



# **UKFP 2022**

# **Foundation Priority Programmes (FPP)**



England  
Northern Ireland  
Scotland  
Wales



**UK Foundation  
Programme  
Office**



**August 2021**

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## Introduction

This guidance provides information about Foundation Priority Programmes (FPP). FPP posts were offered for the first time in 2020.

All applicants are required to apply for Foundation Programme (FP) in the first instance. Applicants can then choose to apply for Specialised Foundation Programmes (SFP) (previously known as Academic Foundation Programmes (AFP)), with the option to apply to a maximum of two Specialised Units of Application (SUoAs) and/or FPP.

Applicants who accept offers for SFP or FPP will be withdrawn from the allocation process for FP.

Applicants who accept offers for SFP or FPP who later choose to withdraw their application will be withdrawn from the process entirely, including FP.

## Background

Foundation Priority Programmes (FPP) have been developed to support specific areas of the UK that have historically found it difficult to attract and retain trainees through the foundation and specialty recruitment processes. The main aim is to maximise the opportunity for applicants who wish to be located in less popular areas and therefore improve supply for specialty training and beyond.

During 2019/20 and 2020/21, priority programmes, specifically designed to attract and retain trainees in remote, rural and coastal geographies, under-doctored geographies and shortage specialties, with psychiatry as an initial priority, were introduced and are currently being evaluated. These programmes also offer a range of incentives. Preliminary analysis shows that FPPs do help in recruiting to areas of the UK that have traditionally seen low fill rates; further analysis and subsequent refinement of offerings will take place in due course.

As part of this process, applicants have the opportunity to rank individual priority programmes that have been determined by a specific location as part of the application form and prior to national allocation to FP. Successful applicants will be offered specific programmes prior to national allocation to foundation schools.

## Programmes

This section provides an overview of opportunities available at different locations.

Applicants are advised to visit local [foundation school websites](#) for further details of individual programmes that will be included in the FPP process and the incentives they have to offer. Priority programmes offer a range of opportunities such as:

- Longer programmes (up to three years) that provide opportunities to undertake additional training or train more flexibly and provide geographic stability for those that desire it.
- Opportunities that might allow trainees to realise their potential by undertaking parallel management and leadership programmes.
- Opportunities to gain academic/research experience.
- Opportunities to undertake quality improvement projects or teaching roles.
- Other incentives such as financial support with accommodation and innovative rotas.

## Geographic Locations

The table below provides an overview of locations of where FPP posts are available and the number of posts at each foundation school.

### Key

|                       |
|-----------------------|
| No FPP posts for 2022 |
|-----------------------|

| Statutory Education Body                            | HEE Region               | Foundation School                                  | FPP Posts  |
|---|--------------------------|--|------------|
| Health Education England                            | East of England          | East Anglia  | 54         |
| Health Education England                            | East of England          | Essex, Bedfordshire and Hertfordshire (EBH)        | 60         |
| Health Education England                            | North West               | North West of England                              | 3          |
| Health Education England                            | North East and Yorkshire | Northern   | 80         |
| Health Education England                            | South West               | Peninsula  | 2          |
| Health Education England                            | South West               | Severn   | 21         |
| Health Education England                            | London                   | South Thames                                       | 14         |
| Health Education England                            | South East               | Wessex   | 1          |
| Health Education England                            | Midlands                 | West Midlands North                                | 9          |
| Health Education England                            | Midlands                 | West Midlands South                                | 15         |
| Health Education England                            | North East and Yorkshire | Yorkshire and Humber                               | 22         |
| Health Education and Improvement Wales              | N/A                      | Wales  | 9          |
| NHS Education for Scotland                          | N/A                      | Scotland   | 54         |
| Northern Ireland Medical and Dental Training Agency | N/A                      | Northern Ireland                                   | 8          |
| Health Education England                            | Midlands                 | Trent  | 0          |
| Health Education England                            | Midlands                 | Leicestershire, Northamptonshire and Rutland (LNR) | 0          |
| Health Education England                            | London                   | North London                                       | 0          |
| Health Education England                            | Midlands                 | West Midlands Central                              | 0          |
| Health Education England                            | South East               | Oxford   | 0          |
|   | <b>Total</b>             |  | <b>352</b> |

For a detailed summary of the FPP posts and incentives offered at each foundation school, please refer to [appendix 1](#).

## Specialties

The following table provides information about which foundation schools offer priority programmes that have been specifically constructed to enhance exposure to certain specialties. Other programmes will also include these specialties.

| Specialty Theme  | Foundation Schools   |
|--|--|
| Academic (not SFP posts)   | South Thames, West Midlands North, West Midlands South and Yorkshire and Humber (Academic Medical Education) |
| General Practice (GP) including Longitudinal Integrated Foundation Training (LIFT) in YHFS | East Anglia, Essex, Bedfordshire and Hertfordshire (EBH) and Yorkshire and Humber                            |
| Obstetrics and Gynaecology   | East Anglia  |
| Oral and Maxillo-facial Surgery  | Essex, Bedfordshire and Hertfordshire (EBH)  |
| Paediatrics  | East Anglia and Essex, Bedfordshire and Hertfordshire (EBH)  |
| Pathology  | Wessex   |
| Prehospital Care   | East Anglia  |
| Psychiatry*  | East Anglia and Scotland   |

*\*All foundation schools across the UK also offer Psychiatry Foundation Fellowships (PFFs) that have been designed to support high-flying medical students interested in a career in psychiatry access support, mentorship and educational opportunities in psychiatry across the two-year foundation programme. Scotland is not part of the PFF scheme; however, the Scottish College offer opportunities separately. Applicants need to complete a separate application for consideration for PFF posts (see [appendix 2](#)).*

## Leadership and Management

The following foundation schools offer priority programmes with dedicated time for leadership development:

- East Anglia
- Northern
- South Thames
- West Midlands North
- West Midlands South

Some Specialised Foundation Programmes (SFP) are focussed primarily around leadership and management. Applicants are advised to consider the offerings of individual Specialised Units of Application (SUoAs) for further information about programmes available as part of the SFP selection process, which are designed around leadership and management.

## Medical Education/Teaching

The following foundation schools offer priority programmes that provide training in medical education:

- Northern
- South Thames
- Wales
- West Midlands North
- West Midlands South
- Yorkshire and Humber

Some Specialised Foundation Programmes (SFP) are focussed primarily on medical education. Applicants are advised to consider the offerings of individual Specialised Units of Application (SUoAs) for further information about programmes available as part of the SFP selection process, which are designed around medical education.

## **Additional Qualifications**

Foundation schools that offer academic themed priority programmes include the opportunity to complete a Postgraduate Certificate (PGCert) in collaboration with a local Health Education Institution (HEI). This includes the following foundation schools:

- Northern
- West Midlands North
- West Midlands South
- South Thames
- Yorkshire and Humber (as part of the Academic Medical Education posts above)

South Thames Foundation School also offer Postgraduate online courses without the formal qualification.

The digital innovation programmes available at West Midlands South Foundation School also include a course certificate and Associate Membership of Faculty of Clinical Informatics upon completion.

## **Digital Health and Entrepreneurships**

West Midlands South Foundation School have six posts available that are designed to develop skills for those with an interest in delivering care in a digital world. The posts are linked with local universities and include six workshops per year in Digital Health and Entrepreneurship. Trainees are given the opportunity to complete an evaluative or interventional digital health/entrepreneurship project to be presented at the end of the two-year programme. Mentoring will be provided to support the identification of onwards digital health training in specialty training.

## **Simulation**

YHFS have 1 SIM fellow post. Simulation remains an important part of the Foundation curriculum and this was reinforced during the Foundation review process of 2019. In FY2, the successful trainee would have weekly day release to design, facilitate and evaluate simulation methodology in the teaching and training of Foundation doctors. The successful appointee will work with 2 Deputy Directors of simulation who work within the trust.

## **Financial Incentives**

Northern Foundation School are offering thirty nine programmes with an incentive of £7,000 per training year (Targeted Enhanced Recruitment Schemes (TERS)). These programmes also include additional educational support for all F1 and F2 doctors through the F-Docs online education package.

