

ARCP and RITA Data Collection 2013 – Briefing Note 1

Introduction

1. The GMC and COPMeD undertake an annual joint project to report on the progression of doctors in training (Annual Review of Competence Progression [ARCP] and Record of In Training Assessment [RITA] data) through specialty, including GP, training programmes.
2. This technical briefing note is for Dean's teams who provide ARCP and RITA outcome data to the GMC each year.
3. This note covers:
 - a. The ARCP/RITA data return for the training year 2012 to 2013 covering all outcomes awarded between 1 August 2012 and 6 August 2013.
 - b. The changes to the GMC validation tool for the data return 2012 to 2013.
 - c. COPMeD and GMC ARCP recording expectations for the training year commencing on 7 August 2013.
4. This note should be read in conjunction with *2013ReferenceTablesUsedForARCPValidation.xls* circulated with this note, which contain the permitted values for each field. Anyone involved in preparing the submission should view both.

ARCP 2013 Project timetable

Date	Action
From 6 September 2013	Confirm contact details of local data manager(s) to quality@gmc-uk.org and data validation tool and reference tables to be made available to deaneries/LETBs
31 October 2013	Dean's teams to submit complete data sets via GMC Connect
December 2013	Reports available under password on the new GMC reporting platform
Spring 2014	Response to reports collected via Dean's Reports

Scope of ARCP/RITA Data Collection

5. The data should cover:
 - a. All ARCP/RITA events and their outcomes (there may be multiple outcomes for one event) that occurred between 1 August 2012 and 6 August 2013; and
 - b. All doctors in training in an approved programme for any length of time during this reporting period.
6. Each row of the dataset should consist of one ARCP or RITA outcome per programme. For many events there will only be one row, but there are occasions when more than one row of data is required for a given trainee as follows:
 - a. Dual-CCT trainees must have one outcome per specialty.
 - i. For example, trainees with General (Internal) Medicine as a second specialty should have a separate outcome recorded for this specialty.
 - ii. If the trainee only had an ARCP for one of their two specialties, the second specialty should be listed on a separate row together with the reason for their being no ARCP in that specialty (likely to be 'N3 - Trainee not in post long enough' for trainees who had only had exposure to one of their specialties during the year to which their ARCP pertained). Therefore the following fields in 2012 have been removed from the 2013 return:

'2nd GMC Programme Approval Code'; and

'Specialty 2 to which the ARCP/RITA refers for dual-CCT/would have referred [Separate rows]'
 - b. If a doctor in training was in multiple programmes for a given ARCP event then there should be multiple rows in the return so that all the programmes the ARCP event refers to are listed. For example, if a doctor in training was in Programme A for part of the period and Programme B for the second part of the period the ARCP refers to, then there should be two rows of data for Programme A and B.

c. The specialty to which the ARCP refers to **must be the trainee doctor's programme specialty**, as per their NTN or DRN. Please do not record a trainee doctor's post specialty in the programme specialty field. We recognise that it will not match for the 2nd specialty with dual-CCT trainees.

7. For first time the submission should include data for foundation doctors' outcomes – both F1 and F2. Foundation doctors now have ARCP please see the Foundation Programme Guide 2012¹. We understand that Foundation doctors' data is sometimes managed differently to core, GP and specialty trainee doctors. Unfortunately for this year it is not possible for us to receive the Foundation ARCP from NES/Horus. This means you will be requested to send us the **Foundation ARCP data, please submit this to us separately** from specialty, including GP data. We will run the validation checks for this on our systems and work with you to resolve any errors that may appear. Please liaise with your Foundation School(s) to obtain these data. If you would like to arrange a session with us to discuss the submission of your Foundation data please contact us at quality@gmc-uk.org or 0207 189 5472.

8. The data should NOT include: dentists or non-medical public health trainees as the GMC does not have a statutory responsibility for these trainees.

Equality and Diversity Data

9. Please do not include equality and diversity (E&D) data. The GMC will link the ARCP/RITA data to E&D data collected in the 2013 National Training Survey (NTS). The collection notice on the screen for the E&D questions in the NTS has been changed to make it clear that the information doctors in training share with us will be used to help regulate medical education and make sure progression through GMC approved training programmes is fair and free from discrimination.

Socio-economic status

10. The 2013 NTS also collected information on the socio-economic status of doctors in training at the point that they applied to medical school. We anticipate being able to use this in our analysis of the 2013 return.

