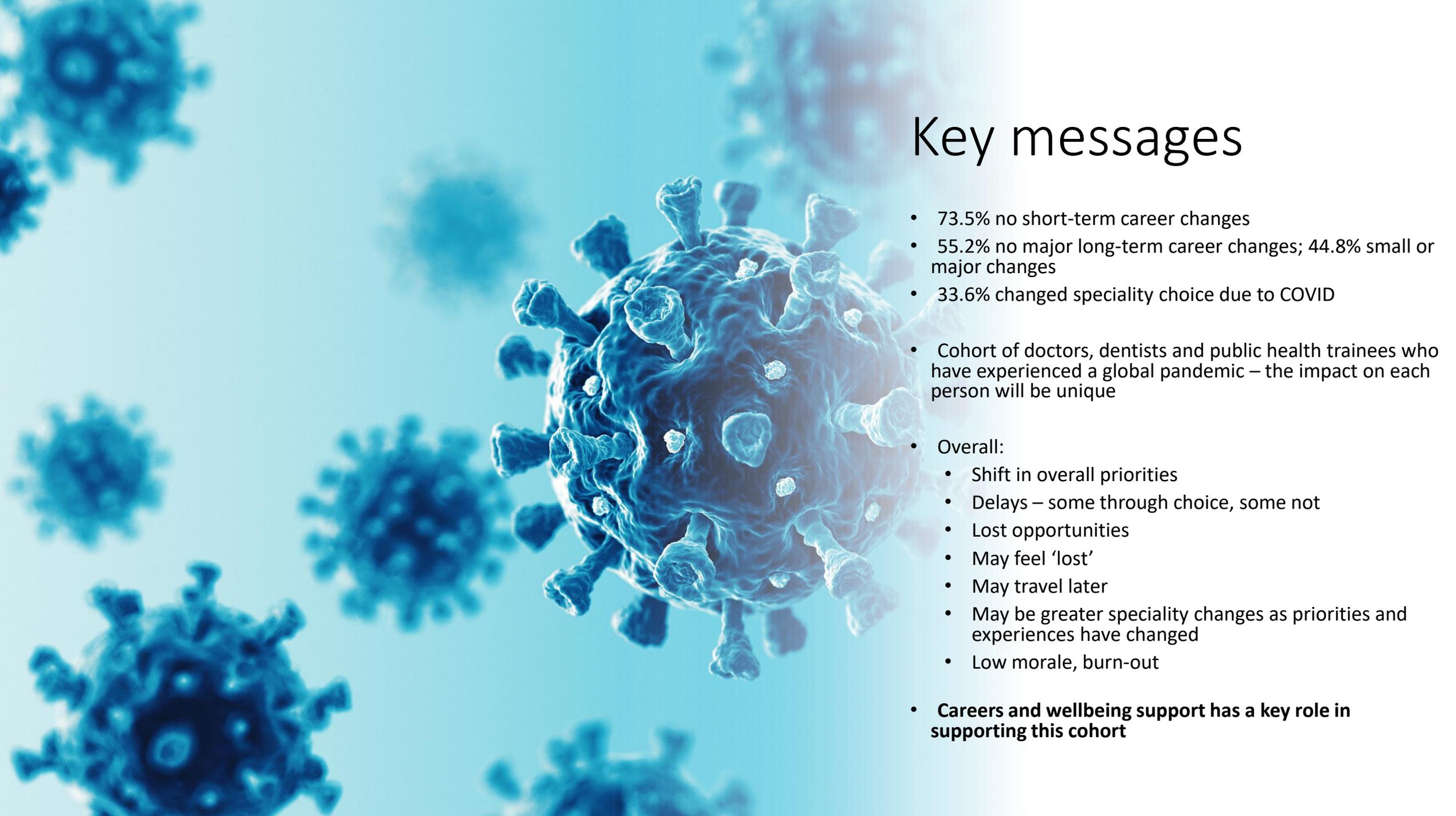
# MDRS Careers Strategy 2021

- A four-nation approach to best practice
  - Careers advice that empowers individuals to make their own decisions and take ownership of their career management
- Social inclusion
- Doctors should be supported to be the best they can be
  - Doctors must be prepared to adapt flexibly to changing future career pathways
- Careers advice should be timely, and realistic in context
- Careers advice must be tailored to both the individual's situation and the health economy