## **Facilitated Placement Abroad/International Fellowship**

West Midlands North Foundation School offer three International Fellowship Programmes which are to be completed over three years. These programmes include twelve months training overseas. The F1 year and the first two placements (eight months) of the F2 year are undertaken in the UK at Shrewsbury and Telford Hospital NHS Trust (SaTH). Trainees are then given the opportunity to work at a partner organisation in New Zealand, offering experience in a rural location to gain equivalent local experience in another healthcare setting. The final placement (four months) is carried out in General Practice (GP) in the UK.

## **Less Than Full-Time (LTFT) Training**

The following foundation schools offer priority programmes that specifically support/are tailored to less than full-time training:

- East Anglia
- Essex, Bedfordshire and Hertfordshire (EBH)

Trainees who are matched to programmes as part of the national allocation process for FP may also apply to work on a less than full-time basis. This option is not restricted to FPP.

## Additional Supervision

All of the specialty themed programmes provide additional supervision with a dedicated sub-specialty Educational Supervisor.

Programmes with a focus around academia, leadership and medical education also provide additional support and mentorship.

Some of the programmes available at South Thames Foundation School also offer additional mentorship.

## Remote and Rural

The following foundation schools offer experience in remote and rural areas:

- Northern
- Scotland
- South Thames
- Wales

## Applications

Applicants will need to indicate they wish to apply for FPP in the FP application form on Oriel (<https://www.oriel.nhs.uk>).

Applications will be accepted from 8 September 2021 at 09:00 (BST) until 12:00 noon (BST) on 22 September 2021.

**Late applications will not be accepted under any circumstances.**

**Applicants applying for FPP cannot apply for pre-allocation to a specific FPP or link their application to another applicant.** There will still be the option to apply for pre-allocation for FP and to link FP applications.

Applicants will be asked to **rank individual FPP posts** once they have submitted their application form. Applicants only need to rank posts of interest. FPP preference choices for FPP can be amended until 12:00 noon on 17 February 2022.

Applicants are **not required to attend an interview** for FPP

## Programme Preferencing

Applicants are required to rank available priority programmes in order of preference on the 'Preferences' screen after you have submitted your application form.

Applicants are not required to rank all the available programmes for FPP. You are advised to rank only the programmes you would be prepared to accept offers for. However, it is important to consider this carefully since not ranking all programmes may affect your chances of being offered a priority programme. If it is especially important for you to receive an offer for a programme earlier in the timeline, regardless of location, specialty, etc., you might want to consider ranking all priority programmes.

If you choose not to rank a programme, this will indicate that you do not wish to be considered for that programme. For example, if only certain programmes are ranked and these programmes are all offered to and accepted by applicants who scored higher, an offer for a priority programme will not be made. Your application will then be considered as part of the national allocation process for FP. If you are not likely to accept an offer for a programme, please do not rank it as this will prevent other applicants who wish to be considered for the programme from receiving an offer.

Applicants can rank posts using a drag and drop process. The system saves the preferences when you press “save”. There is no submit button.

It is important to note that the NHS is a constantly changing system and even after being matched to an individual programme, there will be situations when placements within that programme may change because of service redesign, working time directive regulations or national directives (UK-wide).

## Offers

Applicants who score highly enough to be allocated to the primary list for FP will be offered FPP posts based on their **total FP application score (EPM + SJT) and preferences for FPP**.

Applicants will have 48-hours to either accept or decline offers for FPP (**no upgrades will be offered**). It is the responsibility of the applicant ensure a timely response to any offers made within the specified window. If you choose to accept an offer for FPP, you will be withdrawn from the main FP allocation process.

If you do not receive an offer for FPP, you decline an FPP offer, or let an FPP offer expire, you will automatically be included in the allocation process for FP.

**If you accept an offer for FPP and later decide to withdraw your application, you will be withdrawn from the entire process, including FP.**

Please note that if you have previously accepted an offer for SFP, you will have been withdrawn from both the FPP and FP processes.

Any unfilled FPP places will be included in the national allocation process for FP. The incentives offered as part of FPP may be transferred across in this case, but some Foundation Schools do not provide the incentives if the FPP is not filled until it goes into the national allocation process. This will be decided locally by each foundation school and details will be available on foundation school websites.

As far as possible, foundation schools aim to honour programme allocations. However, it is important to note that after being matched to an individual programme, placements within that programme may change as a result of service redesign, working time regulations or national directives.

All subsequent offers of employment are subject to satisfactory references and other pre-employment checks, such as occupational health, etc. Applicants must have provisional registration with the General Medical Council (GMC) in order to commence training and employment. Applicants are advised to apply for provisional registration at least three months prior to the start of the programme.



## FPP Timeline

| Date(s)  | Recruitment Activity   |
|--|--|
| 8 September – 22 September 2021  | Apply for FP (all applicants)  |
|  | Apply to a maximum of two SUoAs for SFP (optional)   |
|  | Apply for FPP (optional)   |
| December 2021 – January 2022<br><i>For information only – PFF process is separate from FPP process</i> | Applications for Psychiatry Foundation Fellowship (PFF) posts to be submitted to the Royal College of Psychiatrists. Please refer the <a href="#">College website</a> for further information. |
| 23 – 25 February 2022  | First round of FPP Offers.   |
| 25 February 2022   | Deadline for applicants to accept or decline an offer on Oriel   |
| 28 February – 2 March 2022   | Second round of FPP Offers.  |
| 2 March 2022   | Deadline for applicants to accept or decline an offer on Oriel   |
| 2 – 4 March 2022   | Third round of FPP Offers.   |
| 4 March 2022   | Deadline for applicants to accept or decline an offer on Oriel   |
| 10 March 2022  | National Allocation to FP  |
|  | SJT scores viewable to applicants on Oriel   |
| 7 April 2022   | Match to Programme Results Released  |

## Frequently Asked Questions (FAQs)

**Question:** How do I apply for Foundation Priority Programmes (FPP)?

**Answer:** *Once you have been nominated and have registered on Oriol, or deemed eligible by the UKFPO's Eligibility Office, you will need to search for and apply to the Foundation Programme (FP) vacancy. In the "Foundation Priority Programmes" section of the FP application form, select "Yes". Note that there is no separate FPP vacancy.*

*Submit your FP application form. Then, return to your dashboard and navigate to the 'Preferences screen', or access your preferences via 'my applications'. You will see a number of applications – your FP application, your maximum of two SFP applications and/or an FPP application. Select your FPP application and rank the available programmes in your order of preference.*

**Question:** I only wish to be considered for Foundation Priority Programmes (FPP) in a particular region, how do I apply for these posts?

**Answer:** *You should rank only the programmes you wish to be considered for, that is, those in a particular region. Programmes you would not accept should be listed in the 'not wanted' column.*

**Question:** I only wish to be considered for Foundation Priority Programmes (FPP) in a particular specialty, how do I apply for these posts?

**Answer:** *You should rank only the programmes you wish to be considered for, that is, those in a particular specialty. Programmes you would not accept should be listed in the 'not wanted' column.*

**Question:** I only wish to be considered for Foundation Priority Programmes (FPP) that offer training experience overseas, how do I apply for these posts?

**Answer:** *You should rank only the programmes you wish to be considered for, that is, those which offer international experience/training. Programmes you would not accept should be listed in the 'not wanted' column.*

## Useful Contact Information

UK Foundation Programme Office (UKFPO)

General enquiries: [helpdesk@foundationprogramme.nhs.uk](mailto:helpdesk@foundationprogramme.nhs.uk)

Website: [www.foundationprogramme.nhs.uk](http://www.foundationprogramme.nhs.uk)

Facebook: <https://www.facebook.com/UKFPO>

Twitter: @UKFPO

## APPENDIX 1 – Priority Programme Offerings by Geographic Location

The following section provides detailed information about the priority programmes and the incentives associated with each of the posts offered by the different foundation schools across the UK. Please refer to appendix 4 for the geographic locations that comprise each of the foundation schools.