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http://www.foundationprogramme.nhs.uk/download.asp?file=Master_FP_Reference_Guide_2012_FINAL_June_2012.pdf

Table of fields required in the data return and their validation checks

Field No.	Field	Description	Format	Possible values	Complete for	Validation rules – additional information	Changes from 2012
1	GMC number		String 7 characters	As per GMC register	All rows	The GMC number must match a GMC number in the doctor list within the validation database. The doctor's list includes all doctors who held full registration within the reporting period.	Additional validation rule: the tool will check that all GMC numbers included in the NTS return for 2013 are included in the ARCP return. Omissions will be listed out on a separate worksheet.
2	First name		String	As per GMC List of Registered Medical Practitioners (LRMP)	All rows	Must match the first name for the given GMC number – warning only	
3	Surname		String	As per GMC List of Registered Medical Practitioners (LRMP)	All rows	Must match the surname for the given GMC number.	
4	ARCP	Did the trainee have one or more ARCP/RITAs during the reporting		Yes No	All rows	Must be a Yes or No, the value in this field determines which other fields and validation rules apply to the given row of data.	

Field No.	Field	Description	Format	Possible values	Complete for	Validation rules – additional information	Changes from 2012
		period?					
5	Review Date	Date of RITA or ARCP Event	DD/MM/YYYY	Must be between 1 August 2012 and 6 August 2013	ARCP = "Yes" only	Must be in the format dd/mm/yyyy Must be within the reporting period i.e. \geq to the <Reporting Period Start Date> and \leq <Reporting Period End Date> (01/08/2012 and 06/08/2013).	
6	Date of expected revalidation				N/A	Not required, will only generate a warning message.	
7	Period Start Date	Start of period that the assessment refers to	DD/MM/YYYY	Must be more recent than 04/08/2010	4. ARCP = "Yes" only	Must be in the format dd/mm/yyyy Must be $>$ <Review Start Date> (04/08/2010)	This date stays the same due to issues with trainees returning after an absence, this should reduce the rule incorrectly flagging data that are in fact correct.
8	Period End Date	End of period that the assessment	DD/MM/YYYY		4. ARCP = "Yes" only	Must be in the format dd/mm/yyyy Must be \leq <Review	This date has been extended from 80 days in 2012 to 180 days in 2013.

Field No.	Field	Description	Format	Possible values	Complete for	Validation rules – additional information	Changes from 2012
		refers to				Date > + 180 days (review date is user defined). To accommodate ARCP events that occurred before the end of training period.	
9	Level assessed	Level of training at the point of assessment or at the point of the missed assessment	String	F1, F2, CT1, CT2, CT3, ST1, ST2, ST3, ST4, ST5, ST6, ST7, ST8 and SpR	All rows	<p>Must be one of the possible values (also listed on <i>LOVs</i> tab)</p> <p>Must be a valid value listed for the programme specialty supplied, based on the table of valid programme specialty grade combinations – see <i>LevelsPermittedByProgrammeSpec</i> tab in <i>2013ReferenceTablesUsedForARCPValidation.xls</i></p> <p>The validation tool</p>	Inclusion of F1 and F2. F1 and F2 will only be acceptable against approval codes that are for foundation programmes. GMC approved foundation programmes correspond exactly to foundation schools.

Field No.	Field	Description	Format	Possible values	Complete for	Validation rules – additional information	Changes from 2012
						checks this table is in the Access database.	
10	Post type	To distinguish between LAT/FTSTA and trainees on an approved programme.	String	FTSTA LAT Foundation Core Specialty	All rows	Must be one of the possible values (also listed on <i>LOVs</i> tab)	Foundation included as a value.
11	Military Trainee	At the time of the ARCP/RITA was the trainee a defence DPMD trainee	String	Yes No	All rows	Must be one of the possible values (also listed on <i>LOVs</i> tab)	
12	Academic Trainee	At the time of the ARCP/RITA was the trainee an academic trainee	String	Academic Clinical Fellow - England (other funding), Wales, Northern Ireland (ACF) Academic Clinical Lecturer - Northern Ireland (ACL), Academic Foundation Trainee	All rows	Must be one of the possible values (also listed on <i>LOVs</i> tab).	

