

General
Medical
Council

Regulating doctors
Ensuring good medical practice

The Education Committee General Medical Council

Research on the Implementation of The New Doctor

Invitation to Tender

Author:	Paula Robblee
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Contents

Introduction 3

 Purpose of Document..... 3

Background 3

 The General Medical Council 3

 The Education Committee 3

 The Education Committee Research Board 4

 The Transitional Group and *The New Doctor*..... 4

 Scoping exercise on *The New Doctor* 5

Instructions to Tenderers 5

 Documents provided 5

 Instructions for completion 5

Submission instructions 6

Evaluation of tenders 8

Contract timetable 8

Terms and conditions 9

Scope of the research and requirements..... 9

 Deliverables of research.....10

 Budget 10

Contract Annex A

Declaration of interests..... Annex B

General Medical Council Research Governance Protocol Annex C

To develop and pilot an approach for research on the implementation of *The New Doctor* and the Foundation Programme.

Introduction

Purpose of Document

1. The purpose of this document is to invite researchers to tender for research to develop and pilot a robust scientific approach for research into the Foundation Programme (the '**Tenderer**', '**you**', '**your**'). Research that is commissioned by the Education Committee should test the effectiveness and cost effectiveness of our education functions. The Foundation Programme is a two-year programme immediately following graduation with a primary medical qualification. Full registration is normally granted after the first year of the two-year programme. Further information is available on our website at www.gmc-uk.org/med_ed

Background

The General Medical Council (the '**GMC**', '**us**', '**our**')

2. The purpose of the GMC is to protect, promote and maintain the health and safety of the public. This intention is achieved in part through setting appropriate standards in medical education. Future doctors are educated and trained with the necessary skills, attitudes and knowledge that allow them to undertake their responsibilities towards patients and the medical profession competently.

The Education Committee

3. The Education Committee has a general statutory function to promote high standards and co-ordinate all stages of medical education. Also, specific statutory functions include determining the outcomes and standards for the undergraduate and pre-registration house officer ('**PRHO**') curricula up to the grant of full registration.

4. The standards for medical education are found in guidance documents and other work issued by the Education Committee. *Tomorrow's Doctors* sets out the outcomes that must be achieved by completion of the undergraduate degree. Successful completion will normally lead to provisional registration. *The New Doctor* sets out the outcomes that must be demonstrated on completion of the PRHO year. These doctors undertake a supervised period of training in the workplace prior to full registration.

5. In order to ensure that the educational standards reflect the needs of society and the medical profession, objective 10 of the 2005 business plan for the GMC is to develop a research programme to identify the effectiveness and cost-effectiveness of our education systems.

The Education Committee Research Board

6. The Research Board was set up by the Education Committee in 2004 to develop and supervise all research initiatives of the Education Committee. Professor Michael Farthing chairs the Board and membership is composed of Education Committee members and observers. The members of the Research Board have a wide range of expertise and experience in medicine and medical education research and represent both medical and lay perspectives.

7. As a part of the GMC objective on research, the Education Committee continues to develop its research programme. Its Research Board will take forward initiatives that are academically rigorous and hypothesis-driven in order to ensure that educational theory informs its activities in a timely manner.

8. Research that is commissioned by the Education Committee is intended to test the effectiveness and cost effectiveness of our education systems. This objective continues into 2005. In 2004, the Board commissioned two short-term consultancies to identify various areas of research relating to the effectiveness of the Education Committee's educational interventions.

The Transitional Group and *The New Doctor*

9. *The New Doctor*, our guidance on the standards, outcomes, and training for all provisionally registered doctors, was published in January 2005 following extensive consultation. The Education Committee established a Transitional Group to take forward the development work required before legal implementation in August 2007. This is a small, focused group consisting of the main stakeholders involved in the management, regulation and delivery of the Foundation Programme, which will incorporate PRHO training from 2005.

10. The terms of reference for the Transitional Group are to make suitable recommendations to the Education Committee, that ensure mechanisms are in place to enable the outcomes in *The New Doctor* to be delivered by 2007. Recommendations will be made following consultations with those involved in the delivery and management of the Foundation Programme and will be reported to the Education Committee on a regular basis.

11. The Transitional Group is carrying forward policy work about:

- a. The outcomes prescribed by *The New Doctor* (2005).
- b. The appropriate degree of prescription over assessment and development of case study and best practice examples (including reasonable adjustments for disability).
- c. The quality assurance of the Foundation Programme (in conjunction with the Postgraduate Medical Education and Training Board (;**PMETB'**))
- d. The directions required under the new legislation.