### East Anglia Foundation School

| Employing Organisation  | FPP Post and Incentives  |
|---|--|
| Hinchingsbrooke Hospital  | <p><u>x3 General Practice</u></p> <ul style="list-style-type: none"> <li>➤ Themed Sub-Specialty Teaching</li> <li>➤ Careers, Application Support and Mentoring</li> <li>➤ Quality Assurance Project in Themed Specialty</li> <li>➤ Dedicated Themed Specialty Educational Supervisor</li> </ul>  |
| Colchester Hospital   | <p><u>x8 Generalism</u></p> <ul style="list-style-type: none"> <li>➤ These programmes are part of the national trailblazer offer of generalism to support the development of the future doctor</li> <li>➤ They include additional educational programme elements and a longitudinal integrated clerkship in F2 between primary and secondary care</li> <li>➤ There will be two 6 month placements in F2 where the postholder will spend approximately 2/3 of the time in acute care and 1/3 in the generalism element</li> </ul> |
| East Suffolk and North Essex NHS Foundation Trust: Ipswich Hospital | <p><u>x5 Psychiatry themed programme</u></p> <ul style="list-style-type: none"> <li>➤ One Week in Psychiatry in First Month of F1 and F2</li> <li>➤ One Day Per Week of Psychiatry in F1 and F2</li> <li>➤ Psychiatry Educational Supervisor</li> </ul>  |
|   | <p><u>x3 Paediatrics</u></p> <ul style="list-style-type: none"> <li>➤ <u>Themed sub-specialty</u></li> <li>➤ Careers, application support and mentoring</li> <li>➤ Quality assurance project in themed specialty</li> <li>➤ Dedicated themed specialty educational supervisor</li> </ul>   |
| James Paget University Hospitals NHS Foundation Trust               | <p><u>x3 Prehospital Care</u></p> <ul style="list-style-type: none"> <li>➤ Innovative Post Including Working with Ambulance, Sporting Events and Lifeboat Services</li> <li>➤ Dedicated Themed Specialty Educational Supervisor</li> </ul>   |
|   | <p><u>x3 Obstetrics and Gynaecology</u></p> <ul style="list-style-type: none"> <li>➤ Themed Sub-Specialty Teaching</li> <li>➤ Careers, Application Support and Mentoring</li> <li>➤ Quality Assurance Project in Themed Specialty</li> <li>➤ Dedicated Themed Specialty Educational Supervisor</li> </ul>  |
|   | <p><u>x3 Paediatrics</u></p> <ul style="list-style-type: none"> <li>➤ Themed Sub-Specialty Teaching</li> <li>➤ Careers, Application Support and Mentoring</li> <li>➤ Quality Assurance Project in Themed Specialty</li> <li>➤ Dedicated Themed Specialty Educational Supervisor</li> </ul>   |
|   | <p><u>x6 General Practice</u></p> <ul style="list-style-type: none"> <li>➤ Themed Sub-Specialty Teaching</li> </ul>  |

|  |   |
|--|---|
|  | <ul style="list-style-type: none"> <li>➤ Careers, Application Support and Mentoring</li> <li>➤ Quality Assurance Project in Themed Specialty</li> <li>➤ Dedicated Themed Specialty Educational Supervisor</li> </ul> <p><u>x2 Generalism</u></p> <ul style="list-style-type: none"> <li>➤ These programmes are part of the national trailblazer offer of generalism to support the development of the future doctor</li> <li>➤ They include additional educational programme elements and a longitudinal integrated clerkship in F2 between primary and secondary care</li> <li>➤ There will be two 6 month placements in F2 where the postholder will spend approximately 2/3 of the time in acute care and 1/3 in the generalism element</li> </ul> |
| Norfolk and Norwich University Hospital                        | <p><u>x2 Widening Participation: Less Than Full-Time Training</u></p> <ul style="list-style-type: none"> <li>➤ Posts for Three Years Plus Depending on Percentage Training</li> <li>➤ Six-month Placements</li> <li>➤ Year 1: Medicine and Surgery, Year 2: Care of the Elderly and Psychiatry, Year 3: Obstetrics &amp; Gynaecology and Emergency Medicine</li> </ul>  |
| North West Anglia Foundation Trust: Peterborough City Hospital | <p><u>x3 General Practice</u></p> <ul style="list-style-type: none"> <li>➤ Themed Sub-Specialty Teaching</li> <li>➤ Careers, Application Support and Mentoring</li> <li>➤ Quality Assurance Project in Themed Specialty</li> <li>➤ Dedicated Themed Specialty Educational Supervisor</li> </ul>   |
| Queen Elizabeth Hospital, Kings Lynn                           | <p><u>x6 Leadership Apprenticeship</u></p> <ul style="list-style-type: none"> <li>➤ One Day Per Week at Module Times at F1 and F2</li> </ul> <p><u>x3 Paediatrics</u></p> <ul style="list-style-type: none"> <li>➤ Themed Sub-Specialty Teaching</li> <li>➤ Careers, Application Support and Mentoring</li> <li>➤ Quality Assurance Project in Themed Specialty</li> <li>➤ Dedicated Themed Specialty Educational Supervisor</li> </ul>   |
| West Suffolk NHS Foundation Trust                              | <p><u>x4 Generalism</u></p> <ul style="list-style-type: none"> <li>➤ These programmes are part of the national trailblazer offer of generalism to support the development of the future doctor</li> <li>➤ They include additional educational programme elements and a longitudinal integrated clerkship in F2 between primary and secondary care</li> <li>➤ There will be two 6 month placements in F2 where the postholder will spend approximately 2/3 of the time in acute care and 1/3 in the generalism element</li> </ul>  |

**Essex, Bedfordshire and Hertfordshire (EBH)**

| Employing Organisation  | FPP Post and Incentives  |
|---|--|
| Bedford Hospital  | <p><u>x3 General Practice</u></p> <ul style="list-style-type: none"> <li>➤ Themed Sub-Specialty Teaching</li> <li>➤ Careers, Application Support and Mentoring</li> <li>➤ Quality Assurance Project in Themed Specialty</li> <li>➤ Dedicated Themed Specialty Educational Supervisor</li> </ul>  |
| Luton and Dunstable University Hospital NHS Foundation Trust  | <p><u>x4 Generalism</u></p> <ul style="list-style-type: none"> <li>➤ These programmes are part of the national trailblazer offer of generalism to support the development of the future doctor</li> <li>➤ They include additional educational programme elements and a longitudinal integrated clerkship in F2 between primary and secondary care</li> <li>➤ There will be two 6 month placements in F2 where the postholder will spend approximately 2/3 of the time in acute care and 1/3 in the generalism element</li> </ul> |
|   | <p><u>x3 General Practice</u></p> <ul style="list-style-type: none"> <li>➤ Themed Sub-Specialty Teaching</li> <li>➤ Careers, Application Support and Mentoring</li> <li>➤ Quality Assurance Project in Themed Specialty</li> <li>➤ Dedicated Themed Specialty Educational Supervisor</li> </ul>  |
| Mid and South Essex NHS Foundation Trust: Broomfield Hospital | <p><u>x9 General Practice</u></p> <ul style="list-style-type: none"> <li>➤ Themed Sub-Specialty Teaching</li> <li>➤ Careers, Application Support and Mentoring</li> <li>➤ Quality Assurance Project in Themed Specialty</li> <li>➤ Dedicated Themed Specialty Educational Supervisor</li> </ul>  |
| Princess Alexandra Hospital                                   | <p><u>x3 Paediatrics</u></p> <ul style="list-style-type: none"> <li>➤ Themed Sub-Specialty Teaching</li> <li>➤ Careers, Application Support and Mentoring</li> <li>➤ Quality Assurance Project in Themed Specialty</li> <li>➤ Dedicated Themed Specialty Educational Supervisor</li> </ul>   |
|   | <p><u>x3 Oral and Maxillo-facial Surgery</u></p> <ul style="list-style-type: none"> <li>➤ Themed Sub-Specialty Teaching</li> <li>➤ Careers, Application Support and Mentoring</li> <li>➤ Quality Assurance Project in Themed Specialty</li> <li>➤ Dedicated Themed Specialty Educational Supervisor</li> </ul>   |
|   | <p><u>x2 Widening Participation: Less Than Full-Time Training</u></p> <ul style="list-style-type: none"> <li>➤ Posts for Three Years Plus Depending on Percentage Training</li> <li>➤ Six-month Placements</li> </ul>  |

