

Broadening the Foundation Programme Strategy 2016-2021

Rationale

Recruitment has been a significant College priority since we launched our Recruitment Strategy in 2011 with many initiatives developed to support recruitment including some specifically aimed at Foundation Doctors. A key goal has been to support the increase of the number of Foundation training posts in England and Wales in psychiatry from less than 5% to 22.5% FY1 and 22.5% FY2 by 2015, in line with the Broadening the Foundation Programme recommendations. This means that nearly 50% of doctors will do at least four months psychiatry from 2015. A key priority for the President is to ensure that these doctors have access to high quality, sustainable and stimulating training. We know that the greater the exposure of medical students and doctors to high quality psychiatry training the greater the likelihood that they will choose a career in psychiatry. It is critical that all Foundation Doctors in psychiatry are able to learn in a well structured and supervised post and also supported by the college with access to high quality speciality learning materials .

To attract and retain Academic Trainees within Psychiatry, we need to embed Academic Training opportunities within Training Programmes to provide a career pathway from Medical School through the Foundation Programme and into Academic Clinical Training.

The College Recruitment Strategy (2011-2016) is now embedded within the College's activities and as the Foundation Training initiatives increase, we think that it is now an appropriate time to create a distinct strategy for the Foundation Programme to ensure the recommendations of Broadening the Foundation Programme are supported. A revised College Recruitment Strategy will be developed for post 2016 building on the progress made thus far.

Aim

The aim of the Foundation Strategy is to ensure the delivery of a high quality training experience in all Psychiatry Foundation placements.

The development of two separate work streams for Foundation Programme activities and the Promotion of Recruitment into Psychiatry (PRIP) activities will occur. These two work streams will work in synergy to support the development of high quality experiential learning in mental health settings with a view to improving recruitment and retention within the specialty. This work is across the continuum of medical education to include undergraduate and postgraduate learning environments both within and outside mental health trusts.

In recent years, the number of doctors applying for CT1 posts in the UK has been low and the numbers of UK medical graduates entering specialty training is declining¹. Recruitment data for entry into August 2015 Psychiatry CT1 programmes shows that only 80% of vacancies have been filled across England, Wales and Scotland² with particularly low fill rates in particular LETB (Local Education and Training Board) regions. Recruitment at ST4 specialty level remains particularly low ranging from 44% (Learning Disabilities) to 67% (Forensic) with only Medical Psychotherapy filling at 100% (4 posts UK wide)³.

¹ [UKFPO Destinations Report 2014](#)

² Northern Ireland recruits through a separate recruitment process to National Psychiatry Recruitment.

³ HENW National Recruitment Data for CT1 after Round 1 Re-advert & ST4 Recruitment (June 2015).

The College's Recruitment Strategy continues to evaluate and initiate activities to raise the profile of Psychiatry to Medical Students and Foundation Trainees with an aspiration that this will increase the number of applications and, more importantly, accepted posts for CT1. It is recognised that attracting trainees to choose Psychiatry as their specialty career choice is multifactorial; however, supporting Foundation Schools and LETBs to increase the number of high quality, sustainable Foundation Placements in Psychiatry can only support this aim. Furthermore, undertaking initiatives at College level to raise the profile of Psychiatry to Foundation Trainees as part of this strategy will not only ensure the delivery of the Broadening the Foundation Programme recommendations but we hope will also improve recruitment into CT1 as a positive by-product⁴.

General

It is clear that although the Foundation Strategy will be coordinated centrally by the College, it is at a local level that the work will be done and change achieved. For this reason, the College's Divisions will be the main vehicle through which the strategy will be delivered though they will be assisted in this task by the Faculties, especially the Academic Faculty and in collaboration with local educational providers (Foundation Schools/ deaneries/LETBs), Foundation School Directors and Heads of School.