Field No.	Field	Description	Format	Possible values	Complete for	Validation rules – additional information	Changes from 2012
				(AFT) Clinical Lecturer - England (other funding), Wales (CL) Clinical Lecturer - Scotland Clinical Research Fellow - Scotland Clinical Teaching Fellow - Scotland NIHR Academic Clinical Fellow - England (NIHR funding) (ACF) NIHR Clinical Lecturer - England (NIHR funding) (CL) Other No			
13	Remain on academic programme			Yes No	12. Academic trainees	Must be one of the possible values (also listed on <i>LOVs</i> tab)	

Field No.	Field	Description	Format	Possible values	Complete for	Validation rules – additional information	Changes from 2012
					only		
14	Programme start date		DD/MM/YYYY		All rows	Must be in the format dd/mm/yyyy Must be > Doctor's full registration date (take the min date on the doctor's first full registration (including FRAPS))	
15	Estimated or where available actual CCT/ CESR/ CEGPR (CP) date or programme end date for core programmes or programme end date if		DD/MM/YYYY		All rows	Must be in the format dd/mm/yyyy The rules for the "Minimum programme length is 23 months"* validation check to be extended as follows: a. Date must be 1064 days > the Programme Start Date if Post Type = "Specialty"	Rule will not run for FTSTA and LAT post type, this means the only possible incorrectly flagged errors will be inter-deanery transfers. The minimum length for core is 23 months; for specialty 35 months (i.e. GP training).

Field No.	Field	Description	Format	Possible values	Complete for	Validation rules – additional information	Changes from 2012
	the trainee moved programmes					b. Date must be 700 days > the Programme Start Date if Post Type = "Core" or "Foundation"	
16	GMC programme approval code to which ARCP/RITA refers	The GMC (PMETB) programme approval code	String	As per GMC data on GMC Connect	All rows	Must be one of the Programme Approval Codes listed in the Programme Table	Foundation programme codes included in the dataset.
17	NTN or DRN at the point the ARCP/RITA was conducted NOT at the point this report is generated	National Training Number/ Deanery Reference Number	i. three letters which identify the deanery/ LETB; ii. three digits for the CCT specialty or core specialty programme. Some codes are different in Scotland;		All rows	Must be present, for all cases that are not Foundation doctors.	The following applies to all cases that are not foundation doctors: NTN/DRN Specialty Code" which will return the specialty code value derived from the NTN/DRN based on the following rules: a. If a trainee's 'Area' = "UKNotScot"* (i.e. if a

Field No.	Field	Description	Format	Possible values	Complete for	Validation rules – additional information	Changes from 2012
			iii. three digits to identify the individual holder (“the individual identifier” element); e.g. 324 and iv. a single letter suffix to identify other classifications				<p>trainee’s deanery/LETB is not in Scotland), then return the string between the first “/” and second “/”</p> <p>b. If trainee’s ‘Area’ = “Scotland”* (ie trainee’s deanery is in Scotland), then:</p> <p>i. If the first NTN/DRN character is “C” or “L”, then return the string between the second “/” and third “/”</p> <p>ii. If the first NTN/DRN character is not “C” or “L”, then return the string between the first “/” and second “/”</p> <p>Addition of a new information column “NTN/DRN Specialty” which will return the specialty string value derived from the NTN/DRN based on the</p>

Field No.	Field	Description	Format	Possible values	Complete for	Validation rules – additional information	Changes from 2012
							<p>derived specialty code.</p> <p>Addition of a new validation warning “NTN/DRN substring not present in lookup table”. This warning will be triggered if a specialty code cannot be determined (e.g. if the NTN format is wrong), or if the code returned does not match a value defined in the “NTN_Lookup” table.</p> <p>Addition of a new validation error “NTN/DRN Specialty and Specialty to which the ARCP/RITA refers/would have referred DO NOT match” based on the following rule:</p> <p>a. if ‘Programme Specialty’ string value does not match</p>

Field No.	Field	Description	Format	Possible values	Complete for	Validation rules – additional information	Changes from 2012
							<p>the “NTN/DRN Specialty”* string value</p> <p>* The matching logic will allow variations of the “NTN/DRN specialty” values based on pseudonyms table.</p> <p>Addition of a new validation warning “NTN/DRN indicates trainee is academic” based on the rule below: If last character of NTN/DRN = “A” and Academic Trainee = “No”</p>
18	2 nd specialty	To flag where the row refers to trainee’s second specialty.	String	Yes	2 nd specialty only		NEW: all 2 nd specialties must be on their own row of the data return. If the new ‘2nd Specialty’ column is set to ‘Yes’, then NTN/DRN checks will not apply.

