



England

2025 London SFP Programme Talk

Overview

- Being a Foundation Doctor
- London Foundation School
- Foundation Training
- Starting F1 and your employer
- How to contact us
- Questions and answers



What is a Foundation Doctor?

Newly qualified doctors with essential skills

Supervised and supported by experienced medical practitioners

Patient care and communication

Diagnostic skills and decision making

Professional development and accountability

Patient empathy and advocacy

Pre-requisite for specialty training

Part of a team



Acronyms ... who's who?



R S M



R C O A



General Medical Council





Postgraduate training

NHSE Workforce, Training & Education (WTE)

"HEE" or "the Deanery"

Foundation Schools

Units of Application

" vision is to help improve the quality of life and health and care services for the people of England by ensuring the workforce of today and tomorrow has the right skills, values and behaviours, in the right numbers, at the right time and in the right place."

London Foundation School

Pan London from August 2023

5 groups: NW, NC, NE, SW, SE

All programmes are in London



Meet the team



Dr Alice Carter
Associate Dean / Director



Dr Fionnuala Crummy
Dep FSD (NW)



Dr Celia Bielawski
Dep FSD (NC)



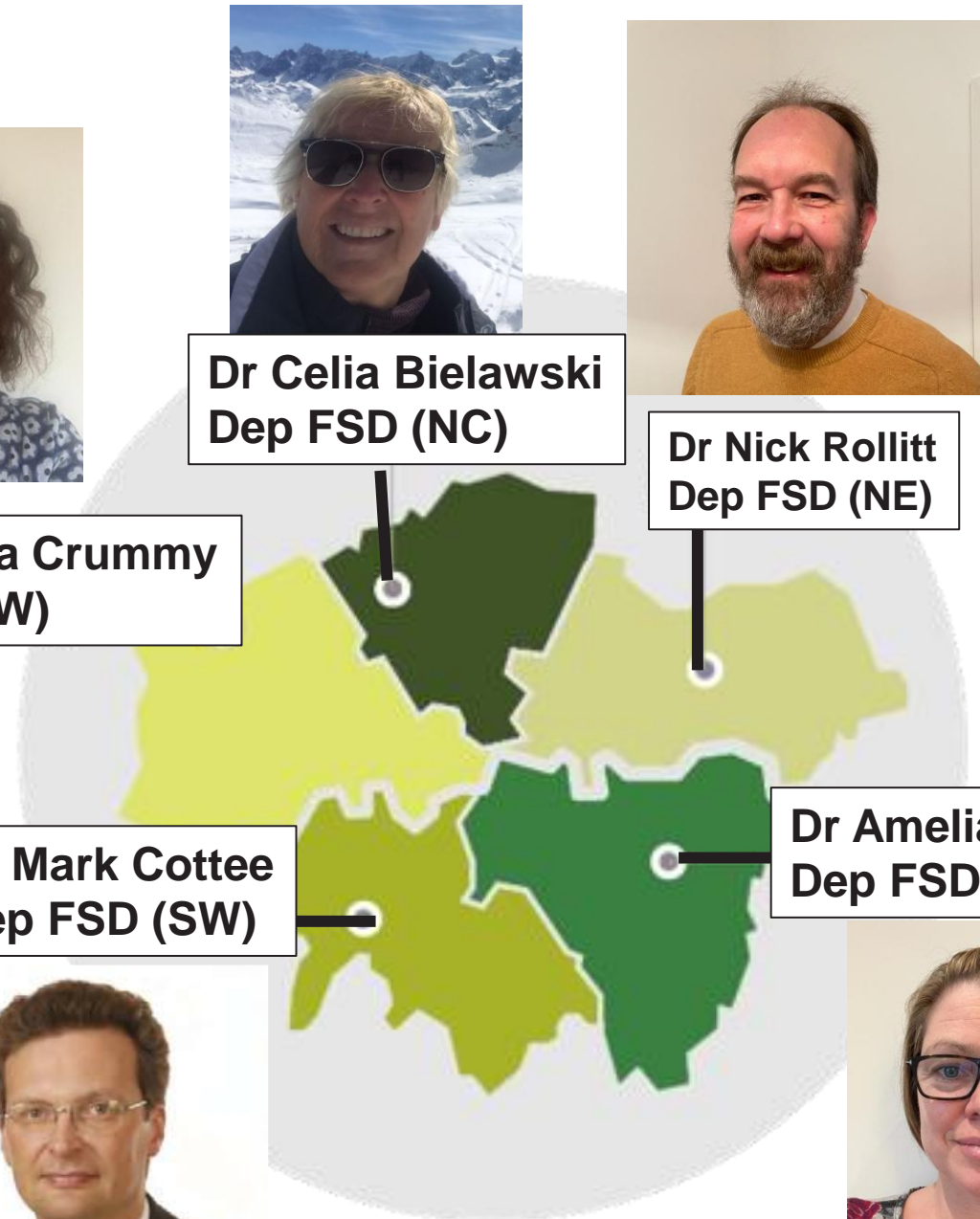
Dr Nick Rollitt
Dep FSD (NE)



