



England

# London Distribution Programme: Trainee Engagement Session

London Programme Team

10 July

Presented by:

Dr Ruth Brown, Associate Dean

# Purpose

- Information sharing
- Key programme updates
- What's next
- Opportunity to ask questions/clarification

# 2023/24 Summary

# Summary of posts – 2023/24

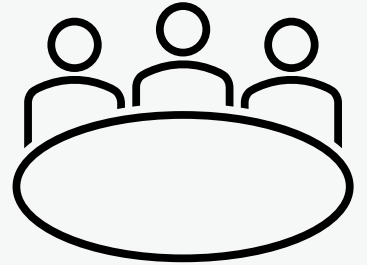
- London were allocated **58** expansion posts for 2023.
- Distribution loss of **48**.
- There is an overall net gain of 10 posts for London.

2023					
School	Specialty	Phase	London Redistribution	London Expansion (time-limited)	London Net gain/loss
Medicine	Cardiology	Trailblazer	-6	+2	-4
Pathology	Haematology	Trailblazer	-10	+1	-9
Obstetrics & Gynaecology	Obstetrics & Gynaecology	Trailblazer	-7	+7	0
Medicine	Dermatology	A	-2	-0	-2
Medicine	Endocrinology & Diabetes	A	+2	+2	+4
Medicine	Gastroenterology	A	-2	+2	0
Medicine	Neurology	A	-1	+1	0
Medicine	Palliative Medicine	A	0	-0	0
Medicine	Respiratory Medicine	A	-2	+2	0
Psychiatry	Child & Adolescent Psychiatry	A	-3	+3	0
Psychiatry	Forensic Psychiatry	A	-2	+2	0
Psychiatry	General Psychiatry	A	-6	+4	-2
Psychiatry	Old Age Psychiatry	A	0	+2	+2
Psychiatry	Psychiatry of Learning Disability	A	-1	+1	0
Surgery	Cardiothoracic Surgery	A	0	-0	0
Surgery	General Surgery	A	-3	+3	0
Surgery	Oral and Maxillofacial Surgery	A	0	-0	0
Surgery	Otolaryngology (ENT)	A	-2	+2	0
Surgery	Plastic Surgery	A	0	-0	0
Surgery	Vascular Surgery	A	-3	+3	0
Anaesthetics	Anaesthetics (higher)	B	0	+8	+8
Medicine	Medical Oncology	C	0	+3	+3
Medicine	General Internal Medicine	C	0	+2	+2
Medicine	Acute Internal Medicine	TBC	0	+3	+3
Psychiatry	Medical Psychotherapy	TBC	0	+1	+1
Public Health	Public Health Medicine	TBC	0	+1	+1
Medicine	Clinical Genetics	TBC	0	+2	+2
Medicine	Nuclear Medicine	TBC	0	+1	+1
<b>Total</b>			<b>-48</b>	<b>+58</b>	<b>+10</b>

# Events and wider engagement

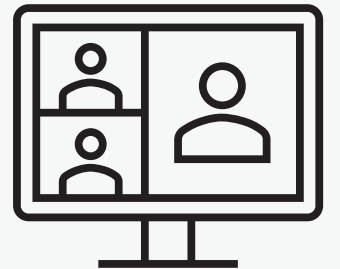
Events include:

- London region webinars
- London STC trainee representatives session
- London Trainee Network
- Workforce transformation workshops



The programme team have also attended numerous meetings to update on the progress and impact for London. These have included:

- ICB meetings e.g. People Boards
- Chief People Officer meetings
- Directors of Medical Education (DME) meetings
- Cavendish Square Group
- General Medical Council (GMC)
- TPD Development Days
- Medical Education Manager and Medical Staffing Manager training sessions



# Measuring impact

Importance of understanding the impact of the programme both now and in the future

Monitoring various metrics:

- Recruitment fill rates
- Post utilisation
- LTFT
- Out of programme requests (OOP)
- Inter-Deanery Transfer requests (IDTs)
- International Medical Graduate (IMG) recruitment
- Creation of CESR programmes
- NTS
- Trainee satisfaction
- Trainer engagement
- Consultant behaviours

# Workforce Transformation

- Focus needs to be on wider workforce optimisation
- Specialty training schools, DMEs and service leads to start to think about mitigation for post losses.
- Engagement has been ongoing with ICBs to support these conversations.