## Medical and Dental Careers Strategy





# Key messages

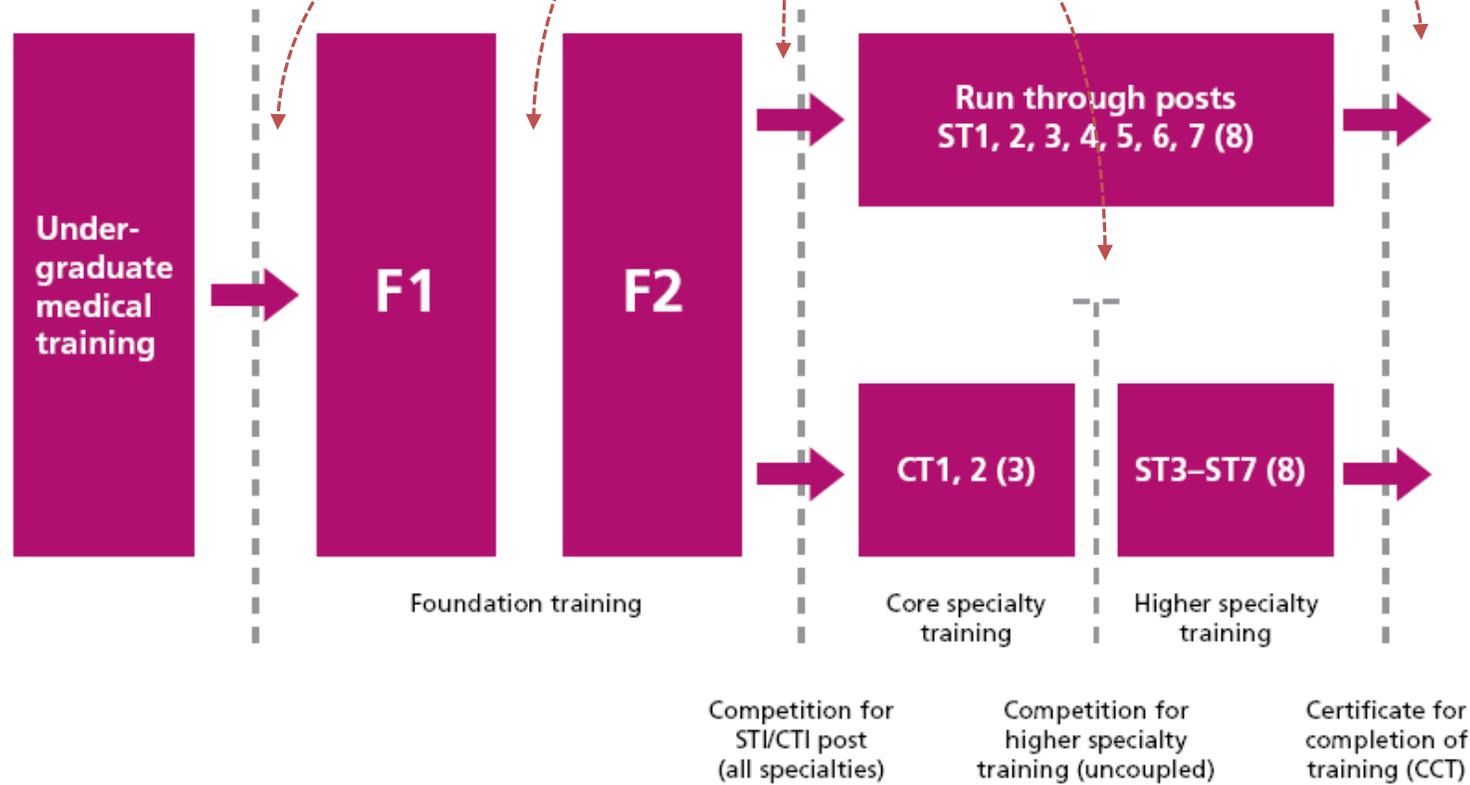
- 73.5% no short-term career changes
- 55.2% no major long-term career changes; 44.8% small or major changes
- 33.6% changed speciality choice due to COVID
- Cohort of doctors, dentists and public health trainees who have experienced a global pandemic – the impact on each person will be unique
- Overall:
  - Shift in overall priorities
  - Delays – some through choice, some not
  - Lost opportunities
  - May feel ‘lost’
  - May travel later
  - May be greater speciality changes as priorities and experiences have changed
  - Low morale, burn-out
- **Careers and wellbeing support has a key role in supporting this cohort**