|   |  |
|---|--|
|   | <ul style="list-style-type: none"> <li>➤ Year 1: Medicine and Surgery, Year 2: Care of the Elderly and Psychiatry, Year 3: Paediatrics and Emergency Medicine</li> </ul>   |
| Princess Alexandra Hospital: Nuffield House | <p><u>x4 Generalism</u></p> <ul style="list-style-type: none"> <li>➤ These programmes are part of the national trailblazer offer of generalism to support the development of the future doctor</li> <li>➤ They include additional educational programme elements and a longitudinal integrated clerkship in F2 between primary and secondary care</li> <li>➤ There will be two 6 month placements in F2 where the postholder will spend approximately 2/3 of the time in acute care and 1/3 in the generalism element</li> </ul> |
| Southend University Hospital                | <p><u>x9 General Practice</u></p> <ul style="list-style-type: none"> <li>➤ Themed Sub-Specialty Teaching</li> <li>➤ Careers, Application Support and Mentoring</li> <li>➤ Quality Assurance Project in Themed Specialty</li> <li>➤ Dedicated Themed Specialty Educational Supervisor</li> </ul>  |
| Watford General Hospital                    | <p><u>x4 Widening Participation: Less Than Full-Time Training</u></p> <ul style="list-style-type: none"> <li>➤ Posts for Three Years Plus Depending on Percentage Training</li> <li>➤ Six-month Placements</li> <li>➤ Year 1: Medicine and Surgery, Year 2: Care of the Elderly and Psychiatry, Year 3: Anaesthetics and Emergency Medicine</li> </ul>   |
| Watford General Hospital                    | <p><u>x3 Paediatrics</u></p> <ul style="list-style-type: none"> <li>➤ Themed Sub-Specialty Teaching</li> <li>➤ Careers, Application Support and Mentoring</li> <li>➤ Quality Assurance Project in Themed Specialty</li> <li>➤ Dedicated Themed Specialty Educational Supervisor</li> </ul>   |
| Watford General Hospital                    | <p><u>x2 Widening Participation: Less Than Full-Time Training</u></p> <ul style="list-style-type: none"> <li>➤ Posts for Three Years Plus Depending on Percentage Training</li> <li>➤ Six-month Placements</li> <li>➤ Year 1: General Medicine and Surgery, Year 2: Care of the Elderly and Psychiatry, Year 3: Acute Internal Medicine and Paediatrics</li> </ul>   |
| Watford General Hospital                    | <p><u>x3 General Practice</u></p> <ul style="list-style-type: none"> <li>➤ Themed Sub-Specialty Teaching</li> <li>➤ Careers, Application Support and Mentoring</li> <li>➤ Quality Assurance Project in Themed Specialty</li> <li>➤ Dedicated Themed Specialty Educational Supervisor</li> </ul>  |
| Watford General Hospital                    | <p><u>x4 Generalism</u></p> <ul style="list-style-type: none"> <li>➤ These programmes are part of the national trailblazer offer of generalism to support the development of the future doctor</li> </ul>  |

|  |  |
|--|--|
|  | <ul style="list-style-type: none"> <li>➤ They include additional educational programme elements and a longitudinal integrated clerkship in F2 between primary and secondary care</li> <li>➤ There will be two 6 month placements in F2 where the postholder will spend approximately 2/3 of the time in acute care and 1/3 in the generalism element</li> </ul>  |
| <p>East and North Hertfordshire NHS Trust:<br/>Lister Hospital</p> | <p><u>x4 Generalism</u></p> <ul style="list-style-type: none"> <li>➤ These programmes are part of the national trailblazer offer of generalism to support the development of the future doctor</li> <li>➤ They include additional educational programme elements and a longitudinal integrated clerkship in F2 between primary and secondary care</li> <li>➤ There will be two 6 month placements in F2 where the postholder will spend approximately 2/3 of the time in acute care and 1/3 in the generalism element</li> </ul> |

## North West of England Foundation School

| Employing Organisation                            | FPP Post and Incentives  |
|---|--|
| Blackpool Teaching Hospitals NHS Foundation Trust | <p><u>x3 posts</u></p> <ul style="list-style-type: none"> <li>➤ A Surgery themed programme would offer the opportunity to gain an enhanced experience which may improve trainees' chances in securing a surgical speciality following Foundation Training.</li> <li>➤ Foundation Trainees will have regular time in theatre during the surgical placement.</li> <li>➤ Each Foundation Trainee will be allocated a senior surgical mentor as well as a junior mentor (surgical speciality trainee).</li> <li>➤ Early opportunities would be available for Foundation Trainees to be involved in research and submit posters/ abstracts.</li> <li>➤ Tasters would be available in Cardiothoracic Surgery (Lancashire Cardiac Centre).</li> <li>➤ Funding would be available from the trust for modules to study for a PG certificate in Medical Leadership, Medical Education or other relevant to health care.</li> <li>➤ There would also be the opportunity to take part in Simulation &amp; local training.</li> </ul> |

## Northern Foundation School

| Employing Organisation  | FPP Post and Incentives   |
|---|---|
| North Cumbria University Hospitals NHS Trust  | <p><u>x34 Trainee Enhanced Recruitment Scheme (TERS)*</u></p> <ul style="list-style-type: none"> <li>➤ £7,000 per training year</li> <li>➤ Training Through F-Docs Online Education Package</li> </ul>  |
| All 8 trusts – x5 posts per trust   | <p><u>x40 ILM in Leadership and Management**</u></p> <ul style="list-style-type: none"> <li>➤ Additional educational opportunities</li> <li>➤ Qualification</li> </ul> <p>For further information, please refer to <a href="#">appendix 3</a>.<br/>The ILM Level 3 qualification is funded via the Apprenticeship Levy. Candidates requiring a Tier 2 or Tier 4 visa are not eligible for this funding, therefore if they are allocated to any of these programmes they will not be able to undertake the associated qualification.</p> |
| Various Locations (Newcastle, Gateshead, South Tyneside, NT&H, Northumbria and CDDFT) | <p><u>x6 PG Certificate in Medical Education</u></p> <ul style="list-style-type: none"> <li>➤ Additional educational opportunities</li> <li>➤ This is a fully funded PGCert (distance learning) undertaken during the F2 year.</li> </ul>   |

\* All 40 programmes at North Cumbria are eligible for TERS, including the x5 ILM posts, PFF and SFP. PFF and SFP are not included in the FPP listing though.

### **\*\*ILM Foundation Priority Programme: specific eligibility criteria apply**

The FLM taught aspect of this FPP will start in March 2023 for a period of 12 months. To be eligible for this, candidates must be, at the time the taught aspect starts:



1. A current Foundation Year 1 doctor in training employed by the Lead Employer Trust (LET) within the North East and North Cumbria and work clinically for a minimum of 50%.
2. A UK citizen or have a valid work permit for the UK and have been resident in the UK for 3 years or more. Those on Skilled Worker or Student visas are ineligible for the programme.
3. Able to evidence Level 2 qualification (GCSE or equivalent) English and Maths or be prepared to undertake these tests as part of the FLM programme.

On successful completion of the FPP trainees will be eligible for associate membership of ILM or CMI (or both). On successful completion each trainee will receive Level 3 certificate showing them they have undertaken the 'Team Leader/Supervisor' apprenticeship programme issued by the Education and Skills Funding agency.

If a successful FPP applicant is ineligible for the FLM apprenticeship programme, they will still be able to commence their 2-year Foundation Programme with their allocated trust in August; however, they will be signposted to other HEE North East Learner Support & Faculty Development opportunities. The FLM taught element of the programme will be re-allocated to another eligible candidate.