# 2024 and beyond



# London distribution plan – 2024/25

- London have been allocated 95 of 877 (10.8%) total expansion posts for 2024.
- **95** expansion posts confirmed across 34 specialties.
- Distribution loss of **42**

Specialty	Total Distribution	Expansion 2024	Distribution Plan 2024
Cardiology	-18	3	-6
Haematology	-42	2	-5
Obstetrics & Gynaecology	-26	6	-4
Cardiothoracic Surgery	-2	1	-1
CAMHS	-34	3	
Dermatology	-6	3	
Endo & Diabetes	4	4	1
Forensic Psychiatry	-14	2	-2
Gastroenterology	-11	3	-2
General Psychiatry	-83	8	-11
General Surgery	-35	5	-5
Neurology	-8	3	
Old Age Psychiatry	0	5	
Oral & Max Surgery	-2	2	-2
Otolaryngology	-17	3	-3
Palliative Medicine	-10	1	1
Plastic Surgery	-4	1	-2
Psychiatry of Learning Disability	-5	3	
Respiratory Medicine	-4	3	-1
Vascular Surgery	-3	1	
Acute Internal Medicine	TBC	3	
Clinical Genetics	TBC	2	
Clinical Oncology	TBC	2	
CSRH	TBC	2	
Core Psychiatry	TBC	5	
General Internal Medicine	TBC	1	
Histopathology	TBC	4	
Intensive Care Medicine	TBC	2	
Medical Oncology	TBC	6	
Nuclear Medicine	TBC	1	
Public Health Medicine	TBC	2	
Rehab Medicine	TBC	1	
Renal Medicine	TBC	1	
Rheumatology	TBC	1	
<b>Total</b>		<b>95</b>	<b>-42</b>

Trailblazers and Phase A specialties

# All Phases

<b>Phase A: 2023-2025</b>	<b>Phase B: 2026-2028</b>	<b>Phase C: 2029-2031</b>
Child and Adolescent Psychiatry	Medical Microbiology	Clinical Radiology
Forensic Psychiatry	Urology	Rehabilitation Medicine
General Psychiatry	Renal Medicine	Chemical Pathology
Dermatology	Intensive Care Medicine	Allergy and Immunology
Old Age Psychiatry	Medical Virology	Clinical Neurophysiology
Otolaryngology (ENT)	Paediatric Cardiology	Community Sexual and Reproductive Health
Palliative Medicine	Internal Medicine Training	Genito-urinary Medicine
Plastic Surgery	Stroke Medicine	General Practice
Respiratory Medicine	Neurosurgery	Histopathology
General Surgery	Trauma and Orthopaedic Surgery	Paediatric Surgery
Endocrinology and Diabetes	Paediatrics	Rheumatology
Gastroenterology	Core Anaesthetics	Geriatric Medicine
Cardiothoracic Surgery	Core Surgery	Medical Oncology
Neurology	Core Psychiatry	Clinical Oncology
Oral and Maxillofacial Surgery	ACCS	Acute Internal Medicine
Vascular Surgery	Emergency Medicine	Occupational Medicine
Psychiatry of Learning Disability	Anaesthetics (higher)	Ophthalmology
		GIM

# Workforce plan

- London implications
- Multiprofessional
- Training capacity
- Long terms needs for London