Governance

There will be a Foundation Programme Committee chaired by the Specialist Advisor for Foundation Training, which will inform the College's strategic direction and evaluate the impact of the Foundation Strategy. This will include representation from the Divisions, including the Head of Divisions; the Academic Faculty, the Psychiatric Trainees' Committee (PTC) and Foundation Trainee representation as well as educationalists from each of the Foundation Working Groups (London and South East; and UK Wide). These networks are operational working groups that have been formed to develop and support the delivery of local solutions and approaches that will be key in addressing the challenges and maximising the opportunities inherent in the Foundation Programme Expansion for Psychiatry. Others will be co-opted onto the Committee as appropriate.

The Foundation Programme Committee will report to the Education and Training Committee (ETC) alongside the Promotion for Recruitment into Psychiatry Committee (PRIP) and the Chairs of both the Foundation Programme Committee and PRIP will sit on both committees. The Specialist Advisor for Foundation will give an annual report to Council alongside PRIP and will be administratively supported by the Professional Standards Department; Training and Workforce Unit.

The Committee will oversee and co-ordinate all activities and forward budget proposals to the College's Finance Management Committee (FMC) via the Head of Training & Workforce Operations.

Initiatives

⁴ Perry, J et al. (2015) 'The Expansion of the Foundation Programme in Psychiatry'. *Submitted for publication to The Bulletin November 2015*

Clear initiatives from the College's Strategic Plan as well as Broadening the Foundation Programme (BTFP) will form part of the strategy and will include:

1. Working in partnership with HEE, Health Education Local offices, Health Boards, Foundation Schools and Trusts to ensure the development and delivery of high quality and sustainable psychiatry placements.
2. Developing high quality and accessible educational materials for Foundation Trainees, including developing learning tools for those doctors who have not completed a psychiatry placement in the Foundation Programme. This will enable these doctors acquire and evidence achievement of psychiatric competencies whilst undertaking a placement in another speciality.
3. Working in collaboration with HEE & e-Learning for Health to review existing national e-learning material for all Foundation Trainees and to support the development of new content where necessary to support curriculum delivery in mental health.
4. Providing Induction materials including a set of slides and a film highlighting the opportunities for Trainees about to undertake a Psychiatry Foundation placement. This will be shared with all Mental Health Trusts to encourage them to include this within local Induction Programmes for Foundation doctors.
5. Developing a national network of Psychiatry Foundation Training leads and 'champions'.
6. Developing a Foundation training communication strategy This will include:
 - A presence online, in journals and on social media.
 - Development of the Foundation Associate Grade of College membership.
 - Communication and support directly to Trainees, Trusts, Foundation Schools and LETBs.
7. Continue to promote Autumn Foundation Schools at Medical School and Foundation School level. Develop a national calendar of events and work in collaboration with PRIP on recruitment initiatives where appropriate for Foundation Trainees.
8. Work collaboratively with the Lead Dean for Psychiatry, National Institute for Health Research (NIHR), English Deans and Conference of Postgraduate Medical Deans (COPMeD) to understand and increase the opportunities in Foundation Academic Psychiatry, particularly as a future career pathway for Pathfinder Fellows.
9. Development of a national Foundation showcase event during the timeframe of the strategy for Foundation Trainees to present and network.
10. Develop educational resources and guidance for simulated patient scenarios as part of a wider College and HEE educational resource.
11. Throughout and particularly in 2017 and at the end of the 5 year strategy, evaluate the impact of the initiatives in line with the Broadening the Foundation Programme

recommendations. After evaluation, develop further initiatives to support the ongoing delivery to high quality Foundation Programme Psychiatry placements and recruitment into the specialty.

There are potential work streams relating to sharing good practice case studies in smaller specialties and the development of Liaison Psychiatry Foundation placements as well as development of a post-FY2 Fellowship in Medical Education to retain Foundation Trainees. Furthermore, ongoing research to identify reasons why Medical Students and Foundation Trainees are not choosing psychiatry at the end of the Foundation Programme as well as local data collection and validation of the UK Foundation Programme Office's annual data collection is key to understanding the whole picture of Foundation Training in Psychiatry at any one time.

Finance

It is proposed that the current budgeted funds for the recruitment strategy of c.£60k plus annual inflation will be split between the Foundation Strategy and Recruitment Strategy (£30k plus inflation) for a five year period (2016-2020).