Dr Mark Cottee
Dep FSD (SW)



Dr Amelia Hughes
Dep FSD (SE)



Workstreams

Deputy FSDs

SuppoRTT: Dr Fionnuala Crummy

IMGs: Dr Celia Bielawski

Community: Dr Nick Rollitt

Teaching: Dr Mark Cottee

Simulation: Dr Amelia Hughes

Training Programme Directors

SFP: Dr Channa Jayasena

Enhance: Dr Charlotte Huddy



Dr Channa Jayasena
SFP TPD

What do we do?

Responsible for training and accrediting FD

Match Foundation Doctors to programmes

Educational Contract with Trusts

Sign Off / ARCP

Monitoring Quality

Preferencing in London FS

Two stage:

1. Group preferencing

2. Programme preferencing



Factors to consider?

- Breadth of experience
 - specialty
 - location
 - ways of working
- Opportunities to try out specialties
- Gain relevant competences / develop your portfolio
- Complementary areas



Timeline for Preferencing

Recruitment Activity	Dates
Group preferencing window	27 Feb -13 March 2025 (12:00 midday GMT)
Group match results released	20 March 2025
Programme preferencing window	20 -31 March 2025 (12:00 midday GMT)
Programme match results released	10 April 2025

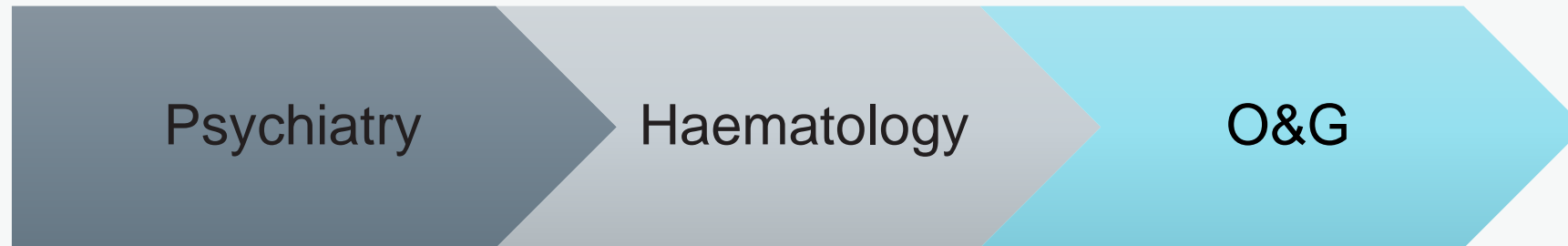
If you decline your allocation of either Foundation School (UoA) or programme, you must withdraw from this year's application process.



