

Cc Medical schools

Dear New Doctors in England,

We appreciate that this is a unique and difficult time and one that you, like most of us, have had no similar past experience to help you prepare. We thank you for volunteering to begin your working life as a doctor at an earlier stage than you anticipated by applying to undertake a Foundation Interim Year 1 (FiY1) post, and we wish to provide support for you from the start. We want you to be clear that you are valued and your contribution is going to be welcomed.

Trusts across the country are currently planning how to support your transition from medical student to doctor in these unique times. We will be working with your medical schools collaboratively, and within national guidance. We wish to assure you that we have teams of enthusiastic foundation supervisors, programme directors and education management staff.

In this letter you will find some additional resources – both mandatory and recommended. We wish to start as we mean to proceed, by supporting you and providing you with information that has been specifically selected for you.

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Induction

Before you commence, **you must complete the following “Foundation Fast Track (FiY1)” e-learning:**

1. Statutory and Mandatory Training (SMT) - required for all healthcare workers before they commence
2. Doctors in Training Induction (DIT)

We **strongly recommend that you also complete the below e-learning:**

3. Some elements of the foundation programme e-learning thought to be most relevant prior to starting:
 - a) Professional capabilities 9: Recognises, assesses and initiates management of the acutely ill patient
 - b) Professional capabilities 11: Obtains history, performs clinical examination, formulates differential diagnosis and management
 - c) Professional capabilities 13: Prescribes safely

You will receive login details to [e-Learning for Health](#) shortly – these programmes are all pre-loaded in your account under the “Foundation Fast Track (FiY1)” heading, in the ‘[My e-Learning](#)’ section. There are a number of courses within each programme and they should take around one day to complete in total. It may be better to do them over the course of 2 or 3 days broken down into smaller elements.

You may start these courses at any point without waiting for your GMC provisional registration and must complete the first two before starting work as an FiY1 doctor. **If you have completed any of the courses already in the past year as part of your medical school activities and can evidence this, you do not need to repeat them now.**

Your trust will ask you for evidence of completion. You can either [download a report from e-LfH](#) showing all the courses you’ve completed or you can [connect your e-LfH account to your e-portfolio account](#) (you will be sent [e-portfolio](#) login details shortly also) and take a screenshot of the information from there.

Note that you may be asked to complete further e-learning once you have started, although this shouldn’t duplicate the training mandated in this letter. You should follow trust policies regarding this and let your Foundation School know if you have any concerns.

Supported Practice

We appreciate your joining the workforce early, this is a huge benefit to our trusts and patients. Thank you for stepping forwards at this time, we are aware how significant this move is. Our Foundation Schools and trusts will be providing you with local induction, buddying/mentorship and ensuring that you are well supported.

Supervision

The trust Foundation Training Programme Director (FTPD) or a nominated senior educator will have overarching responsibility for your placement(s), wellbeing and support. They may draw on a group of intermediate support utilising other senior educators and the clinical sub deans and medical school leads within their trust/Health Board to ensure a supportive network for you.

Note the following important employment and training arrangements:

- To ensure good supervision, ideally FiY1 doctors should work between 0700-2100
- Any trust receiving FiY1 doctors must ensure the following
 - Half-day induction
 - A named Clinical Supervisor (NCS) for each FiY1 doctor, who will provide support for the doctor and will be able to complete a clinical supervisor report at the end of the working period
 - The [CS end of placement report](#) will be done in your e-portfolio
 - No other e-portfolio content is mandated
 - You are, however, encouraged to populate your e-portfolio with some content

- Activities undertaken as part of the FiY1 experience count towards your Foundation Year 1 (FY1) training progression (if you are undertaking FY1), although not in terms of the time component of the foundation curriculum.
 - This means that as an FiY1 doctor you can collect evidence in your e-portfolio that can be used towards your FY1 ARCP in June 2021, but you will still need to complete a full 12 months (pro-rata) in a formal FY1 programme (August 2020 - July 2021 for most).
 - It is not obligatory for you to formally record evidence in your e-portfolio of having met the requirements of the curriculum during this time as an FiY1 doctor.