# Career Decisions

## Career structure for foundation and specialty training

The flowchart below outlines the career structure for foundation and specialty training. This is an overview only. There may be other

points of entry which aren't shown here, depending on which vacancies are available at different stages of training.



(Diagram adapted from Image by David Rice, KSS Deanary, 2008)

'I Am The Ultimate Digital Multi-tasker'

# GENERATION Z

1995 - 2010 - I Am a Digital Native

EMERGING TRAITS

## I AM SELF DIRECTED

Education

I keep up to date with technology. I leave other generations behind 'I go Viral'

'No way like the new way'

Employment  
NHS

Don't 'force fit' me into a traditional work environment  
I will not engage!

Connected & Communicating

I expect to keep in touch, connectivity is 'as important as breathing'

Digital Native

Everything should be inter-connected I get frustrated at manual methods of working  
I want one device to access everything

Informed

I expect to be informed and you must listen and acknowledge my responses

Value Diversity

I will spend more time changing jobs and job hunting

Work Home & Money

I will be less well off than my parents. I will struggle with independant household management

Personal Freedom is Non-negotiable

To Be Continued...

Transparency  
Self - Reliance  
& Flexibility

every student + counts  
The future is yours

**Self Awareness**

**Opportunity Awareness**

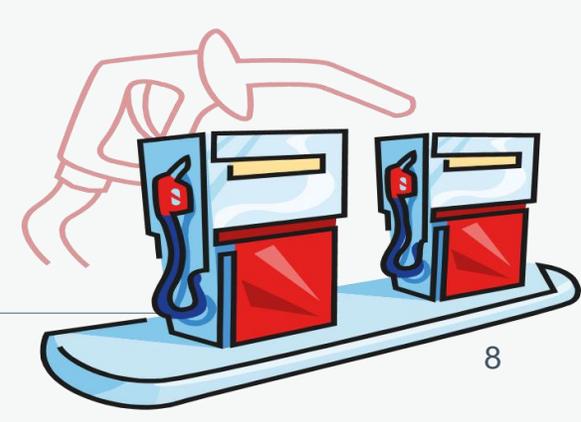
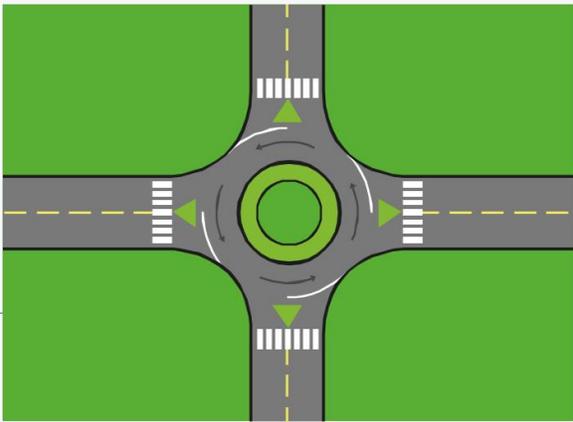
**Decision Making &  
Planning**