Curriculum

- 2-year programme: **Time AND** competency based
- Bridge from undergraduate
- Generic training (NOT specialty)
- Variety of experience to inform career choice

Normal F2 Year

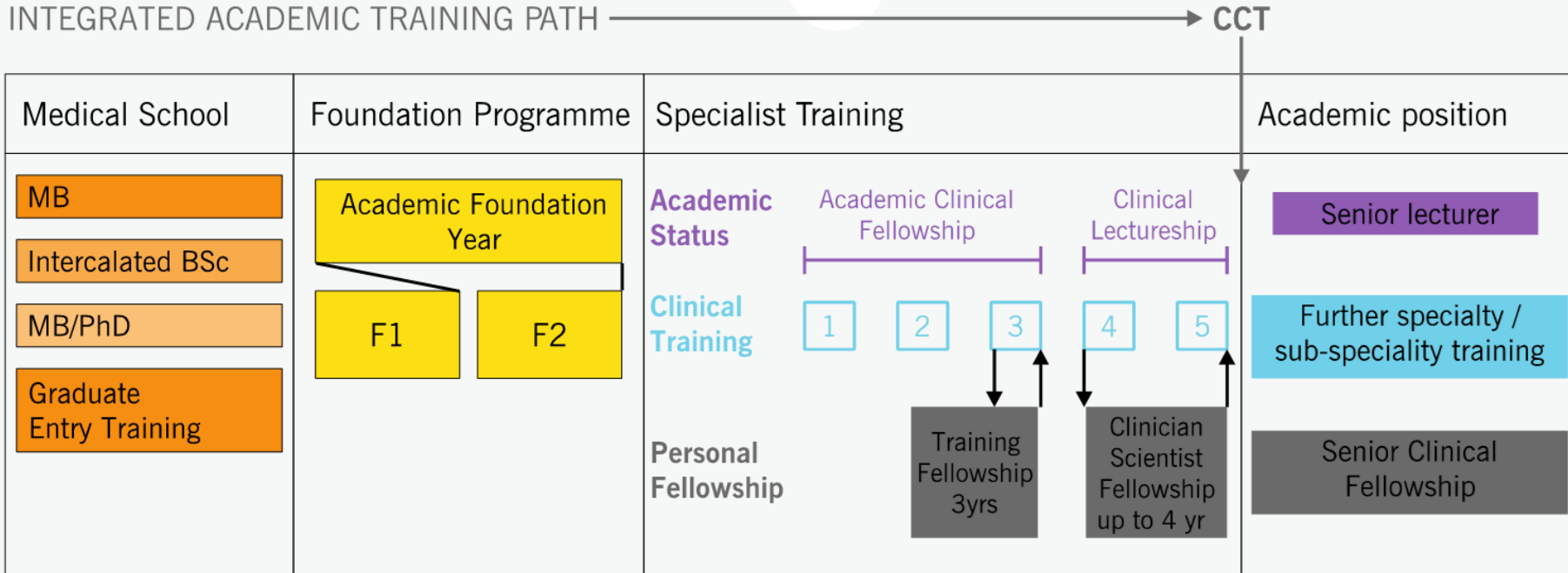


Specialist F2 Year

- Research project (lab or clinical)
- Opportunities to present/publish work
- Teaching opportunities



Integrated Academic Training



The timings of personal fellowships are indicative - there should be flexibility according to individual career progression

SFP Vacancies: London

Medical School/University	No. of Programmes
Imperial College London (IMP)	30
King's College London (KCL) – King's College & Guy's and St Thomas' Hospital	19
Queen Mary University of London (QMUL)	24
St George's University of London (SGUL)	12
University College London (UCL)	21
Total	106



Changes to the SFP Programme Allocation Process

- There is now no separate recruitment for the SFP (previously managed by each Foundation School).
- Applicants applying to SFP required to complete the main Foundation Application
- Two pathways allocation to the SFP programmes:
 - **Pathway 1 – Medical School Selection:** The selection process of one third of the posts (35 London posts) for the SFP has been managed directly by the medical schools with support from the medical school council (MSC).
 - **Pathway 2 – Preference Informed Allocation:** The remaining two thirds of the posts (70 London posts)

Pathway 2: Allocation via PIA

Individuals can preference the SFP group in stage 1 group preferencing.

