

Foundation Programme Curriculum (2016) – Key Changes

The General Medical Council have approved the new curriculum for the Foundation Programme which will be introduced for all foundation doctors from August 2016. The new curriculum is an evolutionary development from the FP Curriculum 2012 so much of it will be recognisable but key changes are outlined below.

- The FP 2016 curriculum will only be published online as a web based resource which will be accessible from mobile devices. A PDF version will be freely available for download from the UKFPO and AoMRC websites.
- **Terminology** some new terms have been introduced to clarify and simplify the assessment process.
 - **Minimum expected level of performance:** this sets out the standard to be met or exceeded in order to progress to the next stage of training.
 - **Foundation professional capabilities:** these are the outcomes of Foundation training and set out what the foundation doctor is expected to be able to do. Progression will be dependent on evidence of achievements in each of the 20 '*foundation professional capabilities*' meeting or exceeding the '*minimum expected level of performance*'. The '*foundation professional capabilities*' relate to the soon to be published GMC Professional Generic Capabilities.
 - **Descriptors:** Each '**foundation professional capability**' is accompanied by '**descriptors**'. These are indicative examples and general expectations of knowledge, skills and behaviours which foundation doctors and trainers might use to understand whether their performance in each of the 20 '*foundation professional capabilities*' is at the appropriate level for their stage of training. The '*descriptors*' will be familiar as they have been derived from the '*outcomes*' and '*competences*' from the 2012 curriculum.
- **Structural change** to the syllabus which now comprises
 - **Four sections** relating to the four domains of GMC, Good Medical Practice 2013.
 - Section 1: Professional behaviour and Trust
 - Section 2: Communication, team working and leadership
 - Section 3: Clinical care
 - Section 4: Safety and quality

20 Foundation Professional Capabilities:

Each section of the curriculum contains several '*foundation professional capabilities*'. The 20 '*foundation professional capabilities*' describe the key clinical or professional aspects of medical practice expected of a Foundation doctor. Foundation doctors must provide evidence of how their achievements related to each 'foundation professional capability' meet or exceed the expected minimum standard of performance for their year of Foundation training. In order to progress to the next stage of training Foundation doctors will be assessed at the end of each year of training. Progression will be dependent on having met or exceeded the minimum expected standard of performance in each of the 20 '*foundation professional capabilities*'.

Descriptors:

These are indicative examples and general expectations of the knowledge, skills and behaviours which foundation doctors and trainers might use to understand whether they are performing at an appropriate level. These 'descriptors' are not intended to be exhaustive lists and many other examples exist. Foundation doctors may choose to use some of the 'descriptors', or alternatives, as supporting evidence of their progress and achievements in each of the 20 '*foundation professional capabilities*'. However, it is neither expected nor necessary to provide evidence relating to each of the 'descriptors'.

- **Syllabic Content development** was based on extensive structure feedback. The changes recognise the need to provide holistic care across the whole healthcare system;
 - Increased emphasis on health promotion and prevention of illness
 - Increased emphasis on mental health concerns and the interplay with physical health concerns
 - Increased emphasis on management of long term health conditions
 - Removal of reference to diagnosis and management of specific syndromes

- **Assessment** the assessment tools are unchanged, however, the burden of assessment has been reduced whilst ensuring maintenance of robust mechanisms to identify doctors requiring additional support. This continues the direction of travel started in 2012 and is intended to increase the opportunity for foundation doctors to receive meaningful feedback from supervisors.
 - **Curriculum evidence** is linked at '*foundation professional capability*' level, thus sign off is dependent on evidence of performance for each of 20 '*foundation professional capabilities*'. Previously each of the >100 competences had to be signed off.
 - **End placement reports:** supervisors will indicate for each of the 4 '*sections of the curriculum*' whether or not the foundation doctor's performance in each of the 20 '*foundation professional capabilities*' is '**on track**' to meet end of year sign off. This is a change to the current system in which judgement is based on whether the foundation doctor has met the end of year level.
 - Ratings: the CS and ES will indicate no concern, some concern and major concern with feedback on performance documented at section level or, in case of concern, at the level of the '*foundation professional capabilities*'
 - Team Assessment of Behaviour (TAB) now emphasises the role of pharmacists and also includes the opportunity for feedback from up to two foundation doctor colleagues; the need for senior doctor and nurse feedback as part of a valid TAB round is maintained.

- **Certificates awarded** following successful completion of the F1 year and F2 year of the foundation programme have been renamed as F1CC and FPCC respectively.
 - **F1CC - Foundation Year 1 Certificate of Completion**, this indicates that the foundation doctor is working effectively in the clinical team and applying the professional duties, principles and responsibilities set out in Good Medical Practice. Sign off requires that the foundation doctor is established in clinical practice and is performing safely in their role as a doctor in training and is competent to perform the core procedures defined by the General Medical Council. Satisfactory F1 ARCP will lead to a recommendation to the GMC that the foundation doctor satisfies the requirements for full registration and is eligible for progression into F2.
 - **FPCC - Foundation Programme Certificate of Completion** which will indicate that the foundation doctor is ready to enter a core, specialty or general practice training programme.