**Achieving & Reflecting**

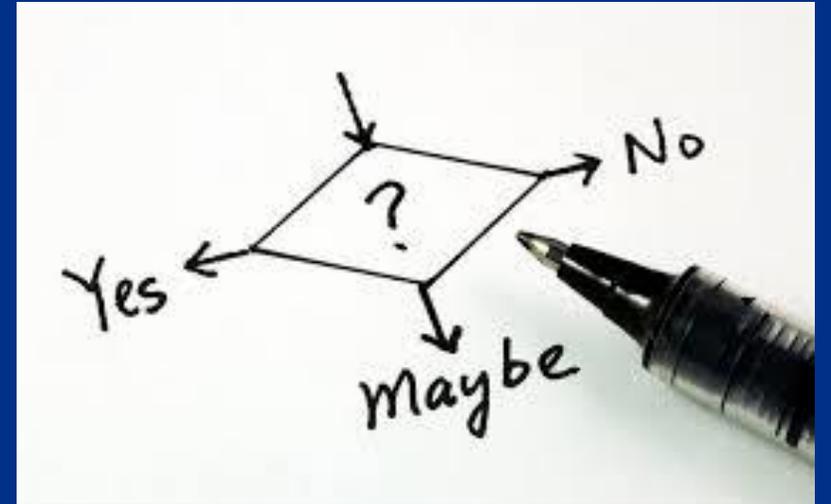


**How do you feel  
about deciding what  
to do after F2?**



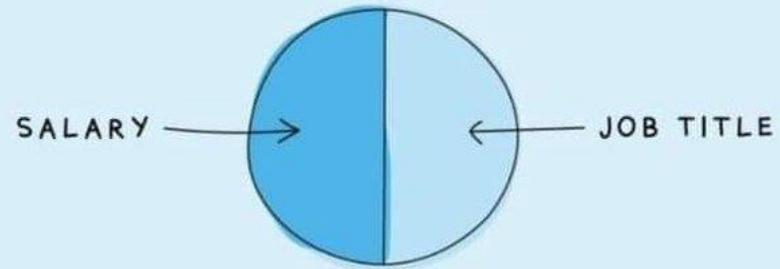


- Too many options
- Burnout – no motivation
- Not confident
- Not enough information
- Fear of unknown
- Fear of commitment
- Finances
- Family
- Work/Life balance

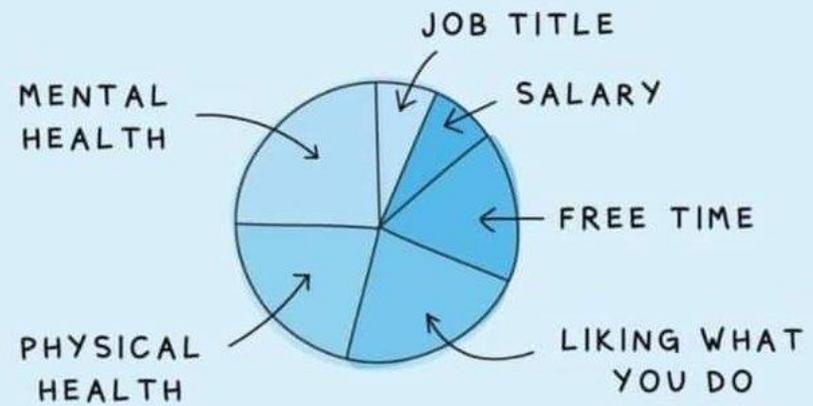


**JUST CAN'T  
DECIDE!!!!**

## HOW WE'RE TAUGHT TO MEASURE SUCCESS



## A BETTER MEASURE





# Motivations...

## **Important to me...**

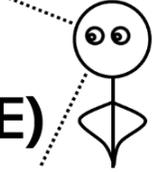
- Strong doctor patient relationship
- Long term relationship with patients
- Feeling like I have accomplished something at the end of the day
- I have to use my hands
- Need variety in day to day work
- Lifestyle/Salary