When allocated to SFP, you are required to preference programmes within the group.

Final programme allocation will be based on your PIA ranking, so cannot be changed.

Programmes which have a strike-through have been allocated via Pathway 1 and no longer available.

2. DETAILS OF TRAINING PROGRAMMES

A spread sheet summarising all of the available programmes is available to download from <https://london.hee.nhs.uk/recruitment/medical-foundation>

Programme Reference	Programme Theme	Based at
2425/IMP/01	Academic Paediatrics	St Mary's Hospital
2425/IMP/02	Academic Paediatrics	St Mary's Hospital
2425/IMP/03	Academic Paediatrics	St Mary's Hospital
2425/IMP/04	Academic Medicine	Hammersmith Hospital
2425/IMP/05	Academic Medicine	Hammersmith Hospital
2425/IMP/06	Academic Medicine	Hammersmith Hospital
2425/IMP/07	Academic Medicine	Hammersmith Hospital
2425/IMP/08	Academic Medicine	Hammersmith Hospital
2425/IMP/09	Academic Medicine	Hammersmith Hospital
2425/IMP/10	Academic Primary Care	Charing Cross Hospital
2425/IMP/11	Academic Primary Care	Charing Cross Hospital
2425/IMP/12	Academic Primary Care	Charing Cross Hospital



Important:

- 1. your allocated programme cannot be changed – if unable to accept your allocated programme, you would need to withdraw from the recruitment process.**
- 2. The purpose of SFP has always been to provide experience of skills such as research, but not to provide specialty-specific experience.**

Enhance Leadership Programme for Foundation Doctors





Wellbeing

Prioritising taking care of yourself and others, with an awareness that strategies to support wellbeing may be unique to everyone.

Leadership

Promotion of compassionate, collaborative and inclusive leadership which focuses on improving health and wellbeing.



Person-centred practice



Treating patients in a holistic, coordinated manner, involving them in their care decisions and supporting them to manage their own health.

Complex multimorbidity



Working together to optimise care for patients with complex co-morbidity, through shared decision making with patients, carers and colleagues.

System working



Working beyond and across traditional organisational boundaries in integrated and innovative ways to improve health and wellbeing.

Population health



Improving health and wellbeing for all through preventive measures, addressing wider determinants of health and reducing health inequalities.

Social justice and health equity



Promoting a fair and just society and reducing health inequalities, with an ultimate aim of improving health and wellbeing of populations.

Environmental sustainability



Taking responsibility for adoption and spread of sustainable healthcare practices and being an advocate for action on environmental issues.



Digital

Promoting ethical use of digital technology to optimise healthcare outcomes, reduce health inequalities and facilitate collaboration and information sharing.

Transformative reflection

Using critical reflection to reframe and develop our own decision making, cultivating new perspectives on complex, uncertain situations.





Enhance

- **Runs alongside the Foundation curriculum**
- **Modules on E-learning for health:**
- **enhance @ UK Foundation Programme**

Potential Changes- to programmes

- We try to ensure accurate descriptions – but service reconfigurations on-going
- It is a generic programme and we do ensure that your 2 years meet curricular requirements



Change In Exceptional Circumstances



If your circumstances change

- **Change in Exceptional Circumstances**
- **Inter Foundation School Transfer**
- **Swap Shop:**
 - single opportunity to swap an **F2** post or a whole rotation
 - no swaps in F1



Less Than Full-Time (LTFT)

- Many reasons to train LTFT
- 0.5 to 0.8 whole time equivalent (WTE)
- **Time** and competency
- Duration of training increases pro rata
- LTFT in existing full-time post or Slot share