Foundation Learning Resources

In addition to the two mandatory and one strongly recommended e-LfH programmes, we recommend you consider the resources below. You will not be asked to evidence completion, but you may wish for these to be recognised in your e-portfolio learning log (see details below).

General resources identified for foundation

- **E-learning for healthcare** (e-LfH) has foundation-specific training that complements the learning from your mandatory/strongly recommended fast track modules
 - <https://www.e-lfh.org.uk/programmes/foundation-programme/>
 - Completion of any e-LfH courses will show automatically in your e-portfolio if you have connected it with your e-LfH account
- **SCRIPT e-learning:** You will have access to these safe prescribing modules (this has been made an open resource). See below the key modules we believe will be most helpful. You may have already completed these whilst at medical school - you do not need to repeat them if this is the case.
 - <https://www.safeprescriber.org/>
 - You can evidence completion of these and any other courses using the “Course / seminar / other learning attended” / “Additional Learning” form in your e-portfolio
 - Key modules
 - principles of prescribing: Prescription Documentation
 - principles of prescribing: Taking a Safe and Effective Drug History
 - prescribing in emergencies: Fluids
 - managing the risks: Adverse Drug Reactions
 - managing the risks: Medication Errors
 - therapeutic groups: sepsis
 - prescribing in medical emergencies: anaphylaxis
 - prescribing in medical emergencies: cardiac arrest
 - prescribing in medical emergencies: diabetic emergencies

BMJ Best Practice (free access)

All trainees in the UK have free access to [BMJ Best Practice](#) for quick access to the latest evidence-based information to inform your clinical decisions, support your training and help you deliver safe patient care. [Download the app for offline access.](#)

To access for the first time, go to bestpractice.bmj.com. If using OpenAthens, click 'Log In' and select 'Access through your institution'. You will need an NHS OpenAthens account to access off the NHS network, register here:

- [NHS England OpenAthens Registration](#)
- [NHS Scotland OpenAthens Registration](#)
- [NHS Wales OpenAthens Registration](#)
- [Healthcare Library of Northern Ireland Registration](#)

COVID-19 specific resources

- **E-learning for healthcare** has COVID-19 training
 - <https://portal.e-lfh.org.uk/Component/Details/604722>
- **WHO** resources:
 - <https://www.who.int/teams/risk-communication/health-sector>

Wellbeing resources

NHS employers:

<https://www.nhsemployers.org/news/2020/03/free-access-to-wellbeing-apps-for-all-nhs-staff>

NHS practitioner health:

<https://www.practitionerhealth.nhs.uk/>

Doctor support network:

<https://www.dsn.org.uk/>

BMA counselling:

<https://www.bma.org.uk/advice/work-life-support/your-wellbeing/counselling-and-peer-support>

NHS mental health site:

<https://www.nhs.uk/oneyou/every-mind-matters/>

Thank you for graduating early and voluntarily commencing work early to help in these unprecedented times. You are very welcomed.

Yours Sincerely,



Dr Mike Masding

Co-chair of UK Foundation Programme Board
Chair of UK Foundation School Directors
Committee
Lead Foundation School Director for England



Dr Tom Lawson

Co-chair of UK Foundation Programme Board
Lead Dean for Wales

Appendix – E-Learning for Health Foundation Fast Track (FiY1) courses

1. Statutory and Mandatory Training for FiY1 (SMT)

Data Security Awareness - Level 1 (743-0008)
Fire Safety - Level 1 (743-0001)
Infection Prevention and Control - Level 1 (743-0005)
Moving and Handling - Level 1 (743-0007)
Resuscitation - Level 1 (743-0004)
Resuscitation Adults - Level 2 (743-0012)
Safeguarding Adults - Level 1 (743_0010)

2. Doctors in Training Induction (DIT)

Safe Prescribing and VTE Scenario (102-1001)
Blood Transfusion and Consent Scenario (102-1002)
Mental Capacity Act and Death Certification Scenario (102-1003)

