

# Junior Trust Grade Foundation Program at the Royal Surrey Hospital

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Prepared by Ms Julie Kohls  
Foundation Program Director  
Consultant Orthopaedic Surgeon



Royal Surrey County Hospital  
NHS Foundation Trust



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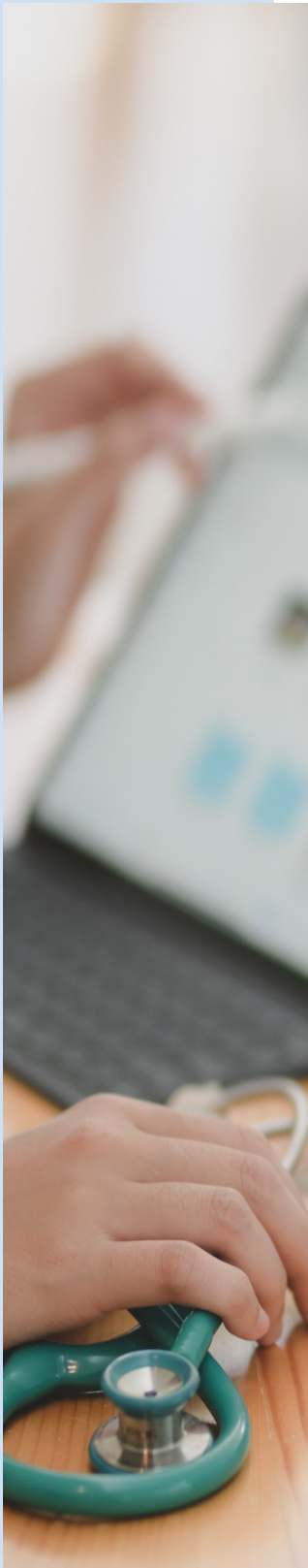
# 03

## A History of the Trust Grade Program

The Medical Education Team at the Royal Surrey Hospital FT have officially advertised and run a Trust Grade program since July of 2013. The program quickly became a success and the numbers of Trust F1s continued to grow; starting with 5 Trust appointed additional F1s in 2013. As of Dec 2021, over 150 doctors have been through, or, are in training in our Trust grade program.

In 2018 the Education Team moved from advertising for one-year F1 programs to advertising for two-year F1 & F2 programs. The Trust Grade now has 11 trust grade posts which run for 24 months and provide training which mirrors F1 and F2 training for international medical graduates who have full GMC registration. In addition there are stand alone F2 or F3 posts.

Year	F1 Staying for one year	F1 staying for 24 month Program	F2 starting new to Program	F2 starting 2nd year in Program	F3
2013	5	0	0	0	0
2014	5	0	0	0	0
2015	6	2	0	0	0
2016	8	0	1	2	0
2017	4	5	1	0	1
2018	0	9	11	5	1
2019	0	9	8	9	3
2020	1	11	14	11	4
2021	0	14	10	11	4
	29	50	45	38	13



## What our Trust Grades Say



### Same Treatment

Same treatment as training doctors. Literally the same! Trust grade doctors have the same teaching, portfolio, QIP, leadership, simulation training etc opportunities as doctors in training programmes. Meetings with ES, CS and foundation director throughout the F2 year. ARCP certificate at the end of year. I had amazing time in RSCH. Learnt a lot and had many experience.

### Being Valued

I felt appreciated and treated on par with foundation programme trainees. My work felt valued and I was very well supported. I did my F2 in a different trust and it was worlds apart (i.e. I was not treated well) so I really appreciate all the hard work that was put into my training at the Royal Surrey.

### A Great Career Start

I think the most important part was the sincere care and support offered, the regular meetings with supervisors and Miss Kohls, and the steps taken to treat trust grades like the trainees with access to Horus portfolio, teaching, practical sessions including SIM + involvement in audits, QIPs, and other educational opportunities. I was fortunate that this was my first experience of the NHS and I feel it made a huge difference to me and propelled me to reach levels in my career I never would've thought possible. I feel that without the extremely positive first experience I had there a few years ago, I wouldn't be where I am today. Thank you.



year supervisors meetings trust grade doctors sessions hospital  
opportunities feel teaching trainee training treated  
induction us support cannulation doctors treat trust grades  
Foundation simulation training great RSCH

# 05

## Financial Incentives to create a Trust Grade Program

The program was put together in 2013 when Education Team rewrote the F1 Program to make the Foundation Programs Collins compliant. We moved the Deanery posts to being 4 months and we lessened the number of surgery rotations. The trust only had 31 F1s from the deanery which was little for a hospital of our size and output. We went to the trust board with a business case for 5 trust grade F1s.