LTFT

- **Timeline will change – new end date**
- Posts will be subject to change
- Slot share where possible
- ARCP dates added
- Pay will be changed

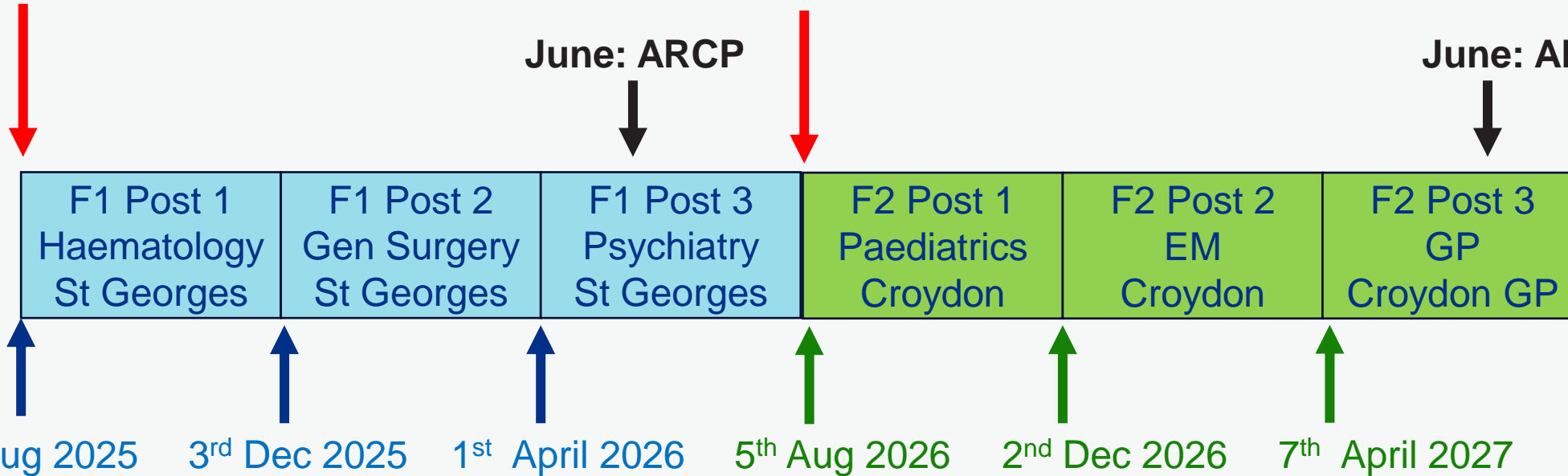
Standard Programme Timeline

GMC: PROVISIONAL registration

GMC: FULL registration

June: ARCP

June: ARCP



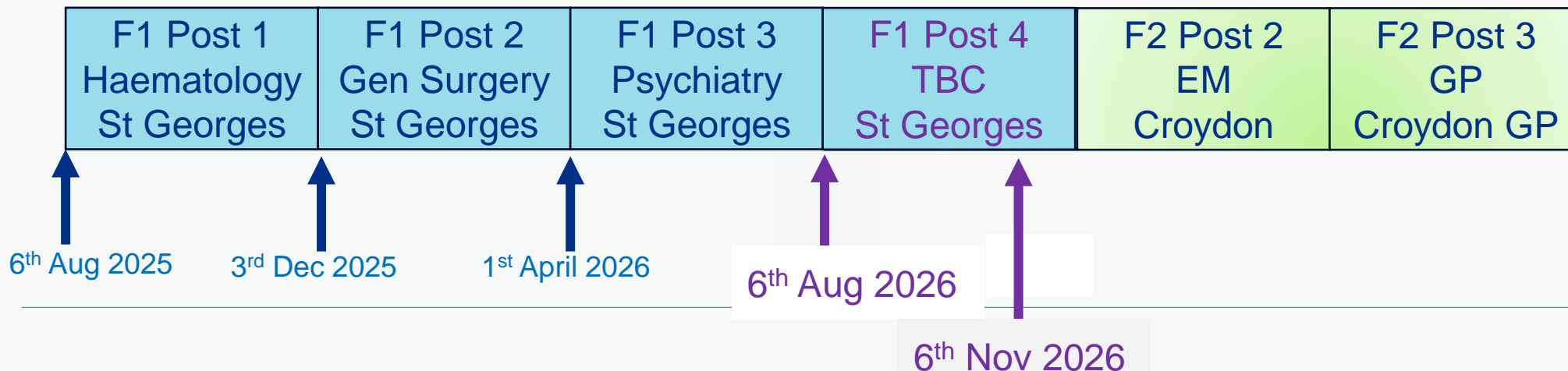
Example LTFT 0.8 F1 Programme Timeline

F1: 12 months
LTFT: 0.8