Scoping exercise on *The New Doctor*

12. A research team from the NHS Education for Scotland and the Northern Deanery in England developed a proposal based on data collection involving stakeholder consultations and a literature review. Results were clustered into categories in which key issues were flagged up. In general, there is scope for research that considers the various aspects of the Foundation Programme including assessment, delivery of training especially in teams, need for specific skills, achievement of outcomes, tension between service and education delivery, daily experiences of the PRHOs, interprofessionalism, and impact or change resulting from social changes such as the European Work Time Directive and related projects. It was noted that although there has been a lot of research on the PRHO year, these are based on local or regional levels. There is a need for research undertaken at the national level.

13. Results suggest that a prospective study to investigate implementation of the revised *The New Doctor* would generate information that has not been collected in any systematic method at a national level on PRHO's. This might also include information from those involved in the training of PRHOs. They suggested a standardised and systematic feedback and evaluation tool should be developed to measure educational structure and process based on information from F1 and F2 doctors. This tool would examine the relationship between structure, process and outcomes at the individual, regional and national levels. The tool would also develop and refine further research questions to evaluate the PRHO year of the Foundation Programme over a longer period.

Instructions to Tenderers

14. We are inviting any interested party to submit a proposal to develop and pilot an approach for research on the implementation of *The New Doctor* and the Foundation Programme (the '**Tender Proposal**').

Documents provided

15. Tenderers have been provided with:
- a. The Invitation to tender v2.0 (this document).
 - b. A draft contract.
 - c. Declaration of interests
 - d. GMC Research Governance Protocol.

Instructions for completion

16. The specifications for the tender, budget and contract are set out in this document and attached annexes. The Tender Proposal should include a fully developed research proposal that addresses all requirements and specifications described in this document. It should also include a concise CV, no more than two

pages long, and a declaration of previous undertakings with the GMC for each member of the research team. Please read the instructions carefully. Failure to comply with them may invalidate your tender (and such decisions shall be made in the sole discretion of GMC).

17. The Tender Proposal should clearly identify:
- a. Previous relevant experience and other professional information set out in a concise (no more than two pages) CV for each member of the team. Please include the five most recent relevant publications.
 - b. You will also have to submit a completed declaration form in Annex B for each member of the team.
 - b. The proposed methodology/methodologies to be used and possible deliverables. Please refer to paragraph 40 below for some required deliverables.
 - c. A work plan with milestones.
 - d. The basis on which the budget would be calculated. Please see paragraph 43 for more details.
 - e. The staff to be used in the main areas of work and where management responsibility for the project will rest.
 - f. A single point of contact for all correspondence relating to the project should be provided with full contact details.

18. Tenders should include a worked up rationale for research design and methodologies. We envisage that the development would combine a mixture of research methods including qualitative and quantitative techniques.

Submission instructions

19. The tender must be received in a sealed envelope on or before the date set out in paragraph 21 by:

Paula Robblee,
Education,
General Medical Council,
Regent's Place,
350 Euston Road,
London, NW1 3JN.

20. Ten unbound, hard copy of the tender and one electronic copy (CD-ROM preferred and digital files in rich text format?) are required. Please note we are unable to accept email copies.

21. **All tenders must be received no later than 17:00 on 29 August 2005.** Late tenders will not be considered.

22. Please contact Paula Robblee if you have any further questions about the tendering process at the above contact details or by calling 020 7189 5286 or email: probblee@gmc-uk.org
23. The GMC may circulate the content of any queries raised and the answers given if it is felt clarification would be of benefit to all Tenderers.
24. Please note
- a. This invitation to tender does not represent an offer, representation or agreement and does not imply that an agreement will be entered into.
 - b. The GMC will not pay for any expenses or losses incurred in the preparation of your Tender Proposal.
 - c. The GMC shall not bind itself to accept the lowest or any tender.
 - d. No tender will be deemed to have been accepted until such acceptance has been notified to the Tenderer in writing.
 - e. The GMC does not warrant that the information in this document is accurate or complete or updated. However it will take reasonable steps to do so.
25. You shall assist and cooperate with the GMC (at your sole expense) to enable us to comply with the Information disclosure requirements contained in the Freedom of Information Act 2000 (the '**FOIA**') and the Environmental Information Regulations 2004 (the '**Regulations**').
26. You shall provide all necessary assistance as reasonably requested by the GMC to enable us to respond to a Request for Information within the time for compliance set out in section 10 of the FOIA or section 5 of the Regulations.
27. The GMC is responsible for determining at its absolute discretion whether the any information in connection with this Tender (including Commercially Sensitive Information and/or any other Information [as defined in the FOIA]) is exempt from disclosure in accordance with the provisions of the FOIA or the Regulations and/or is to be disclosed in response to a Request for Information [pursuant to the FOIA].
28. We may, acting in accordance with the Department for Constitutional Affairs' Code of Practice on the Discharge of Functions of Public Authorities under Part I of the Freedom of Information Act 2000, be obliged under the FOIA or the Regulations to disclose Information without consulting with you, or following consultation with you and having taken your views into account.
29. Any lists or schedules provided by the GMC outlining Confidential Information are of indicative value only and the GMC may nevertheless be obliged to disclose Confidential Information in accordance with paragraphs 25-19 (inclusive) above.