Field No.	Field	Description	Format	Possible values	Complete for	Validation rules – additional information	Changes from 2012
19	Specialty to which the ARCP/RITA refers/would have referred	CCT programme list or core or foundation programme	String (code or name)		All rows	Specialty must match the specialty associated with the Programme Code. The system will write the correct 1st programme specialty based on the 1st GMC Programme Approval Code provided in the 'GMC Specialty' column.	
20	Sub-specialty to which the ARCP/RITA refers	Sub-specialty value	String		All rows	Must be one of the possible values listed on <i>LOVs</i> tab)	
21	Less than full-time	Trainee less than full-time during any part of the period covered by the ARCP (using Period Start and Period End	String	Yes No	All rows	Must be one of the possible values (also listed on <i>LOVs</i> tab)	This value must be returned. One deanery did not return last year.

Field No.	Field	Description	Format	Possible values	Complete for	Validation rules – additional information	Changes from 2012
		dates)					
22	Outcome	ARCP or RITA outcome. Note for outcome 8 OOPC does NOT include Maternity leave.	String	1, 2, 3, 4, 5, 6, 7.1, 7.2, 7.3, 7.4, 7.5, 8, 9, C, D, E, F, G	ARCP = "Yes" only	Must be one of the Outcome values defined as a valid value for the Post Type. See <i>OutcomesPermittedByPostType</i> in <i>2013ReferenceTablesUsedForARCPValidation.xls</i>	Not all outcomes are valid for F1 or F2 trainees the reference table will reflect this.
23	Outcome Type		String	Clinical Academic	ARCP = "Yes" only	Must be one of the possible values (also listed on <i>LOVs</i> tab)	
24	Reason for no ARCP/RITA		For deaneries/ LETBs that have implemented the new ARCP form these data can be checkbox 0/1	Trainee Sick Leave, Trainee Maternity/Paternity Leave, Trainee not In Post Long Enough, Trainee fell outside annual reporting period,	ARCP = "No" only	Must be a value in at least one of the following fields: Reason(s) for no ARCP/RITA N1 Trainee sick leave, N2 Trainee maternity/paternity leave,	Note additional codes for Foundation. Currently no check to determine correct use of codes across Foundation versus Specialty trainees. Not all specialty N codes can be used for foundation trainees.

Field No.	Field	Description	Format	Possible values	Complete for	Validation rules – additional information	Changes from 2012
			<p>fields (one field per reason with a 1 indicating presence of the given reason);</p> <p>For deaneries/ LETBs that have not implemented the new ARCP form these data can be in string format in one field or checkbox 0/1 fields.</p>	<p>Trainee Post CCT, Trainee Missed Review, Trainee Inter Deanery Transfer, Trainee reviewed in other Deanery, Trainee Contract Termination, Trainee Alleged, Gross Misconduct Trainee, Suspension, Other reason</p>		<p>N3 Trainee not in post long enough, N4 Trainee fell outside annual reporting period, N5 Trainee post-CCT, N6 Trainee missed review, N7 Trainee inter-Deanery transfer, N8 Trainee reviewed in other Deanery, N9 Trainee contract termination, N10 Trainee gross misconduct, N11 Trainee suspension, N12 Trainee resignation, N13 Other reason (please specify).</p> <p>Values must be recorded as "1" in the following fields: N1 Trainee sick leave,</p>	

Field No.	Field	Description	Format	Possible values	Complete for	Validation rules – additional information	Changes from 2012
						N2 Trainee maternity/paternity leave, N3 Trainee not in post long enough, N4 Trainee fell outside annual reporting period, N5 Trainee post-CCT, N6 Trainee missed review, N7 Trainee inter-Deanery transfer, N8 Trainee reviewed in other Deanery, N9 Trainee contract termination, N10 Trainee gross misconduct, N11 Trainee suspension, N12 Trainee resignation, N13 Other reason (please specify). NEW Codes for	