Calendar months: $12 / 0.8 = 15$ months
Number posts: 3.75 posts

F2 Post 1
Paediatrics
Croydon → Re-allocation

June: ARCP

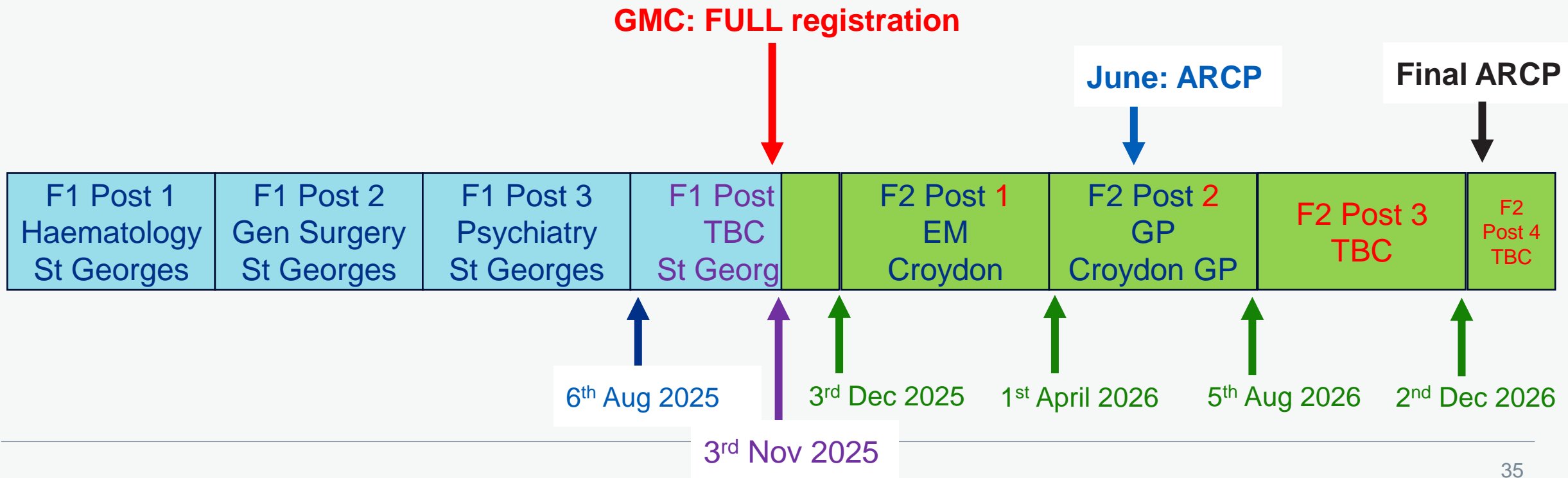
Final ARCP



Example LTFT 0.8 F2 Programme Timeline

F1: 12 months
LTFT: 0.8
Calendar months: $12 / 0.8 = 15$ months
Number posts: 3.75 posts

F2: 12 months
LTFT: 0.8
Calendar months: $12 / 0.8 = 15$ months
Number posts: 3.75 posts