## Northern Ireland Foundation School

Historically, all of the 252 foundation training programmes in NI consisted of one year within the Belfast area and the other year in one of the other 4 geographical trust areas within NI. This approach was adopted at the inception of foundation training in 2005 to ensure fairness and balance of experience in both urban and rural areas to all foundation doctors across the 2 years of the foundation programme.

Each year there are a small number of doctors who, for various reasons (most frequently related to family/home circumstances), would prefer to remain in the same geographical area outside Belfast for the entire 2 years. To that end, NI have altered the format of 8 of their programmes to provide a broad range of experience without the need for these doctors to move to the Belfast area for one of the two years. These 8 Priority Programmes are equally distributed between the following 4 trusts: Southern, South Eastern, Northern and Western.

Doctors who secure one of these programmes will not need to geographically relocate between the F1 and F2 year, as well as remaining in a working environment with familiar policies and procedures. In addition, they will have access to the same pool of GMC Recognised Trainers throughout the entirety of their foundation training, facilitating better connections with their supervisors. For doctors who may require input from Occupational Health (OH), they will remain under the care and review of the same OH team, rather than having to engage with a new OH team, which is the usual case when doctors in training move trusts.

| Employing Organisation                                 | FPP Post and Incentives  |
|--|--|
| Western Health & Social Care Trust<br>(x2 posts)       | These posts seek to offer geographical stability for doctors training in Northern Ireland. |
| Northern Health & Social Care Trust<br>(x2 posts)      |  |
| Southern Health & Social Care Trust<br>(x2 posts)      |  |
| South Eastern Health & Social Care Trust<br>(x2 posts) |  |

## Peninsula Foundation School

| Employing Organisation        | FPP Post and Incentives*  |
|-------------------------------|---|
| North Devon District Hospital | <p><u>x2 Specialty Interest Post-Foundation Year (“FY3”)</u></p> <ul style="list-style-type: none"> <li>➤ 6-Month Placements in a Choice of 2 Core Specialties (eg G(I)M, T&amp;O, O&amp;G, Paediatrics, EM)</li> <li>➤ 20% of time to develop an area of Special Interest (eg GP, Palliative Care, Psychiatry, Remote and Rural Medicine)</li> <li>➤ Special Interest Supervisor</li> <li>➤ Opportunity to develop a Sub-Specialty Interest (eg Management and Leadership, Teaching and Education, Simulation, Quality Improvement)</li> </ul> |

## Scotland Foundation School

| Employing Organisation                            | FPP Post and Incentives*  |
|---|---|
| North of Scotland                                 | <p><u>x6 Remote and Rural</u></p> <ul style="list-style-type: none"> <li>➤ Immersive Simulation and Clinical Skills</li> <li>➤ x3 themed Psychiatry rotations                             <ul style="list-style-type: none"> <li>○ Enhanced Psychiatry Supervision</li> <li>○ Access to Scottish Psychiatry College Meeting</li> <li>○ Allocated Psychiatry Mentor/Educational Supervisor</li> </ul> </li> </ul>  |
| West of Scotland (Inverclyde Royal Hospital)      | <p><u>x24 Coastal</u></p> <ul style="list-style-type: none"> <li>➤ Immersive Simulation and Clinical Skills</li> </ul>  |
| West of Scotland (Dumfries and Galloway Hospital) | <p><u>x24 Remote and Rural</u></p> <ul style="list-style-type: none"> <li>➤ On-site quality Accommodation with en-suite facilities</li> <li>➤ Active Hospital Social Calendar</li> <li>➤ Wealth of Sporting Activities in the region</li> <li>➤ Access to Foundation Pastoral Support</li> <li>➤ QI specialist roles</li> <li>➤ Enhanced medical induction for GIM</li> <li>➤ Experience in IMG support</li> <li>➤ Active Doctors mess</li> <li>➤ On-call rest room</li> <li>➤ Procedural teaching</li> <li>➤ Friendly supportive site/hospital</li> <li>➤ Teaching opportunities</li> <li>➤ No car park fees</li> <li>➤ Bike storage facilities</li> <li>➤ Dedicated education centre with library and state of the art simulation and training facilities.</li> <li>➤ On site weekly curriculum mapped foundation teaching</li> <li>➤ Weekly clinical skills teaching</li> <li>➤ Simulation &amp; communication teaching for F1s and F2s</li> </ul> |

|  |  |
|--|--|
|  | <ul style="list-style-type: none"> <li>➤ Opportunity for involvement with research, audit and QI projects</li> <li>➤ Teaching and mentoring opportunities with both University of Glasgow and SCOTGEM undergraduates</li> <li>➤ F1-F2 mentoring and buddy programme</li> </ul> |
|--|--|

Scotland are offering 3 types Foundation Priority Programmes, 2 of which will be based in the West and 1 based in the North, totalling 51 posts. These are split 45 programmes in the West of Scotland and 6 programmes in the North of Scotland. The programmes offered will provide remote and rural exposure and provide trainees with a greater awareness of the patient journey and primary/community and secondary interfaces in a remote and rural setting. Doctors who secure one of these programmes will avoid having to geographically relocate between F1 and F2 - all posts seek to offer geographical stability for doctors training in Scotland.

Dependent upon the location selected some of these programmes will offer a remote and rural ‘bootcamp’; enhanced immersive simulation and clinical skills sessions. Some locations offer; free on site accommodation all with en-suite facilities; social calendar, links to active sports; evening clinical skills updates; in-house ILS/ALS courses; regular education timetable. This list is not exhaustive - more details can be found at: <http://www.scotmt.scot.nhs.uk/foundation/about-foundation.aspx>

### Severn Foundation School

| Employing Organisation                        | FPP Post and Incentives   |
|---|---|
| Yeovil District Hospital NHS Foundation Trust | <p><u>x18 (FY1 incentive)</u></p> <ul style="list-style-type: none"> <li>➤ All FPP-appointed FY1s will be given the opportunity to be part of the leadership apprentice programme. This is a year-long programme to improve leadership skills with leadership accreditation.</li> </ul> <p><u>x3 (FY1 incentive above + FY2 incentive)</u></p> <ul style="list-style-type: none"> <li>➤ FY2 rotation in Endocrinology and diabetes mellitus/General practice/Trauma and orthopaedic surgery</li> <li>➤ During FY2 successful applicants will               <ul style="list-style-type: none"> <li>○ have a rostered afternoon per week (pro rata) to develop their educational leadership skills, supervised by the Foundation Programme Director</li> <li>○ be actively involved in the postgraduate education department</li> <li>○ attend the weekly medical education meeting and be involved in the education away days</li> <li>○ take a lead role in the organisation and implementation of the F1 and F2 teaching programme as well as Grand rounds</li> <li>○ have a strategic role in enhancing medical education throughout YDH with consideration made to running courses</li> <li>○ complete a distance learning Postgraduate Certificate in Medical Education at Bristol University.</li> </ul> </li> </ul> |