By 2016, the hospital was spending vast sums of money on locums at the SHO level, and it became very common for F1s/F2s to stay and do F3 at the trust but on bank (often earning more than a full-time consultant). At the same time, the foundation doctors weren't scoring the trust well on the GMC Survey for handover and surgery.

The trust had a Deanery visit for Foundation in 2018 and in leading up to it and the F1 Program Director took on the creation of the F2 TG program. All the departments with a high vacancy rate and locums contributed posts to the F2 programs. (And that year the trust appointed the trust grade F1s to a 24-month program to create more continuity).

Then in 2019, the F1 TPD went back to the trust board and demonstrated to the board what the trust had spent on SHO locums in 2017 compared it to 2018. At the time, it was 50% less for the trust to pay all the 'added' expenses needed to train a doctor than it was to pay for locum shifts. (Included were an additional recruitment and administration PA for both F1 and F2 program directors, a part time assistant in the education department and a 0.25 of SPA for Consultant Educational Supervision for every trust grade doctor. Also included were F2 study leave time, study leave budget, and a week of taster time for F1s.) By creating a trust grade program for F2s, the trust had saved hundreds of thousands in a single year.

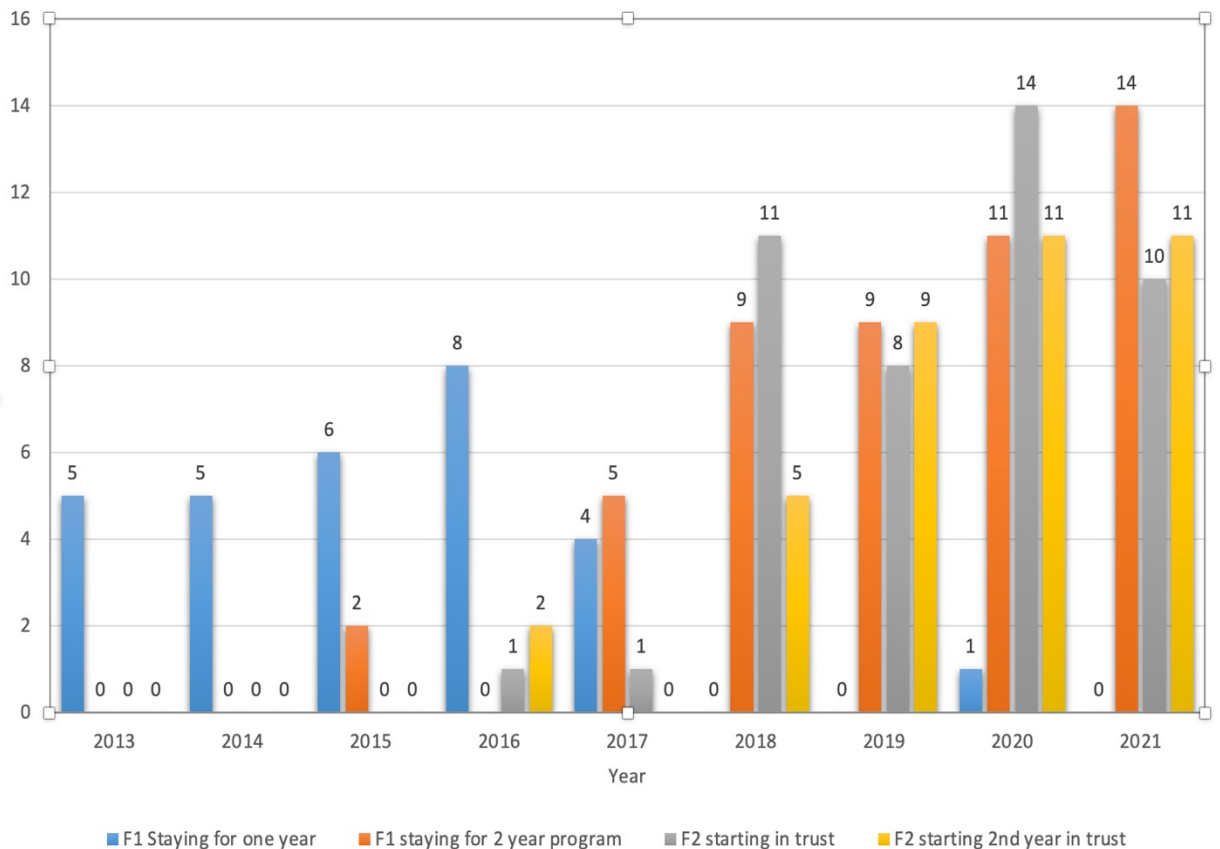
F1 Trust Grade Rotations for August 2021 – August 2022