Field No.	Field	Description	Format	Possible values	Complete for	Validation rules – additional information	Changes from 2012
						Foundation only N14 LTFT – achieving progress at the expected rate N15 – LTFT not achieving progress at the expected rate N16 – Dismissed no remedial training N17 – Dismissed received remedial training N18 Dismissed – no GMC referral N19 Dismissed – following GMC referral N20 - Resignation no remedial training undertaken N21 – Resignation	

Field No.	Field	Description	Format	Possible values	Complete for	Validation rules – additional information	Changes from 2012
						<p>received remedial training</p> <p>Deaneries/ LETBs have a choice:</p> <p>1. Using one column of text (Reason(s) for no ARCP/RITA)</p> <p>OR</p> <p>2. One column per N reason. This format requires a 1 in each column that applies.</p>	
25	Reason for no ARCP – other		String	Free text	ARCP = “No” and N13 Other reason (please specify)= 1	Check if free text is present if required	
26	Reason(s) for unsatisfactory outcome.		For deaneries/ LETBs that	Record Keeping and Evidence, Inadequate	ARCP = “Yes” and,	Must be a value in at least one of the following fields:	Note additional codes for Foundation. Currently no check to determine correct

Field No.	Field	Description	Format	Possible values	Complete for	Validation rules – additional information	Changes from 2012
	List all that apply		have implemented the new ARCP form these data can be checkbox 0/1 fields (one field per reason with a 1 indicating presence of the given reason); for deaneries that have not implemented the new ARCP form these data can be in string format in one field or checkbox 0/1	Experience Inadequate, Engagement with Supervisor, Trainer Absence, Single Exam Failure, Continual Exam Failure, Trainee requires Deanery Support, Other reason	Outcome = 2, 3, 4, 7.2, 7.3, 7.4, D, E	Reason(s) for unsatisfactory outcome, U1 Record keeping and evidence, U2 Inadequate experience, U3 No engagement with supervisor, U4 Trainer absence, U5 Single exam failure, U6 Continual exam failure, U7 Trainee requires Deanery support, U8 Other reason (please specify) NEW Codes for Foundation only U9 – Inadequate attendance U10 – Assessment/Curriculum outcomes not achieved	use of codes across Foundation versus Specialty trainees. Not all specialty U codes can be used for foundation trainees.

Field No.	Field	Description	Format	Possible values	Complete for	Validation rules – additional information	Changes from 2012
			fields.			<p>Values must be recorded as "1" in the following fields: U1 Record keeping and evidence, U2 Inadequate experience, U3 No engagement with supervisor, U4 Trainer absence, U5 Single exam failure, U6 Continual exam failure, U7 Trainee requires Deanery support, U8 Other reason (specify)</p> <p>Deaneries/ LETBs have a choice: using one column of text (Reason(s) for unsatisfactory outcome) OR one column per U reason. The latter format requires a 1 in</p>	

Field No.	Field	Description	Format	Possible values	Complete for	Validation rules – additional information	Changes from 2012
						each column that applies.	
27	Reason for unsatisfactory outcome - other		String	Free text	ARCP = "Yes" and, Outcome = 2, 3,4, 7.2, 7.3, 7.4, D, E and U8 Other reason (specify) = 1	Check if free text is present if required	
28	LETB Region		String	East Midlands LETB, East of England LETB, Kent, Surrey and Sussex LETB, North Central and East London LETB, North East LETB, North West LETB,	All rows for England only	Must be one of the possible values (also listed on <i>LOVs</i> tab)	A valid LETB value must be supplied for English Deaneries. If an invalid LETB value is supplied (or if the value is omitted when required), then the warning message "Invalid LETB Region for Deanery" will be returned.

Field No.	Field	Description	Format	Possible values	Complete for	Validation rules – additional information	Changes from 2012
				North West London LETB, South London LETB, South West LETB, Thames Valley LETB, Wessex LETB, West Midlands LETB, Yorkshire and The Humber LETB			