## NHS Long Term Workforce Plan

June 2023





England

# Foundation Expansion in London

Dr Alice Carter

July 2023

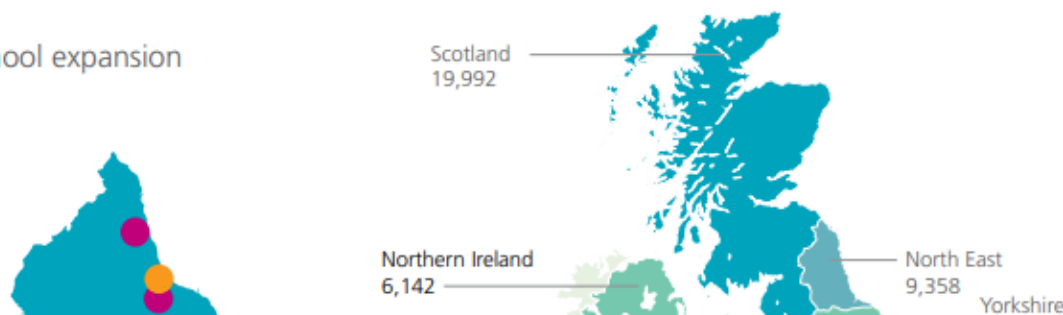


# Overview

- Expansion
- Oversubscription
- Distribution

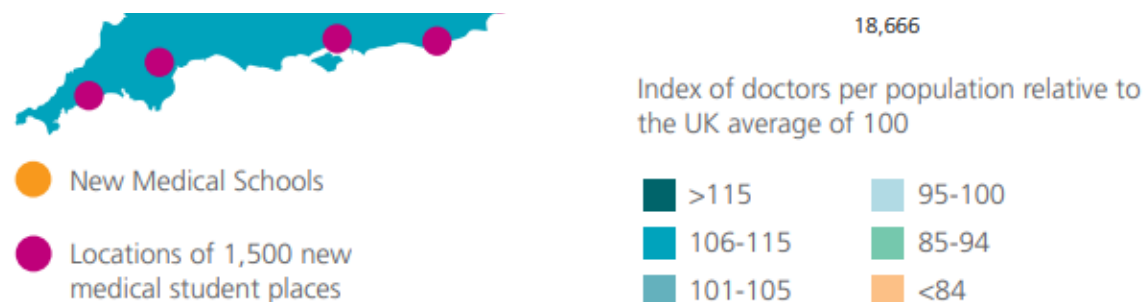
# Expansion (Increase UK students)

Medical school expansion



## Recommendation 7

HEE will preferentially distribute the 1500 Foundation Doctor training places in the geographies where the NHS most needs them in alignment with regional plans to support population healthcare needs and local specialty recruitment.