3. Foundation (FND) programmes

a) Professional capabilities 9: Recognises, assesses and initiates management of the acutely ill patient (FiY1)

Senior Advice: When to Stop for Help (000-1004)
Assessment and Initial Management (000-1015)
Re-evaluation and Monitoring (000-1016)
Managing Low Urine Output (000-1023)
NICE IV Fluid – Assessment (000-1176)
NICE IV Fluid – Principles and Five Rs (000-1177)
NICE IV Fluid – Properties (000-1178)
NICE IV Fluid - More Complex Scenarios (000-1179)
NICE IV Fluid - When It Goes Wrong (000-1180)
Managing Sepsis (000-1024)
Arterial Blood Gas Sampling and Interpretation (000-1017)
Patient with a Reduced Level of Consciousness (000-1018)
Pain Management (000-1020)
Oxygen Therapy (000-1193)

b) Professional capabilities 11: Obtains history, performs clinical examination, formulates differential diagnosis and management (FiY1)

Mental Health Act (000-1011)
Holding an Outpatient Consultation (000-1110)
Hospital Acquired Fever What to do if MRSA Positive (000-1061)
Hospital Acquired Fever: What to do Next (000-1062)
Infection Control: Diarrhoea in an Inpatient (000-1063)
Infection Control: Air and Blood Borne Pathogens (000-1064)
Ward Laboratory Interface (000-1056)
Ward and Imaging Interface (000-1057)

Multi-Disciplinary Discharge Planning

c) Professional capabilities 13: Prescribes safely

Medication History Taking and Prescribing on Admission (000-1013)
Prescription Writing (000-1181)
BNF Usage and Other Prescribing Information Sources (000-1182)
Safe Use of Injectable Medicines (Part 1) (000-1183)
Safe Use of Injectable Medicines (Part 2) (000-1184)
Safe Anticoagulation (000-1185)
Safe Prescribing in Renal Impairment (000-1186)
Prudent Use of Antibiotics (Part 1) (000-1187)
Prudent Use of Antibiotics (Part 2) (000-1188)
Prudent Use of Antibiotics (Part 3) (000-1189)
Safe Prescribing of Insulin (000-1190)
Adverse Drug Effects (000-1191)
Communicating Treatment Risks to Patients (000-1051)
Safe Prescription and Risk Management (000-1014)
Safer Medicine Use Through Concordance (000-1192)
Safe Practice the Doctors Perspective (000-1048)
Pain Management (000-1020)
Safe Prescribing and VTE Scenario (102-1001)
Blood Transfusion and Consent Scenario (102-1002)
VTE Prevention in Secondary Care (703-0201)
Haemovigilance in the UK and Republic of Ireland (ROI) (702-0101)
Blood Group Serology (702-0202)
Requesting Procedure (702-0103)
Sampling Procedures (702-0104)
Collection Procedure (702-0105)
Administration Procedure (702-0106)
Management of Transfused Patient (702-0107)
Safe and Appropriate Transfusion Practice (702-0201)
Red Blood Cells (702-0203)
Adverse Effects of Transfusion (702-0208)

Message from Director of Education and Quality and Executive Medical Director

Dear New Doctor,

I am delighted to welcome you as a Doctor starting out on your postgraduate career. You are both a very welcome boost to the current NHS workforce at a time of exceptional pressure on healthcare nationally, and you are a key element in the future of our NHS.

Thank you for stepping up to help us with the current crisis. You are making a real difference to the NHS's ability to cope with the COVID 19 pandemic.

You are also starting a challenging and rewarding career and are at the beginning of postgraduate training and lifelong learning as a doctor. HEE is committed to supporting you in your development. You are part of the medical workforce of the future and will shape future healthcare provision as you develop personally. So please make sure you take care of yourself as well as your patients, and have time to think and to unwind and to enjoy the career you have chosen.

Best wishes

Sheona

Professor Sheona MacLeod
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Health Education England