## South Thames Foundation School

| Employing Organisation   | FPP Post and Incentives  |
|--|--|
| <p>East Kent Hospitals University<br/>NHS Foundation Trust</p> | <p><u>x6 posts</u><br/>Foundation doctors securing a post here will be offered one of the following:</p> <ol style="list-style-type: none"> <li>1. x2 50% funded postgraduate online courses at F2. Study will be undertaken in the doctor's own time, although doctors may wish to use some of their self-development time for this. We offer the following PG Certs (appointed doctors to select one):-             <ol style="list-style-type: none"> <li>a. PG Cert in Medical Education – for example<br/><a href="https://www.ncl.ac.uk/postgraduate/courses/degrees/medical-education-mmeded-pgdip-pgcert/#profile">https://www.ncl.ac.uk/postgraduate/courses/degrees/medical-education-mmeded-pgdip-pgcert/#profile</a></li> <li>b. PG Cert in Digital Health Care – for example<br/><a href="https://www.cumbria.ac.uk/study/courses/postgraduate/digital-health/">https://www.cumbria.ac.uk/study/courses/postgraduate/digital-health/</a></li> <li>c. PG Cert in Leadership for Healthcare Improvement – for example<br/><a href="https://www.derby.ac.uk/postgraduate/nursing-health-care-practice-courses/leadership-for-healthcare-improvement-pgcert/">https://www.derby.ac.uk/postgraduate/nursing-health-care-practice-courses/leadership-for-healthcare-improvement-pgcert/</a></li> </ol> </li> <li>2. Offer of 50% funded postgraduate online courses at F2 – for example – Introduction to Study at Masters Level at the University of Kent (worth 15 credits). Study will be undertaken in the doctor's own time or in their self-development time.<br/><a href="https://store.kent.ac.uk/short-courses/faculty-of-social-sciences/centre-for-professional-practice/introduction-to-masterslevel-study-online-short-course-academic-threshold-concept-parts-1-2-3">https://store.kent.ac.uk/short-courses/faculty-of-social-sciences/centre-for-professional-practice/introduction-to-masterslevel-study-online-short-course-academic-threshold-concept-parts-1-2-3</a></li> <li>3. A themed programme with enhanced supervision and mentorship in a specialty. A preference of specialty will be requested and whilst we will endeavour to fulfil this option we cannot guarantee being able to offer this.</li> <li>4. Participation in East Kent's Medilead Programme. This is an established leadership development programme and gives trainees the opportunity to undertake a supported Quality Improvement project with QI methodology, as well as to engage with hospital leaders and strategy and processes.</li> <li>5. Medical Education Teaching Fellow post in EKHUFT as an 'F3' year. These posts are offered with an 20% clinical service commitment and 80% education work within the Medical Education Directorate. Post holders are fully funded to undertake an PG Cert in Medical Education. This is an opportunity to teach, to develop and deliver simulation sessions, to undertake Medical Education research in-line with the Directorate's Education Strategy and to innovate on a range of projects - for example<br/><a href="https://www.ncl.ac.uk/postgraduate/courses/degrees/medical-education-mmeded-pgdip-pgcert/#profile">https://www.ncl.ac.uk/postgraduate/courses/degrees/medical-education-mmeded-pgdip-pgcert/#profile</a></li> </ol> |

|   |  |
|---|--|
| <p>East Sussex Healthcare NHS Trust</p> | <p><u>x4 Coastal Programmes with Longitudinal Sub-Specialty Placements</u></p> <ul style="list-style-type: none"> <li>➤ 10% of working week attached to a sub-specialty (OMFS, Sports Medicine, Haematology or Radiology)</li> <li>➤ Additional opportunities in Leadership Development, Quality, Service, Improvement and Redesign and Medical Education and Simulation Training</li> </ul>   |
| <p>Medway NHS Foundation Trust</p>      | <p><u>x4 posts</u><br/>Successful applicants will choose one of following in their first year:</p> <ol style="list-style-type: none"> <li>1. Leadership stream – MediLead · Established leadership development programme (Medilead), with support with QI methodology from the Medway Innovation Institute · Opportunities to work with and be mentored by senior managers in the Trust and Chief Registrar in Medicine</li> <li>2. Medical Education stream - MedEd · Established links enable FPPs to work as Education Fellows teaching the students at KMMS· Opportunities to work with and be mentored by senior postgraduate and undergraduate education leads</li> <li>3. Simulation stream - MediSim - Training to include VR/AR training, human factors, simulation training, communication skills · Opportunities to work with and be mentored by simulation leads</li> </ol> <p>F3 posts can be considered at the end of the F2 year, with consideration of individual trainee preferences, in order for further consolidation of these skills and furthering of projects · Funding of Postgraduate Certificate subject to progress</p> |

## Wales Foundation School

| Employing Organisation                         | FPP Post and Incentives   |
|--|---|
| <p>Bronglais General Hospital, Aberystwyth</p> | <p><u>x9 Teaching Posts</u></p> <ul style="list-style-type: none"> <li>➤ Links with the School of Medicine at Cardiff University and their Community and Rural Education Route (CARER) Programme</li> <li>➤ Free Accommodation (as with all F1 posts in Wales)</li> </ul> |

The F1 posts at Bronglais Hospital, Aberystwyth include a teaching commitment in the clinical setting, equivalent to a session per week during term time. Students on the C21 course at the School of Medicine, Cardiff have the opportunity to undertake the year-long Community and Rural Education Route (CARER) programme in Mid Wales and the Foundation Priority Programme post holders will participate in this teaching.

The School of Medicine will provide a ‘Teach the Teacher’ course and on-going mentoring, along with the Foundation School. Free accommodation is provided for F1 doctors, as with elsewhere in Wales and post holders will participate in the F2 matching scheme during the year, to determine the rotation and location for the second year of the Foundation Programme (Wales has an unpaired programme).

## Wessex Foundation School

| Employing Organisation                                | FPP Post and Incentives   |
|---|---|
| University Hospitals Southampton NHS Foundation Trust | <u>x1 Pathology Special Interest</u> <ul style="list-style-type: none"> <li>➤ Weekly Special Interest Sessions</li> <li>➤ Specialty-Specific Mentor and Trainee Buddy</li> <li>➤ QI Projects, National Conference and Education Events</li> </ul> |

## West Midlands North Foundation School

| Employing Organisation                           | FPP Post and Incentives   |
|--|---|
| Shrewsbury and Telford Hospital NHS Trust (SaTH) | <u>x3 International Fellowship Posts</u> <ul style="list-style-type: none"> <li>➤ F1 based at Shrewsbury and Telford</li> <li>➤ First two placements (8 months of F2) based at Shrewsbury and Telford</li> <li>➤ 12 months in Partnership Organisation in New Zealand, offering experience in rural location</li> <li>➤ Final placement (4 months) in General Practice at SaTH</li> </ul> |
| University Hospital of North Midlands            | <u>x6 Medical Leadership and Medical Education</u> <ul style="list-style-type: none"> <li>➤ Linked with Keele University</li> <li>➤ Option to choose between a Postgraduate Certificate in Leadership and Management and a Postgraduate Certificate in Medical Education</li> </ul>   |

## West Midlands South Foundation School

| Employing Organisation   | FPP Post and Incentives  |
|--|--|
| Hereford County Hospital, Wye Valley NHS Trust   | <u>x3 Education Foundation Posts</u> <ul style="list-style-type: none"> <li>➤ Postgraduate Certificate in Education at F2</li> <li>➤ 80% clinical and 20% education at F2</li> </ul>   |
| University Hospitals Coventry and Warwickshire (UHCW), George Eliot Hospital and South Warwickshire NHS Foundation Trust | <u>x6 Leadership Foundation Posts</u> <ul style="list-style-type: none"> <li>➤ Linked to Leadership Programme</li> <li>➤ Quality Improvement Project (QIP)</li> <li>➤ Peer Support and Management</li> <li>➤ Undertaken during the F2 year</li> </ul>  |
|  | <u>x6 Digital Health Innovation Posts</u> <ul style="list-style-type: none"> <li>➤ Links with Local Universities</li> <li>➤ Develop skills for Delivering Care in a Digital World</li> <li>➤ Six Workshops, Evaluative Project and Mentoring</li> <li>➤ Course Certificate and Associate Membership of Faculty of Clinical Informatics</li> <li>➤ Undertaken during the F1 year</li> </ul> |