Evaluation of tenders

30. Your tender proposal will be assessed along with all other tender submissions by, or on behalf, of the Education Committee Research Board. The Research Board is not bound to accept the lowest bid and may seek advice from individuals with appropriate expertise.

31. Your tender proposal will be evaluated using the following criteria (not in order of merit or weight):

- a. Research background or track record of researchers.
- b. Proposed goals/objective: The proposal address satisfactorily the question set out in the invitation to tender.
- c. Innovation of approach and Appropriate methodology.
- d. Value of money.
- e. Collaboration.
- f. Dissemination.
- g. Demonstration of a commitment to equality and diversity.
- h. Ability to comply with our Terms and Conditions (see paragraph 35 below).

Contract timetable

32. We anticipate this proposal could be developed and completed by June 2006. We anticipate some background data would be submitted in March to help us develop some of our systems. The June deadline may allow us to implement a large-scale project by August 2006.

33. An Interim report will be expected in March 2005 and should include an assessment of the research to date and preliminary conclusions if available.

34. Tender Proposal should set out a detailed preliminary schedule that indicates realistic interim and final deadlines for reporting to the Research Board. Final deadlines set out in the tender proposal and agreed to in the contract are final and non-negotiable.

Issue of Invitation to Tender	22 July 2005
Return of tenders	12.00 noon 29 August 2005
Post tender decision meetings	W/c 15 September 2005
Contractor appointment	W/c 20 October 2005

Terms and Conditions

35. Please review and consider the attached Terms and Conditions in Annex A. In the event that the GMC selects a Tenderer to provide the services/deliverables set out in this Tender, the Tenderer shall comply with the Terms and Conditions. The Submission by the Tenderer shall constitute an offer to provide the Services by the Tenderer in accordance with the terms of the Tender Proposal and the Terms and Conditions and the GMC shall be free to accept such offer in its sole discretion. If you are unable to comply with any of the Terms and Conditions you **must** confirm in writing when you respond to this Tender which sections you are unable to comply with, why you are unable to comply with such sections and provide us with alternative wording for us to consider.

Scope of the research and requirements

36. Our scoping exercise indicates a need to investigate on a national level the education and training received by doctors within the Foundation Programme. This process will help us continually review our guidance and structures to ensure they remain up to date and fit for purpose, including ensuring patient safety, developing collaboration and teamwork, and improving communication.

37. The objective of this research will be to develop mechanisms to:

- a. Assess the implementation of *The New Doctor* over time by the GMC.
- b. Develop research questions and areas to identify areas in the Foundation Programme that need to be developed or improved, especially in relation to outcomes, assessments and delivery of outcomes and assessments.

38. The scope of the research proposed is to develop and pilot a study to gather information from various stakeholders undertaking the implementation of the Foundation Programme. Tender Proposals should address the cross institutional nature of this research. Any development would have to include links with the PMETB, the Postgraduate Deaneries, Universities providing undergraduate medical education and other bodies involved in the delivery and management of the Foundation Programme as well as take account of existing relevant tools or information in use, especially gathered by Postgraduate Deaneries.

39. Tender Proposals should address in part the developmental nature of our regulatory outcomes. *The New Doctor* was published in 2005, however it does not become legally enforceable until 2007. At the moment, every provider of PRHO training is empowered to implement structure and processes to deliver these outcomes, but in 2007, they will be obliged to ensure the outcomes are met by all PRHOs.

Deliverables of research

40. We would expect that the research commissioned would include:

- a. A preliminary report that will allow the Education Committee to consider the effectiveness of the implementation of *The New Doctor*.
- b. An interim report on research including background information by March 2006.
- c. Assessment on the reliability and validity of the research.
- d. A detailed assessment of the limitations of the research to measure the effectiveness of *The New Doctor*.
- e. Possible research questions and areas that could be evaluated or explanation on how to use the data gathered for analysis of our educational function.
- f. A final report.

41. The Foundation Programme requires continuous evaluation. PRHOs gather competencies through diverse opportunities and significant interaction with peers, supervisors and patients during the year. There are other interested parties such as undergraduate deans and staff, education supervisors, people involved in educational management, employment supervisors and other NHS groups involved with the delivery of the Foundation Programme that may impact on the implementation of *The New Doctor*.

42. The Education Committee is committed to embedding equality and diversity within its work and would expect this to be integrated into any research proposal and project.

Budget

43. A detailed estimate of the budget is expected as part of the Tender Proposal and the upper limit for this proposal is **£150,000**. Such estimate could include the following categories:

- a. Research time / project management.
- b. Liaison with the GMC.

- c. Preparation of methodology and field documents.
- d. Fieldwork (including travel, briefings etc.).
- e. Literature and data analysis.
- f. Other.