Example LTFT 0.6 Programme Timeline

F1: 12 months

LTFT: 0.6

Calendar months: $12 / 0.6 = 20$ months

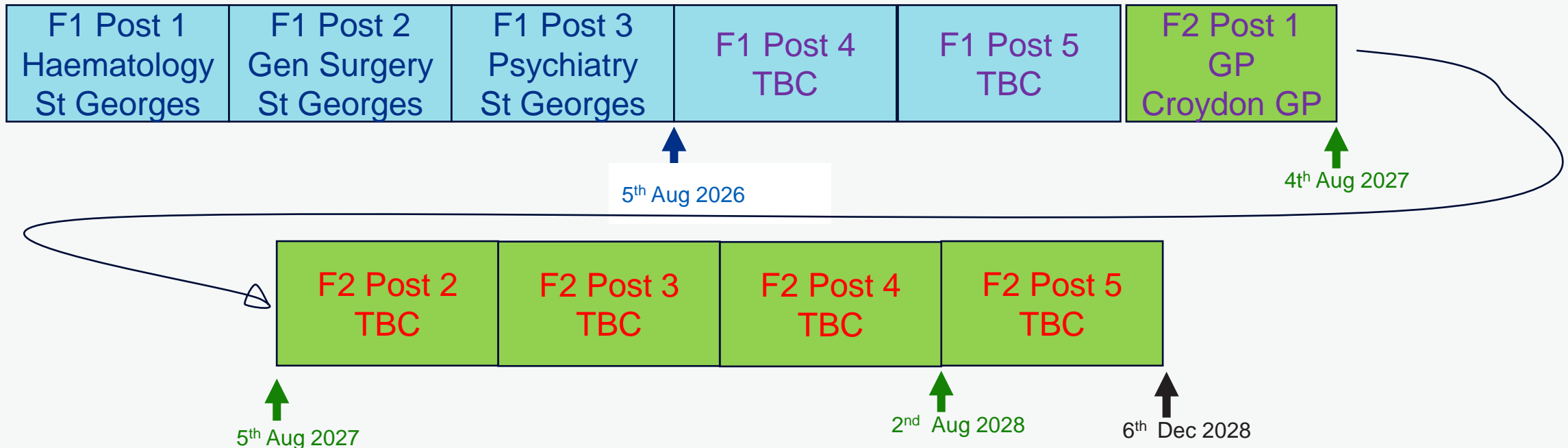
Number posts: 5 posts

F2: 12 months

LTFT: 0.6

Calendar months: $12 / 0.6 = 20$ months

Number posts: 5 posts



Arranging LTFT

- **MUST** complete application on PGMDE portal
Note windows for application (**16 week notice period**)
- **Pro rata** but continue 4 monthly posts
- Posts will be subject to change
- Slot share where possible



Other considerations

Supporting Trainees Entering Practice (STEP)

- ALL must complete
- Contact allocated trust and the FS **early**
- Reasonable adjustment and additional support can be offered
- May require OH assessment which your Trust will arrange

Deferral

- Statutory reasons only

Withdrawal

Good medical
practice

Please let the school
AND trust know ASAP



- 74** You must take up any post you have accepted, work any shift you have agreed to, and work your contractual notice period before leaving a job, unless the employer has reasonable time to make other arrangements or your personal circumstances prevent this.