## Yorkshire and Humber Foundation School

| Employing Organisation  | FPP Post and Incentives   |
|---|---|
| Hull University Teaching Hospitals NHS Trust                                    | <u>x3 Medical Education</u> <ul style="list-style-type: none"> <li>➤ Funded PG Certificate</li> <li>➤ Dedicated medical education project in one F2 4-month placement</li> </ul>  |
|   | <u>x1 Simulation Fellow</u> <ul style="list-style-type: none"> <li>➤ 1 day release per week in F2 to design, facilitate and evaluate simulation methodology for foundation doctors</li> <li>➤ Working with two deputy directors of simulation</li> <li>➤ FY1 in Scunthorpe / FY2 &amp; SIM day release in Hull</li> </ul> |
| Leeds Teaching Hospitals NHS Trust  | <u>x3 GP Longitudinal Integrated Foundation Training (LIFT)</u> <ul style="list-style-type: none"> <li>➤ 1 Day Release in a GP Practice throughout F1 and F2</li> <li>➤ Dedicated GP supervisor</li> <li>➤ FY1 in Leeds, FY2 in Mid Yorks</li> </ul>  |
| Mid Yorkshire Hospitals NHS Trust   | <u>x3 GP Longitudinal Integrated Foundation Training (LIFT)</u> <ul style="list-style-type: none"> <li>➤ 1 Day Release per Week in a GP Practice throughout F1 and F2</li> <li>➤ Dedicated GP supervisor</li> <li>➤ FY1 in Mid Yorks, FY2 in Leeds</li> </ul>   |
| Northern Lincolnshire and Goole NHS Foundation Trust (DPOW, Grimsby/Scunthorpe) | <u>x6 GP Longitudinal Integrated Foundation Training (LIFT)</u> <ul style="list-style-type: none"> <li>➤ 1 Day Release in a GP Practice throughout F1 and F2</li> <li>➤ Dedicated GP supervisor</li> <li>➤ 3 posts are 2 years in DPOW, Grimsby</li> <li>➤ 3 posts are 2 years in Scunthorpe</li> </ul>                   |
| Sheffield Teaching Hospitals NHS Foundation Trust                               | <u>x6 GP Longitudinal Integrated Foundation Training (LIFT)</u> <ul style="list-style-type: none"> <li>➤ 1 Day Release in a GP Practice throughout F1 and F2</li> <li>➤ Dedicated GP supervisor</li> <li>➤ FY1 &amp; FY2 in Sheffield</li> </ul>  |



## **APPENDIX 2 – Psychiatry Foundation Fellowship Programmes**

### Background

In 2018 the Royal College of Psychiatrists launched the Foundation Fellowship scheme, recruiting fifteen Fellows to the two-year scheme. Fellows were recruited in their final year of medical school so that they were ready for the scheme to commence as they started their foundation training. 34 Fellows were recruited in 2020 for programmes starting in August 2021.

Due to limited capacity, not all foundation trainees have the opportunity to access a psychiatry placement in their foundation training programme. This is a crucial time in influencing career choices and ensuring that trainees are given the opportunity to test out potential specialties. The Foundation Fellowships were designed to support high-flying medical students interested in a career in psychiatry access support, mentorship and educational opportunities in psychiatry across the two-year foundation programme. The Royal College of Psychiatrists is delighted to continue the scheme into its fifth year.

Psychiatry Fellowship posts are based across the UK. All applicants are welcome to apply for the posts that are available.

### Aims of the Fellowship

The programme aims to improve exposure to the specialty and ensure that foundation doctors are supported in their interest in psychiatry throughout the Foundation Programme, maintaining and enhancing their enthusiasm for the specialty. This is especially important for those who may have limited opportunity to explore their interest via a clinical placement. The aim of the scheme is to identify medical students who have expressed an interest in psychiatry as a potential career choice and to support them through to application for specialty training.

The Fellowship will last for the duration of the foundation programme i.e. two years. During this time, trainees will be supported through the Foundation Programme and into Core Training.

As well as having access to educational opportunities relevant to psychiatry e.g. funded attendance at relevant conferences, on-line learning and psychiatry journals, trainees will also access psychiatric supervision and be able to attend reflective Balint groups. The aim is to introduce a strong emphasis on the psychological aspects of medicine throughout foundation training to enhance the educational opportunities afforded in non-psychiatric rotations for those keen to develop expertise in this area. Fellows may also choose to be linked to College faculties to provide additional mentoring in a potential subspecialty of psychiatry of interest (e.g. child and adolescent, perinatal etc).

Psychiatry supervisors will be a cohort of regionally recognised high-calibre trainers who will be jointly appointed by the appropriate foundation school in collaboration with the Royal College of Psychiatrists. They will deliver weekly psychiatric supervision which will run on a longitudinal basis throughout the two-year foundation programme. They will deliver psychiatric supervision which will run on a longitudinal basis throughout the two-year programme.

### Applications and Selection Methodology

Applicants to the two-year foundation programme with a keen interest in psychiatry are encouraged to submit a separate application to the Royal College of Psychiatrists for PFF. The recruitment process will be managed by the Royal College of Psychiatrists, which will notify the UKFPO of appointable applicants. The UKFPO will pre-allocate applicants to programmes accordingly prior to the release of match to programme results for all applicants. Applicants will not be expected to attend an interview as part of the PFF selection process.

**Please refer to the separate guidance document about Psychiatry Foundation Fellowship Programmes available on the UKFPO website.**





## APPENDIX 3 – Northern Foundation School Information

# Can a Doctor be an Apprentice?

## Developing Foundation Year Doctor's Leadership and Management Skills using an Apprenticeship Scheme

### The Organisation

South Tees Hospitals NHS Foundation Trust (STEES) is a major trauma centre and the largest hospital trust in the Tees Valley. It provides a range of specialist services to around 1.5 million people in the local area and parts of Durham, North Yorkshire and Cumbria, and employs over 9,000 people across its Acute and Community businesses.

### The Challenge

South Tees Hospitals NHS Foundation Trust (STEES) is one of the leading providers of postgraduate medical education in England. **Ranked 46 of 207 teaching hospitals**, it is the top performing Trust in the North East (GMC, 2018). Whilst proud of its achievements, STEES recognised that there was a gap in the curriculum to address the concerns Foundation Year Doctors (FY1's) shared about their leadership and management capability and levels of resilience.

10-20% of consultants are involved in formal leadership roles within Trusts, yet few have or will receive formal leadership training<sup>1</sup>. Local research carried out by STEES amongst FY1's showed that **only 40% feel prepared for the leadership and management challenges** of clinical practice and **21% feel confident in their abilities as a clinical leader and manager**.

Leadership skills are a key enabling factor for success as a consultant physician and registrar, but national data suggests that many feel unprepared for the task in hand or are not equipped with the necessary levels of resilience. **25% of trainee doctors and 20% of doctors' trainers are at burnout point** (GMC, 2018). Doctors in burnout are twice as likely to be involved in patient safety incidents and deliver suboptimal care.

This evidence highlighted the need for training amongst Foundation Year doctors as **only 27% of the FY1's surveyed felt undergraduate studies had prepared them for the leadership and management challenges of practice**.

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[1 Ham, C. "Medical leadership is vital for quality patient care." HSJ Online, 30 April 2013](#)



## The Solution

STEEES introduced a module on leadership and management during FY1 induction/shadowing in July 2016. 93% of the FY1s found the training useful and, more importantly, 88% said they wanted more of this training in their FY programme.

Working with **Always Consult**, a Registered Apprenticeship Training Provider, STEES recognised the potential to put leadership and management training on a sustainable footing by accessing funding from the Trust's Apprenticeship Levy to fund learning advisers and lecturers to provide knowledge, coaching and feedback on leadership and management style in the workplace.

On reviewing the FY1 curriculum against the **Team Leader Apprenticeship Standard** there was the ability to map the curriculum into key elements of the apprenticeship. This avoided the need for significant additional time commitment outside the congested FY1 timetable. **This improved programme has been called Foundation Leadership & Management (FLM).**

FLM is delivered over 13 months and complements the FY1 clinical programme. It comprises of 12 modules including Leadership Styles, Communication, Relationships in the Workplace, Managing Projects, Training and Coaching, Change Management and Resilience. Heavy focus is placed on reflective study, supporting the translation of leadership and management knowledge and clinical learning into applied practice for the FY1 to recognise their skill progression.

**The delivery of the programme is fully funded from the Apprenticeship Levy** with no additional cost to the Trust. It enables the Trust to deliver the educational requirements as well as provide each FY1 with access to a learning advisor, who observes their leadership behaviour in practice and offers coaching and feedback to help them effectively apply their knowledge. The learning advisor has quickly established itself as a valuable 'third support' for the FY1 doctor alongside the Educational Supervisor and Clinical Supervisor.