## **Topics that interest me...**

- Philosophy of beauty
- Immunology
- Nutrition
- Women's health

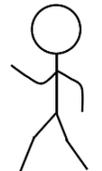
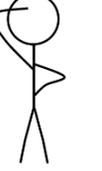
# Myers Briggs Personality Test

**ARE YOU**

 **INTROVERTED (I)** *OR* **EXTRAVERTED (E)** 

 **INTUITIVE (N)** *OR* **SENSING (S)** 

 **THINKING (T)** *OR* **FEELING (F)** 

 **JUDGING (J)** *OR* **PERCEIVING (P)** 

[aLittleBitofPersonality.com](http://aLittleBitofPersonality.com)

<p>INTJ</p> <p><b>THE ARCHITECT</b> IMAGINATIVE STRATEGIC PLANNERS</p>	<p>INTP</p> <p><b>THE LOGICIAN</b> INNOVATIVE CURIOUS LOGICAL</p>	<p>ENTJ</p> <p><b>THE COMMANDER</b> BOLD IMAGINATIVE STRONG-WILLED</p>	<p>ENTP</p> <p><b>THE DEBATER</b> SMART CURIOUS INTELLECTUAL</p>
<p>INFJ</p> <p><b>THE ADVOCATE</b> QUIET MYSTICAL IDEALIST</p>	<p>INFP</p> <p><b>THE MEDIATOR</b> POETIC KIND ALTRUISTIC</p>	<p>ENFJ</p> <p><b>THE PROTAGONIST</b> CHARISMATIC INSPIRING NATURAL LEADERS</p>	<p>ENFP</p> <p><b>THE CAMPAIGNER</b> ENTHUSIASTIC CREATIVE SOCIABLE</p>
<p>ISTJ</p> <p><b>THE LOGISTICIAN</b> PRACTICAL FACT-MINDED RELIABLE</p>	<p>ISFJ</p> <p><b>THE DEFENDER</b> PROTECTIVE WARM CARING</p>	<p>ESTJ</p> <p><b>THE EXECUTIVE</b> ORGANIZED PUNCTUAL LEADER</p>	<p>ESFJ</p> <p><b>THE CONSUL</b> CARING SOCIAL POPULAR</p>
<p>ISTP</p> <p><b>THE VIRTUOSO</b> BOLD PRACTICAL EXPERIMENTAL</p>	<p>ISFP</p> <p><b>THE ADVENTURER</b> ARTISTIC CHARMING EXPLORERS</p>	<p>ESTP</p> <p><b>THE ENTREPRENEUR</b> SMART ENERGETIC PERCEPTIVE</p>	<p>ESFP</p> <p><b>THE ENTERTAINER</b> SPONTANEOUS ENERGETIC ENTHUSIASTIC</p>