General Medical Council (GMC)

Provisional Registration

- ESSENTIAL to have before starting shadowing/induction
- Offer will be withdrawn if not in place by F1 start date
- Individual responsibility
- Can only be held for 3 years and 30 days
- Full registration awarded on satisfactory completion of F1

General Medical Council (GMC)



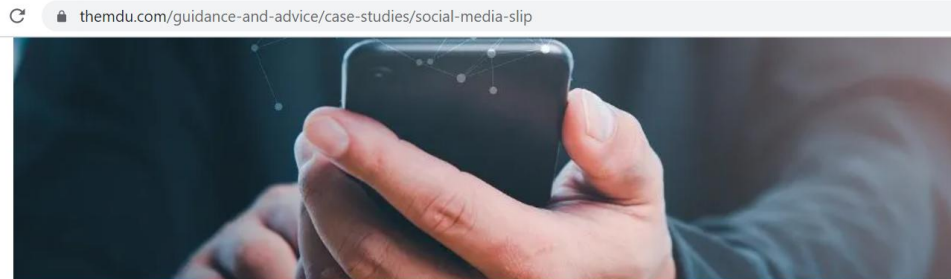
Doctors now under great scrutiny

Recent problems in which the GMC became involved include:

- Speeding / drunk driving
- Drug use
- Urinating in street outside pub
- Parking violations/forging parking permits
- Posting patient information on SoMe
- Taking indecent pictures on a mobile phone
- Not declaring previous issues (can delay registration)

Social media

- Facebook posts
- Tik tok, instagram
- Sharing on Whatsapp
- Blogging
- Medical Influencers



Social media slip

A foundation doctor had just completed a difficult shift in which he'd treated a trans rights activist who had been attacked on the way home from college and left with cuts and bruises.

13 May 2021



ETHICAL GUIDANCE, MEDICAL PROFESSIONALISM, STANDARDS AND ETHICS

The potential pitfalls of social media for doctors



Cringe alert as Treasury mocks Matt Hancock's WhatsApp leaks

Social media swipe at ex-health secretary prompts call to put the Treasury underwater.



The British government unveiled its budget — and found time to make a couple of jokes about the leak of tens of thousands of Matt Hancock's private messages | Rob Pinney/Getty Images



Your trust is your employer

F1 start date: 6th August 2025

- Mandatory shadowing and induction available from **mid-July**
- Functional email address
- Pre-employment checks inc. Occupational Health

Extended induction

Gap between graduation and F1

Overseas graduates new to NHS

- Welcome to NHS GMC Course
- Enhanced IMG induction
- <https://www.e-lfh.org.uk/programmes/nhs-induction-programme-for-international-medical-graduates/>





Your trust should provide:

- Contract, work schedules and rota
- Appropriate **learning experience**
- **Teaching**
 - Minimum **30 hours curriculum-based**
 - Minimum **additional 30 hours** eg. Dept teaching, journal club, M&M meetings
- **Self-Development time**
- **Careers Advice**
- Elected representation at local faculty group



Trust PGDME

Foundation Training Programme Director (FTPD)

Director of Medical Education (DME)

FP Administrator

Medical Education Manager (MEM)

Guardian of Safe Working Hours

Horus e-portfolio

- Familiarise early to benefit your training
- Educational planning
- Reinforce your learning
- Record of achievements

Work-based assessments

Reflections inc. summary narratives

Supervisor meetings

Not just a tick box exercise it's also for life



Prescribing Safety Assessment (PSA)

- Essential for successful completion of the F1 year
- If not yet passed or pass >2 years ago
- Ask Trust Foundation Administrator
 - *First sitting in September*
- Ask your FTPD about suitable SCRIPT modules

ARCP / End of Year Review

- Annual Review of Competence Progression
- Panel review in absentia
- Check portfolio against curriculum
- Form R (GMC)

Please look at UKFPO guidance



Enjoy your Foundation Training

- Look after yourself
- Health and sleep are important
- Ask for help if you need it!



How to contact us

PGMDE portal:

<https://lasepgmdesupport.hee.nhs.uk/support/home>



PGMDE Support Portal NHS Health Education England

Home Enter the search term here... 🔍

Submit a ticket

Workforce enquiry form

Title *

First name *

Last name *

Contact phone number *

Email address *

Cc

Specialty *

Training programme *

Grade *

Where to find out more

<https://london.hee.nhs.uk/medical-training/london-foundation-school>

