

Medical career structure

Doctors in training

Post August 2005

1. Complete medical school (4 - 5 years). Obtain Primary Medical Qualification (PMQ). Undergraduate Deanery (i.e. medical school / university) signs off PMQ.
2. Foundation programme
 - Two year foundation programme for all medical graduates
 - F1 (foundation year 1) – this replaces PRHO year
 - Provisional registration until successful completion of F1 criteria competences
 - F2 (foundation year 2) – at level previously known as SHO
 - Full GMC registration
 - Each year in the programme usually comprises three, 4-monthly rotations in different specialties. All doctors in the F2 year are encouraged to complete at least 4 months in Accident and Emergency and a rotation in Primary Care.
3. Specialist training
 - Between 3-7 years of training dependant on specialty (GP or Hospital specialty). Referred to as ST1 / ST 2 / ST 3 etc.
 - Receive CCT (certificate of completion of training) after completion of criteria at certain point in training. This allows the doctor to work as an independent practitioner (Consultant or GP level).
 - Since the inception of the Postgraduate Medical Education and Training Board in 2005, the end point of training is marked by the award of a Certificate of Completion of Training as opposed to the Certificate of Completion of Specialist Training, which was awarded by the Specialist Training Authority. This allows doctor to work as independent practitioner at level of Consultant or GP Principal.

Pre August 2005

1. Complete medical school (4-5 years). Obtain Primary Medical Qualification (PMQ). Undergraduate Deanery (i.e. medical school / university) signs off PMQ.
2. Pre Registration House Officer (PRHO) posts
 - Provisional registration only - not entitled to full registration
 - Posts for one year, mostly in hospital on 2 six-monthly rotation or 3 four-monthly rotation. Very often the 12 months was split between sites with little continuity.
 - Work under supervision in approved training posts.
 - Postgraduate Dean signs off certificate at end of PRHO year, on behalf of the Medical School of graduation, confirming the doctor has a basic level of experience and competence.
3. Senior House Officer (SHO) posts
 - Full registration or limited registration
 - Posts vary in length from 6-12 months. Mostly in hospital on 6-monthly or 4-monthly rotations.
 - Approved training posts, working under close supervision
 - Successful completion of each rotation is signed off by supervising Consultant.
4. GP Registrar (GPR)
 - Usually work as part of vocational training scheme including mix of educationally approved hospital posts and time in GP surgery
 - Alternatively, could construct own scheme of contribution of approved posts then ratified by PMETB
 - GPs have to complete 'Summative Assessment' to be accredited. Many also obtain membership of Royal College of GPs (MRCGP)
 - Each post or placement signed off through a Vocational Training Record 2 (VTR2)

Specialist Registrar posts (SPR)

 - A 2-6 year specialty rotation leading to certificate of completion of training (CCT).
 - All Royal Colleges have their own compulsory examinations.
 - Locum for Training (LAT) and Locum for Service (LAS) posts and were short term appointments. LAS were usually less than 3 months and LAT usually longer than 3 months. LAT recruited by the Deanery / LAS recruited by the Trust.
5. After successful completion of training, can undertake posts as independent practitioner (Consultant or GP Principal level).

Non-career grade doctors (NCGD)

These are doctors who have reached a certain level in training and stay working at that level. They may also be referred to as Staff Grade / Trust Grade / Non-Consultant doctors.

NCGD doctors work in posts which are frequently on the same rota as SHO or SpR. The duties will vary depending on the nature of the post and the service need. These posts have no training requirement or input; they are *not* training posts.

The Deanery has no remit for dealing with these posts or for doctors working in these grades unless GMC undertakings / Fitness to Practise conditions, or recommendations from another assessing / regulatory body (such NCAS or employing Trust) include Deanery involvement in a remedial plan or educational prescription. Postgraduate Deaneries now have an identified budget to support NCGDs.