# Flexibility

- LTFT

- Flexible Portfolio Training

- Out of Programme Pause

- Cost of medical exams

- Relocation and travel expenses

- Digital staff passport

- Population health fellowship

- Clinical AI Fellowship

- Working environment – rest areas, access to hot food out of hours

- E-Rostering – pilot personalised rota

- Inter Deanery Transfer – Swap

- Flexibility in Training Oversight group established

## Enhancing Doctors' Working Lives

2023 Annual Report



# SPECIALTY CORE SKILLS



Anaesthesia	Light Purple	Red	Light Orange	Cyan	Dark Blue	White	Yellow
Chemical Pathology, Radiology, Histopathology and Medical Microbiology	Cyan	Yellow	White	Light Orange	Red		
General Surgery, Neurosurgery and Oral/Maxillofacial	Pink	White	Cyan	Light Purple	Blue	Light Orange	Yellow
Paediatrics	White	Dark Blue	Light Orange	Cyan	Red	Yellow	Light Purple
IMT, Acute Medicine, EM	White	Cyan	Light Orange	Dark Blue	Yellow	Light Purple	Red
Psychiatry	White	Dark Blue	Blue	Light Orange	Red	Yellow	Light Purple
General Practice	Dark Blue	White	Blue	Red	Yellow	Light Orange	
Obs & Gynae & Community S&R Health	Dark Blue	White	Light Orange	Yellow	Cyan	Red	Light Purple
Ophthalmology	Dark Blue	White	Light Orange	Cyan	Red	Yellow	
Public Health	Light Orange	Blue	White	Yellow	Red		

## KEY

Vigilance and  
Situational Awareness

Coping with Pressure

Managing Others and  
Teamwork

Problem solving and  
decision making

Empathy/Sensitivity

Communication Skills

Organisation and  
planning

Conceptual thinking  
and problem solving

Judgement under  
pressure



INFLUENCES



**How many specialties do you know?**

**Which ones appeal to you and why?**

**Which ones do not attract you and why?**

**Which ones are you just clueless about?**



# Decision Making Tools

**Sci 59**

**BMA  
Specialty  
Explorer Tool**

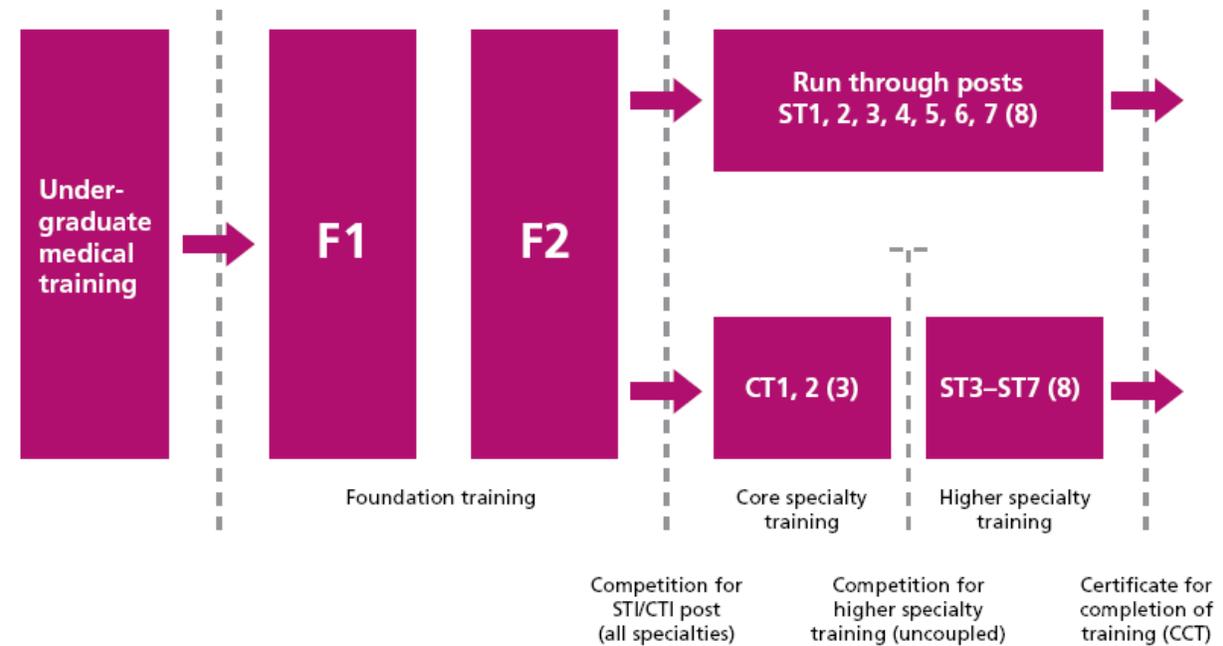
# Specialty training

# Current training model

## Career structure for foundation and specialty training

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points of entry which aren't shown here, depending on which vacancies are available at different stages of training.



