

UKFPO Fellow Presentation

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AFP SWBH

My UKFPO Experience

- AFP – SWBH
- FY1
 - Respiratory medicine (6 weeks acute medicine)
 - T+O
 - Anaesthetics (2months), ITU (2months)
- FY2
 - General surgery
 - Ophthalmology (Academic clinical placement)
 - GP (Research placement leadership and management)

Recruitment to medical training

	2017	2016	2015	2014	2013	2012	2011
Direct into specialty training	42.6%	50.4%	52.0%	58.8%	64.4%	67.0%	71.3%

Nearly three quarters of all medical specialties had unfilled training posts in 2016;

http://www.foundationprogramme.nhs.uk/sites/default/files/2018-07/Career%20Destinations%20Report%202017%20-%20FINAL_0.pdf

Some opinion points

- *‘Instead of trying to fit people into the singular box of core and specialty training, recognise that what juniors do instead is still helping us grow as doctors*
- A lot of the articles that I read focus on where FY2s go, without actually exploring or reporting *why* FY2s go where they go.’
- <https://blogs.bmj.com/bmj/2018/05/31/nathan-cantley-can-we-please-reframe-the-conversation-about-post-fy2-destinations/>

Opinion points

- ‘Crucially, if nearly a third of doctors are moving out of UK training after the foundation programme, should we listen to what this is telling us about postgraduate training in the UK? We think the message is clear: there needs to be more flexibility in training at this level. Doctors need a greater degree of ownership over their training.’
- <https://www.bmj.com/content/344/bmj.e1109>

GMC Report 2018

- **GMC Findings**

- The most common reasons for taking a break fall into three themes:
 - health and wellbeing
 - uncertainty about specialty choice or career direction
 - dissatisfaction with the training environment.
- Trainees report a break has improved their work life balance for a period, helped develop a range of personal and professional outcomes and supported trainees with their career or specialty decisions. Breaks are viewed as a personal choice and more effective if they are well-planned.
- https://www.gmc-uk.org/-/media/documents/dc11392-training-pathways-report_pdf-75268632.pdf

Research proposal

- **Exploring the reasons why foundation doctors are increasingly not directly entering specialty training**
- **Aim:** Our qualitative study to explore the reasons and motivations for taking a break in training vs those that enter training.
- **Secondary outcomes:** highlight strengths and issues with foundation program to allow further evaluation and improvement.

Methodology

- 20 semi structured interviews
- 10 trainees
- 10 non trainees
 - Locum
 - JSD
 - Portfolio year
 - Travel
 - Career break

Key themes to explore

- Explore 3 key themes
 - health and wellbeing
 - uncertainty about specialty choice or career direction
 - dissatisfaction with the training environment.

Further areas to explore

- Reasons for taking a break
- Comparing experience of those taking a break vs those continuing training
- What influences people to come back to training
- Type of work undertaken during a break
- Career intentions
- How career breaks affect progression
- Issues with current training pathway
- How to improve current training pathway
- Key questions: for those who do not enter training what would they change about the current program that would entice them
- challenges, barriers and possible consequences of a more flexible pathway?

Other projects

- Rewriting and updating rough guide to the foundation programme
- FY3 influences:
 - Deanery
 - Specialty
 - Length of training