26 March 2015

Strategy and Policy Board

To note

Report from the Education and Training Advisory Board

Issue

1. This paper is a report of the meeting of the Education and Training Advisory Board on 4 February 2015.

Recommendation

2. The Strategy and Policy Board is asked to note the summary report which details the advice of the ETAB in relation to four specific areas of our work; Mapping outcomes against Good medical practice; the review of the guidance Medical Students: Professional values and fitness to practise; the Trainer Survey; and the Review of standards for education and training.
Issue

3 At its meeting on 4 February 2015 the Board was asked for its advice in relation to four specific areas of our work as detailed below.

Mapping outcomes against Good medical practice

4 ETAB considered a paper outlining our intention to publish a map of the outcomes for graduates and for full registration against the headings used in Good medical practice, and our future plans for a substantive review of the outcomes.

5 ETAB advised that:

a The new structure for the existing outcomes for graduates and for full registration would deliver a consistent approach across both undergraduate and postgraduate training and would make it easier to see the progression required between graduation and full registration.

b We should produce a document for a range of audiences, students, educators and the general public that clearly and simply sets out the outcomes and reflects the spiral of medical education and training.

c We should look critically at the outcomes relevant to today’s practice.

d That while the debate around the point of registration was relevant, this work should go ahead in the meantime, recognising that it should be kept under review and might require reconsideration in the future.

e When reviewing the outcomes substantively we should critically review, in light of changing practice, the lists of practical procedures in which new graduates need to be competent and the core clinical and procedural skills for provisionally registered doctors.

Review of the guidance Medical Students: Professional values and fitness to practise

6 ETAB considered a paper on our plans for reviewing the GMC/Medical Schools Council joint guidance Medical Students: Professional values and fitness to practise.

7 ETAB advised that it:

a Supported the principle of two separate guidance documents, one for medical students on professionalism and one for medical schools on student fitness to practise (SFTP).
b Agreed with the approach to produce a high level guidance document with accompanying on-line resource material for the medical school fitness to practise guidance.

c Supported the proposed timeline for consultation and launch/implementation of the new documents.

**Trainer Survey**

8 ETAB received an update on our plans for a Trainer survey and progress of the pilot survey which had been carried out.

9 ETAB advised that:

a The evidence from the current pilot was good enough and that a second pilot was not required. The survey should be rolled out nationally as a means to improve the quality of training across the UK.

b In order to minimise the risks around survey fatigue, we should explore the option of a rolling cycle every two to three years, roughly aligned to the timings of the Trainee Survey so that the evidence from both could be triangulated. It was acknowledged that the implementation of the Shape of Training Review could impact on the frequency of the survey.

c We should continue to survey postgraduate trainers but could add a question to ask if they also train in the undergraduate environment and to explore any differences in their perspective relating to the different environments.

d Completion of the survey should not be mandatory but should be encouraged in terms of good practice in preparing supporting documentation for revalidation.

**Review of standards for education and training**

10 ETAB received an update on the progress of our standards review.

11 The Board considered in detail a number of questions from the consultation document and agreed:

a With the requirement about raising concerns about patient safety and the standard of care of education and training (R1.1). However, it advised that the reference to ‘patient safety’ should be amplified to include patient experience and the quality of care.

b That a reference to the duty of candour was a helpful addition (R1.2). However, it advised that we should further reflect on how the duty of candour is expressed and amplified in the final standards.
c That it was helpful to include a requirement about promoting and encouraging a culture that reflects on and learns from mistakes, incidents and near misses (R1.3).

d The ‘must’ in relation to time for educational activities at R1.5 should be changed to a ‘should’.

e That we should be explicit that a director must be accountable for educational governance in a LEP (R2.2), but that this should be an executive director.

f That it would be helpful to require organisations to monitor how educational resources are allocated and used, notwithstanding that it would be a challenge to disentangle the resources concerned.

g That organisations must minimise repeat assessment for reasonable adjustments for [disabled] learners (R3.5).

h That trainers must have time in their job plans to meet their educational responsibilities.

i With how we had reflected our requirements for recognising and approving trainers.

j That we should reflect on the phrasing of R3.4 relating to behaviour that undermines learners professional confidence or self-esteem, particularly in light of constructive criticism.

Next meeting

12 The next meeting of ETAB will take place on 15 June 2015.
Supporting information

How this issue relates to the corporate strategy and business plan

13 Strategic aim 2 of the Corporate Strategy 2014-17 is to help to raise standards in medical education and practice. The advice of ETAB will be crucial as we develop policy in this area and in ensuring that Council is fully briefed before major decisions are made. It should be noted that ETAB is not the sole means of engaging with our key interests groups on education and training matters.

If you have any questions about this paper please contact: Martin Hart, Assistant Director, Education and Standards, mhart@gmc-uk.org, 020 7189 5408.