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## CORE

- **ACCS & Core Anaesthetics**
- **ACCS Internal Medicine (Acute)**
- **Core Psychiatry Training**
- **Core Surgical Training**
- **Internal Medicine Training**

## RUN THROUGH

- **ACCS Emergency Medicine**
- **Cardiothoracic Surgery**
- **Chemical Pathology**
- **Community Sexual and Reproductive Health**
- **General Practice**
- **Histopathology**

- **Neurosurgery**
- **Obstetrics and Gynaecology**
- **Ophthalmology**
- **Oral & Maxillofacial Surgery**
- **Paediatrics**
- **Public Health**
- **Radiology**

## PILOTS

- **IST - not running**
- **Child and Adolescent Psychiatry**
- **Psychiatry of Learning Disabilities**
- **GP with Public Health**

# Recruitment 2025

Oct 24

- Oriel website updated
- Academic Clinical Fellowships applications advertised – Open Oct

Nov 24

- Academic Clinical Fellowships applications close – beginning of Nov
- Main Specialty Round 1 opens – Last week of Oct/First week of Nov

Dec 24

- Main Specialty Round 1 applications close – Last week of Nov/First week of Dec
- Longlisting/Shortlisting commences
- ACF interviews (8<sup>th</sup> November – 4<sup>th</sup> January)

Jan 25 –  
Feb 25

- MSRA beginning of January
- Assessment Centres (Jan/Feb/March)

March 25

- Offers end of March
- Round 1 Re Advert – if posts are left over

April 25

- Round 1 Re Advert closes

# Specialty Training Recruitment

- MSRA (Multi Specialty Recruitment Assessment)
- Self Scoring Assessment
- Shortlisted Application Form
- Interview



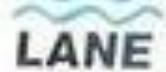
Specialty	Recruitment Process	Specialty	Recruitment Process
<b>ACF</b>	Shortlisted application form	<b>Neurosurgery</b>	Shortlist – MSRA 40% + self assessment 60% Offer – Interview only
<b>ACCS Emergency Medicine</b>	Shortlist – MSRA Offer – MSRA (40%) + interview	<b>Obs and Gynae</b>	Shortlist – MSRA benchmark Offer – MSRA (1/3) + interview (2/3)
<b>ACCS Acute</b>	Shortlist – Self assessment Offer - Interview only	<b>Ophthalmology</b>	Shortlist – MSRA benchmark Offer – MSRA + evidence folder + interview
<b>ACCS Anaesthetics</b>	Shortlist – MSRA Offer – MSRA (15%) + interview (85%)	<b>Oral and Maxillo Facial</b>	Shortlist – self assessment Offer – Evidence folder + interview
<b>Core Anaesthetics</b>	Shortlist – MSRA Offer – MSRA (15%) + interview (85%)	<b>Paeds</b>	Shortlist – application form Offer – Application form + interview
<b>Internal Medicine</b>	Shortlist – Self assessment Offer – Interview only	<b>Public Health</b>	Shortlist – SJT test Offer – SJT test + interview
<b>Core Surgery</b>	Shortlist – MSRA. Offer – 10% MSRA, 30% self assessment + 60% interview	<b>Radiology</b>	Shortlist – MSRA Offer – MSRA + self assessment + interview
<b>Core Psychiatry</b>	MSRA only	<b>Community and Sexual Reproductive Health</b>	Shortlist – MSRA Offer – Interview only
<b>Child and Adolescent Psychiatry</b>	MSRA only	<b>Cardiothoracic</b>	Shortlist – self assessment and application Offer - self assessment + interview
<b>Histopathology</b>	Shortlist – self assessment Offer – self assessment + interview	<b>GP</b>	MSRA only





**SLOW**  
  
  
**LANE**

**MEDIUM**  
  
  
**LANE**

**FAST**  
  
  
**LANE**

**LANE**

PROVAM

## Questions