Submission instructions

13. Please ensure that the system you will be working from has the following programme versions installed: Microsoft Excel 2003-2010 and Microsoft Access 2003-2007. Please note that if you used the NTS validation tool in 2013, this tool is similar.
14. Log into GMC Connect, and open up the 'ARCP 2013 Data Validation Tool' folder (all deaneries/LETBs have access to this folder).
15. The 2013 ARCP Data folder will contain a zip file with an Access database and an Excel file. Download this zip file and save it on your network.
16. Extract the two files (*ARCP Data Validation Tool - Version 2.0.xls* and *ARCPRefData.mdb*) within the zip file, saving them in the same folder.
17. Open up the *ARCP Data Validation Tool - Version 2.0.xls* file you have just downloaded, extracted and saved, ensuring Macros are enabled.
18. The Tool contains two tabs:
 - a. Tab 1: '*Summary.*' This page gives you a summary of your data validation progress, including the number of different errors you currently have in your data, and the total numbers of valid and invalid records. This page also contains the deanery selection list, and the 'Validate Data' button.
 - b. Tab 2: '*ARCP data.*' This is where you need to paste all of your outcome data for the 2013 ARCP return, ensuring the column order is correct. It contains a column for each of the data variables outlined in Part 2 of this guide. To the right of these, it also contains a column for each of the possible validation errors, which are explained in Part 3 of the guide.
19. Paste all of your outcome data into the '*ARCP Data*' tab, making sure you paste all of the data into the correct columns (the order in which the data variables are listed in the data validation tool may not match your extract).
20. Please make sure there are no blank rows in the middle of these pasted data, as this will cause an error in the validation process.

21. Once you have placed all your outcome data into the correct columns, go to the first tab of the spreadsheet (*'Summary'*), select your Deanery and click the validate button. The process may take a couple of minutes.
22. The Validation Tool will scan through all of the data in the *'ARCP data'* tab, and then present you with a summary of any errors that have been found.
23. Go back to the *ARCP data* tab and review columns BI to DO to see detail of any errors that have been identified. Each column identifies a different potential error in the data. The fields and validation checks are listed in the table below.
24. When you have removed the errors please save the file using the following format *ARCP Data Validation Tool_<<Deanery 3 character code>>_ddmmyyyy.xls*
25. Please submit this Excel file via GMC Connect. Each Deanery/LETB now has a '2013 ARCP Data folder, to access this please log-in to GMC Connect. Deanery/LETB staff, who had access to the 2012 ARCP folder, will have access to this 2013 folder. Please email quality@gmc-uk.org when you have submitted the file.
26. This year these data will not be loaded into the GMC's main Siebel database (as was the case with the NTS submissions). It will as per last year be loaded into the database used for reporting the previous three year's results.
27. Some additional validation checks will take place centrally and you will receive feedback on these by 15th November 2013. This will include checks for duplicate records.

ReadMe Sheet

28. To assist in our evaluation of the work and ensure nothing is lost, please document the following WITHIN the file on a separate worksheet:

Assumptions

29. Issues – for example notes on the reliability of a particular field
30. Source field of the data – this is especially important for Hicom deaneries/LETBs for which we have been informed different deaneries/LETBs are using different fields.
31. Any formulae used to derive the values in a given field, if the value does not come directly from an existing field.
32. Please include in your documentation anything you have previously raised with us to ensure nothing is lost.

Recording of ARCP for the training year 2013 to 2014

33. This autumn we will be writing to you about the recording requirements of ARCP and RITA outcomes for the training year 2013 to 2014.

34. This note will cover the following:

a. Sub-specialty recording on the ARCP form: This means that the ARCP outcome is formally associated with the sub-specialty in that competences pertaining to the sub-specialty have been assessed by the panel.

b. Training level at next rotation: This means that for trainees who are LTFT and who are awarded an outcome 1 we can ascertain whether this results in a level increment.

c. Outcome 6 for Core trainees: This means trainees who successfully complete a core training programme, including passing the relevant royal college/ faculty membership exams should be awarded an outcome 6. This is currently awaiting amendment in the Gold Guide. **Deaneries/ LETBs who have already implemented the award of outcome 6 to trainees who successfully completed their core training programme must change this to an outcome 1 in their 2013 ARCP return.**

d. Time out of training: Trainee self-reported absence for the period up to the date of the ARCP must be collected in line with the GMC's position statement². Trainees must be informed of this requirement at the start of the training year.

e. Period covered by the assessment: Discussion amongst deanery data managers suggests a lack of consistency here. For 2013 to 2014 these dates should refer to the portfolio review dates.

Enquiries

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Information about this project will be published here: <http://www.gmc-uk.org/education/arcp>

² http://www.gmc-uk.org/20121130_Time_out_of_Training_GMC_position_statement_Nov_2012.pdf.pdf_50666183.pdf