

To consider

Outcome of Consultation on Review of *Tomorrow's Doctors*

Issue

1. Themes arising from the consultation on a draft new edition of *Tomorrow's Doctors* and proposals for final publication.

Recommendations

2.
 - a. To agree publication of the revised text of *Tomorrow's Doctors* (paragraphs 7-12 and Annex B).
 - b. To authorise the Chair of the Council to finalise the text in the light of members' comments (paragraph 13).
 - c. To agree that medical schools will be required to incorporate changes to their curricula in line with the new edition of *Tomorrow's Doctors* by 2011-2012 (paragraphs 14-17).

Further information

3. If you require further information about this paper, please contact us by email: gmc@gmc-uk.org or tel. 0161 923 6602

Background

4. Key Aim One of the GMC's 2009 Business Plan is: 'To develop, promote and assure the quality of all aspects of basic medical education in the UK up to the point of full registration'. More specifically, we undertook to: 'Consult on and publish a fully revised edition of *Tomorrow's Doctors*, setting out the standards, knowledge, skills, and behaviours required of medical graduates and the standards required of UK medical schools'.

5. The review of *Tomorrow's Doctors* has been concerned to define outcomes and standards which all UK medical schools need to satisfy in the context of developments since 2003. Those developments include changes in professional standards such as the 2006 edition of *Good Medical Practice* and the transformation of postgraduate medical education and training in this period.

6. In 2007 the then Education Committee established the *Tomorrow's Doctors* Review Group, chaired by Professor Michael Farthing. Professor Farthing is Vice Chancellor of Sussex University, formerly Principal of St George's Medical School and a team leader for the GMC's Quality Assurance of Basic Medical Education. The Review Group oversaw an extensive period of policy development and engagement leading up to the formal consultation which began on 2 December 2008.

Discussion

Consultation

7. The consultation ran from 15 December 2008 to 27 March 2009. The consultation involved a full questionnaire asking detailed questions about a draft of *Tomorrow's Doctors* and a short questionnaire which could be completed without study of the consultation draft. In addition, a survey of NHS staff was carried out by Skills for Health. We also welcomed free-form written responses. Altogether, 634 written responses were received. In addition, we organised a UK-wide conference and a series of other meetings. The consultation is reported at Annex A.

8. The response to the consultation draft of *Tomorrow's Doctors* was generally encouraging but indicated room for improvement. The Medical Schools Council 'congratulates the GMC on the revised document and welcomes both the approach and the direction of travel'. NHS Employers said the consultation document effectively captured changes in the world of medicine: 'Responses from employers have been generally favourable and they have asked us to endorse your document accordingly.'

9. A large number of specific comments and suggestions were made in the course of the consultation. Common themes included:

- a. A concern that the structure of the consultation draft should be changed to place the 'Outcomes for graduations' before the 'Standards for the delivery of teaching, learning and assessment'.

- b. Calls for a foreword to place the detailed outcomes and standards in the context of the continuum of medical education and training and recent discussions on the role of the doctor.
- c. Specific comments on the practical procedures in which new graduates should be competent.
- d. More generally, areas of concern about how the outcomes should be framed in order to enhance the knowledge, skills and behaviours of graduates.
- e. Differing views on whether a quantitative minimum should be set for the Student Selected Components in medical curricula.
- f. Support for improving clinical experience on student placements amid concern about the resource implications.
- g. Interest in ensuring that graduates have been robustly assessed against the outcomes.
- h. Support for involving employers in undergraduate education.

10. Annex A discusses these themes and the changes that have been made to the text of *Tomorrow's Doctors* in the light of the consultation.

11. Members of the Review Group and members of the Undergraduate Board met on 18 May 2009 to consider the outcome of the consultation and revisions to the text of *Tomorrow's Doctors*. The Review Group has now completed its task.

12. On 25 June 2009 the Undergraduate Board considered the text and agreed to recommend to Council publication of the version at Annex B.

Recommendation: To agree publication of the revised text of *Tomorrow's Doctors*.

13. We will modify the draft to reflect members' comments on 8 July 2009.

Recommendation: To authorise the Chair of the Council to finalise the text in the light of members' comments.

Regulatory impact

14. A draft impact assessment was included in the consultation documentation. The version of the impact assessment at Annex C reflects the feedback received during the consultation.

Next steps

15. We plan to launch and publish *Tomorrow's Doctors* as a booklet and as pages on the GMC website in September 2009. We will circulate information about the publication to respondents to the consultation, the medical schools and providers of postgraduate medical training, and representatives of employers, patients and the public, and students and doctors.

16. Following the model of *Good Medical Practice*, references to other guidance will be included in the booklet and on the website, in addition to the appendix of 'Related documents'. We will be able to update the references on the website when necessary and these can be incorporated as and when a reprint of the booklet is required.

17. We propose to require medical schools to incorporate changes to curricula by 2011-2012. We are aware that it may be difficult to ensure that all students already enrolled have demonstrated achievement of all the outcomes by 2011-2012; and also that NHS commitment will be required to satisfy the new requirements relating to clinical experience. Through our quality assurance mechanisms we will review the progress made by medical schools towards meeting the outcomes and standards during 2009-10 and 2010-11 and we will be supporting schools as they make curricular alterations. Should difficulties in making the transition be experienced by a school in 2011-12, we will agree an action plan with the school concerned towards full compliance. These and allied issues will be addressed in the review of our approach to quality assurance and we will be working with the NHS to stress the importance of supporting medical schools in implementing the new requirements (paragraphs 97 to 98 of Annex A).

Recommendation: To agree that medical schools will be required to incorporate changes to their curricula in line with the new edition of *Tomorrow's Doctors* by 2011-2012.

Resource implications

18. Printing 7,000 copies of *Tomorrow's Doctors* will cost approximately £5000, for which provision has been made in the budget. There will be some additional costs for distribution, for which £3000 has been budgeted.

Equality

19. We have carefully considered the impact of the proposed text on different groups and particularly on disabled people wishing to study medicine. This was a major issue in the consultation process during which we met the Equality and Human Rights Commission and Skill – the National Bureau for Students with Disability.

20. We updated our Equality Impact Assessment of the project in the light of the consultation.

21. The overarching Impact Assessment at Annex C deals with equality and diversity issues in more detail.