

Agenda item:	4
Report title:	Generic professional capabilities – outcome of public consultation
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Considered by:	Strategy and Policy Board
Action:	To consider

Executive summary

From 1 July to 27 September 2015, the GMC and the Academy of Medical Royal Colleges consulted jointly on a draft framework for generic professional capabilities (GPCs).

The nine-domain framework aims to identify, simplify and clarify the important core professional capabilities doctors should possess at specialist registration. GPCs will act as an indicative curriculum framework and will for the first time explicitly state educational outcomes required of all postgraduate medical curricula. It will provide medical royal colleges/faculties with the opportunity to integrate and contextualise the GPCs framework across their 65 specialty and 36 sub-specialty curricula. It will also ensure that common capabilities are addressed consistently across the medical workforce.

The consultation outcome signalled very strong support for the framework with 105 of the 108 (97%) respondents in agreement that GPCs are fundamentally important to UK medical practice. There was also good support for the framework structure generally, with some changes being incorporated in response to comments.

Recommendations

The Strategy and Policy Board is asked to:

- a** Approve the revised generic professional capabilities framework, at Annex A.
- b** Consider the consultation outcomes summary and commentary, at Annex B.
- c** Indicate whether further changes to the framework should be made.
- d** Agree that Council will be asked to consider the framework at its meeting on 25 February 2016.

Why we are addressing this subject

- 1 Currently, there are 65 medical specialties in the UK and 36 sub-specialties. For postgraduate training, each discipline has its own curriculum which is set by the medical royal colleges/faculties and approved by the GMC.
- 2 The case for regulatory action is underlined by the current significant divergence of structure and variability of content across many of these curricula. Analysis of Fitness to Practice (FtP) data identifies that most FtP concerns fall into one or more of the nine core domains described in the Generic professional capabilities (GPCs) framework, at Annex A. Also, several high profile patient safety inquiries have highlighted patterns of individual, organisational, human and systems failure. Key recommendations in such enquiries have been that there is a need to develop consistent and sector wide educational approaches and outcomes which promote and strengthen generic and interprofessional training capabilities particularly in relation to patient safety, professional behaviour and practice. A systemic and hence regulatory approach is therefore required and proportionate.
- 3 In the GPCs framework, we describe the core educational outcomes that doctors need to demonstrate to achieve a UK Certificate of Completion of Training and show they have the GPCs that are essential to delivering safe, effective and high quality care in the United Kingdom.
- 4 Our aim has been to develop a framework which places appropriate importance in curricula on developing the person holistically as a rounded, responsible professional with a mature professional identity underpinned by appropriate professional values, behaviours, knowledge, insights, skills, capabilities and experience. The framework places less emphasis on reductive box-ticking of individual tasks or competencies. This generic approach to professional education was supported in the final report of the *Shape of Training* review which recommended the development of a GPCs framework. The GPCs framework is intended to complement and enhance the specialist curricula content often prioritised by colleges and faculties.

The proposed approach

- 5 The framework breaks new ground by introducing core educational outcomes which will be generic to all specialty and general practice training in the United Kingdom. This outcomes-based approach will simplify and clarify postgraduate medical curricula and allow greater flexibility and economy in local education provision. This unifying approach will also ensure greater consistency in training outcomes across the medical workforce. Further, it will reduce the regulatory burden and simplify the curricula approvals process for colleges and faculties. Colleges/faculties will be required to adopt, embed and contextualise the GPCs framework within their curricula.

- 6 At the heart of the framework are the fundamental principles and professional responsibilities outlined in *Good medical practice* and other professional guidance and statutory requirements.
- 7 Equality and diversity issues have been addressed in the consultation and summary at Annex B.
- 8 In addition to the consultation, the framework has been the subject of wide engagement with key interests including the Education and Training Advisory Board.

Consultation outcome

- 9 The consultation outcome signalled very strong support for the framework with 105 of the 108 (97%) respondents in agreement that GPCs are fundamentally important to UK medical practice. There was also good support for the framework structure, though, in response to comments, we have now incorporated 'communication and interpersonal skills and capabilities' and 'dealing with complexity and uncertainty' in the Professional Skills domain 2. We have also established a separate domain 4 which further prioritises the importance of capabilities in health promotion and illness prevention.
- 10 A full summary of the consultation outcome and commentary is at Annex B.

Implementation

- 11 With the Academy, we shall be supporting the production of guidance to ensure colleges and faculties are ready to incorporate the GPCs framework and develop revised curricula in line with the framework from 2017. Related to this, we shall also be consulting on revised standards for curricula and assessment in which GPCs will play a central part.

Next steps

- 12 Subject to the Board's approval, the GPCs framework will be brought to Council for consideration at its meeting on 25 February 2016.