## Outcomes

- FLM has quickly become an established part of STEES' FY Programme. For final year medical students applying for FY Programmes it provides a differentiator for the Trust and supports STEES' passion for helping staff to become great clinicians and great leaders.
- Within the first 4 months STEES saw the FLM pilot FY1 cohort report an increase in their confidence (10%); application of skills (12%); and preparedness (13%) in their leadership roles.
- The STEES pilot cohort (38 FY1s) started in December 2017 and due to complete in January 2019. The second cohort (43 FY1s) will start this month (September) and due to complete by October 2019.

The pilot cohort is still on programme until the end of 2019; however, the first 5 months have delivered improvements in key self-rated metrics:

|   |         |         |
|---|---------|---------|
| <b>I apply leadership and management skills and knowledge in day-to-day practice</b>        |         |         |
| Feb 70%   | Mar 76% | May 82% |
| <b>I believe leadership and management skills are important as a doctor</b>                 |         |         |
| Feb 85%   | Mar 89% | May 92% |
| <b>I feel prepared for the leadership and management challenges ahead of me as a doctor</b> |         |         |
| Feb 63%   | Mar 74% | May 76% |

### Find out more

For information about the benefits that the FML programme has brought to STEES contact [Dave.morris@nhs.net](mailto:Dave.morris@nhs.net), [bill.kawai-calderhead@nhs.net](mailto:bill.kawai-calderhead@nhs.net) or [roddy@alwaysconsult.com](mailto:roddy@alwaysconsult.com)

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## APPENDIX 4 – Geographical Distribution of Foundation Schools

### England

#### London and Kent, Surrey and Sussex (LaKSS)

| Foundation School(s) | Medical School(s)                  | Geography  |
|----------------------|------------------------------------|--|
| North London (NLFS)  | Queen Mary, University of London   | Barking, Bethnal Green, Braintree, Central and West Middlesex, Charing Cross, Chelsea, Ealing, Enfield, Epping, Halstead, Hammersmith, Harrow, Harwich, Havering, Homerton, Ilford, Leytonstone, Marylebone, Newham, North Middlesex, Plaistow, Redbridge, Romford, Uxbridge, Westminster, Whipps Cross, Whitechapel |
|                      | University College London          |  |
|                      | Imperial College London            |  |
| South Thames (STFS)  | Brighton and Sussex Medical School | Ashford, Brighton, Bromley, Camberwell, Canterbury, Carshalton, Chichester, Chertsey, Croydon, Dartford, Eastbourne, Epsom, Frimley, Gillingham, Guildford, Kent, Kingston, Lewisham, Maidstone, Margate, Pembury, Redhill, Richmond, St. Leonards-on-Sea, Surrey, Sussex, Tooting, Woolwich, Worthing               |

#### Midlands and East

| Foundation School(s)                               | Medical School(s)         | Geography  |
|--|---------------------------|--|
| East Anglia  | Norwich Medical School    | Cambridge, Colchester, Great Yarmouth, Huntingdon, Ipswich, King's Lynn, Norwich, Peterborough, West Suffolk   |
|  | University of Cambridge   |  |
| Essex, Bedfordshire and Hertfordshire (EBH)        | N / A                     | Basildon, Bedford, Chelmsford, Clacton-on-Sea, Harlow, Hertford, Luton, Maldon, North Hertfordshire, Southend, Watford, West Hertfordshire, Westcliff-on-Sea |
| Leicestershire, Northamptonshire and Rutland (LNR) | University of Leicester   | Evington, Kettering, Leicester, Northampton  |
| Trent  | University of Nottingham  | Boston, Chesterfield, Derby, Grantham, Lincoln, Mansfield, Nottingham  |
| West Midlands Central                              | University of Birmingham  | Birmingham, Solihull, Sutton Coldfield, West Bromwich  |
| West Midlands North                                | Keele University          | Burton, Dudley, Shrewsbury, Stoke, Telford, Walsall, Wolverhampton,  |
| West Midlands South                                | The University of Warwick | Coventry, Hereford, Nuneaton, Warwick, Worcester   |

**North**

| Foundation School(s)  | Medical School(s)            | Geography   |
|-----------------------|------------------------------|---|
| Northern              | Newcastle University         | Bishop Auckland, Carlisle, Darlington, Durham, Gateshead, Hartlepool, High Heaton, Middlesbrough, Newcastle, Northallerton, Northumberland, Northumbria, South Tyneside, Stockton-on-Tees, Sunderland, Tees, White Haven  |
| North West of England | University of Lancaster      | Barrow, Bebington, Blackburn, Blackpool, Bolton, Burnley, Bury, Cheshire, Chorley, Congleton, Crewe, Isle of Mann, Lancaster, Liverpool, Macclesfield, Manchester, Oldham, Ormskirk, Prescott, Preston, Rochdale, Runcorn, Salford, Southport, St. Helen's, Stockport, Upton, Warrington, Wigan, Wirral |
|                       | University of Liverpool      |   |
|                       | University of Manchester     |   |
| Yorkshire and Humber  | Hull and York Medical School | North Yorkshire and East Coast: Bridlington, Grimsby, Hull, Scarborough, Scunthorpe, York   |
|                       | The University of Sheffield  | South Yorkshire: Barnsley, Doncaster, Rotherham, Sheffield  |
|                       | University of Leeds          | West Yorkshire: Airedale, Bradford, Dewsbury, Halifax, Harrogate, Huddersfield, Leeds, Pontefract, Wakefield  |

**South East**

| Foundation School(s) | Medical School(s)         | Geography   |
|----------------------|---------------------------|---|
| Oxford               | University of Oxford      | Aylesbury, Amersham, Ascot, Banbury, Berkshire, Buckingham, High Wycombe, Milton Keynes, Oxford, Reading, Slough                        |
|                      | University of Buckingham  |   |
| Wessex               | University of Southampton | Basingstoke, Bournemouth, Dorchester, Isle of Wight, Jersey, Lymington, Poole, Portsmouth, Salisbury, Southampton, Southsea, Winchester |

**South West**

| Foundation School(s) | Medical School(s)     | Geography  |
|----------------------|-----------------------|--|
| Peninsula            | Plymouth University   | Barnstaple, Exeter, Hayle, Penzance, Plymouth, South Devon, Torbay, Truro          |
|                      | University of Exeter  |  |
| Severn               | University of Bristol | Bath, Bristol, Cheltenham, Gloucester, Swindon, Taunton, Weston-Super-Mare, Yeovil |

## Northern Ireland

| Foundation School(s) | Medical School(s)          | Geography  |
|----------------------|----------------------------|--|
| Northern Ireland     | Queen's University Belfast | Antrim, Belfast, Coleraine, Craigavon, Downpatrick, Dundonald, Enniskillen, Lisburn, Londonderry, Newry, Omagh |

## Scotland

| Foundation School(s) | Medical School(s)           | Geography   |
|----------------------|-----------------------------|---|
| Scotland             | University of Dundee        | East Region: Angus, Dundee, Perth   |
|                      | University of Aberdeen      | North Region: Aberdeen, Elgin, Fort William, Inverness, Lerwick, Oban, Stornoway, Wick                                  |
|                      | The University of Edinburgh | South East Region: Bonnyrigg, Dunfermline, Edinburgh, Fife, Haddington, Howden, Kirkcaldy, Roxburghshire                |
|                      | University of Glasgow       | West Region: Airdrie, Alexandria, Ayr, Dumfries, East Kilbride, Glasgow, Greenock, Kilmarnock, Larbert, Paisley, Wishaw |

## Wales

| Foundation School(s) | Medical School(s)     | Geography   |
|----------------------|-----------------------|---|
| Wales                | Cardiff University    | Abergavenny, Aberystwyth, Bangor, Bodelwyddan, Bridgend, Caerleon, Caerphilly, Cardiff, Carmarthen, Llandaff, Llandough, Llanelli, Llanfrechfa (near Cwmbran), Merthyr Tydfil, Newport, Port Talbot, Swansea, Wrexham, Ynysmaerdy, Nr Llantrisant |
|                      | University of Swansea |   |