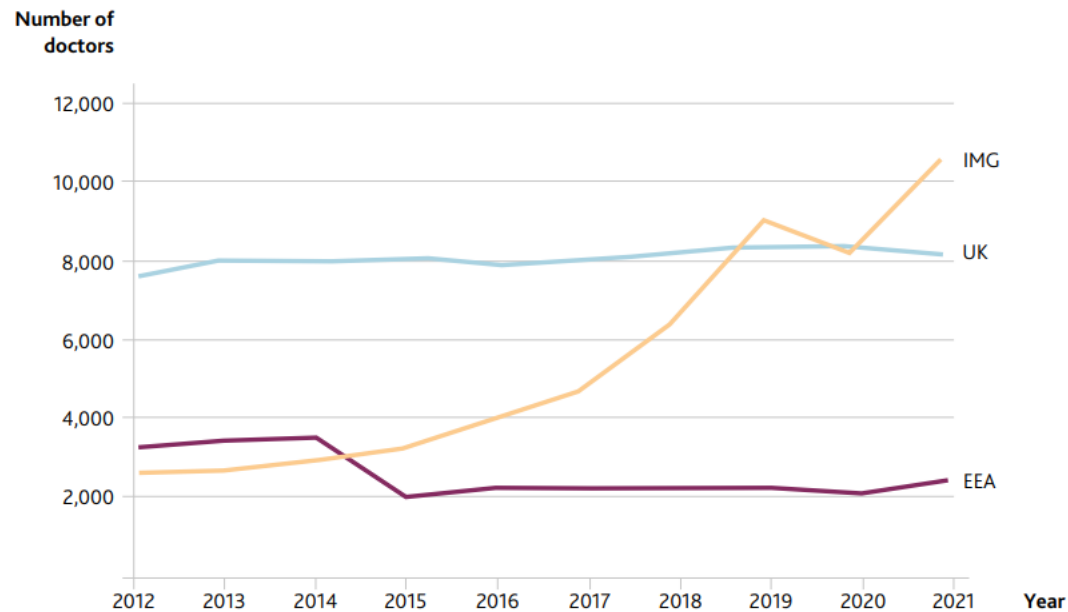


\* Excludes 2% of licensed doctors with unknown location

Number of licensed doctors per head of population <sup>42</sup>

# Oversubscription (Increase IMG)

Figure 2: Doctors joining the workforce by PMQ region per year

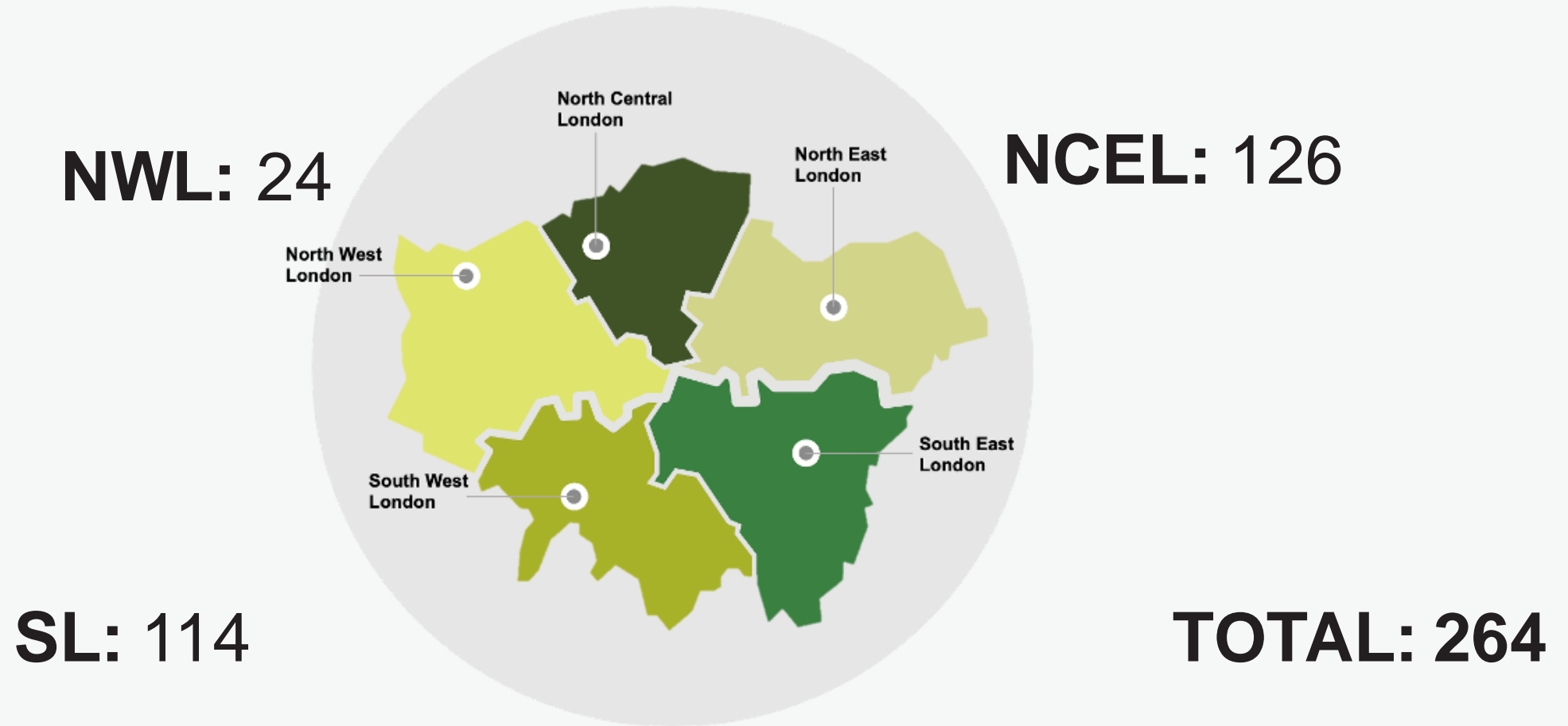


Year	Number of applicants on the reserve list
2016	45
2017	25
2018	202
2019	425
2020	260
2021	494
2022	791

Source: [UK Foundation Programme](#)

GMC Workforce Report 2022

# Anticipated numbers next 3 years







# Expansion ... it's complicated

- ICS distribution
- Specialty fill-rates
- Curriculum aligned
- Innovative posts
- Community

# What's Next?

- Clinical fellow appointed
- Meeting with Heads of Schools and Training Programme Directors to agree 2024/25 plans
- Attending Specialty Training Committees (STCs)
- Expansion posts to be confirmed by September
- All other posts to be confirmed by December
- Work with ICBs and providers to understand implications of the NHS Long Term Workforce Plan
- Balance distribution/expansion/long term strategy



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# Thank You

[londonmedicaldistribution@hee.nhs.uk](mailto:londonmedicaldistribution@hee.nhs.uk)

<https://london.hee.nhs.uk/addressing-health-inequalities-distribution-medical-specialty-training-programme>