F1 Trust Grade Rotation	Educational Supervisor	4 Aug – 30 Nov	1 Dec – 5 Apr	6 Apr – 2 Aug
		Acute Medicine	T&O Surg	Gen Surg- Colorectal
		Gen Surg- Colorectal	Acute Medicine	T&O Surg
		T&O Surg	Gen Surg- Colorectal	Acute Medicine
		Acute Medicine	T&O Surg	GIM- Stroke (Wisley)
		GIM- Stroke (Wisley)	GIM-Stroke (Wisley)	TBC
		N/A	Acute Medicine (CS Dr Upinder Dial)	Gen Surg- HPB
		T&O Surg	GIM- Stroke (Wisley)	Acute Medicine (CS Dr Upinder Dial)
		Acute Medicine	GIM- Geriatrics	Gen Surg- Upper GI
		Gen Surg- Upper GI	Acute Medicine (CS Dr Upinder Dial)	GIM- Geriatrics
		GIM- Geriatrics	Gen Surg- HPB	Acute Medicine (CS Dr Upinder Dial)
		Acute Medicine	Gen Surg- Upper GI	T&O Surg
		Gen Surg- HPB	GIM- Geriatrics (extra geris post for winter bed pressure)	Acute Medicine (Dr Kath McCullough)
		N/A	Acute Medicine 25	GIM- Respiratory 23
		N/A	Orthogeris (Milford) 33	Gen Surg- HPB 34
		Gen Surg- HPB 34	Psychiatry (C Sup Dr Raghad Hussain) 22	Acute Medicine 32

## Numbers of Doctors Trained

Since the trust grade program inception in 2013 there have been in 79 doctors train on the F1 limb of the program and 36 doctors have completed or are on track to complete the 24 month program in July of 2022 with hopefully another 14 doctors coming along behind them. The F2 arm of the program has proved even more indispensable to the trust and there are often 24-25 doctors working at F2 level each year(including those in the 2<sup>nd</sup> year of 24 month program). The graduates of the program are able to apply and compete for higher training posts: often with great success.

Numbers of Doctors Working in Trust Grade Program



# Support for our Trust Grade Doctors

Our trust grade doctors are offered every opportunity that our deanery doctors are offered.

- Trust Induction and Shadowing (and in some cases extended Shadowing).
- There is a trust grade mentorship program informally pairing new doctors with a doctor in their 2<sup>nd</sup> year at the trust.
- A specific New to the NHS Trust grade Induction Day with an explanation of how the NHS is run and a chance to have additional training on procedures such as cannulation and phlebotomy.
- Educational Supervisor for each year and Clinical supervision in every one of the 4 month posts they rotate through.
- The Trust F1s have up to 5 days of Taster Days
- The Trust F2s are given study leave and a study budget.
- The Trust doctors are treated the same on rotas
- Audit and Junior leadership projects, Leadership Roles, Trust Audit Day
- Simulation Training twice a year
- Trust Prizes
- All Foundation doctors (deanery and trust) have two meetings with their Foundation Program director – in August and a mid point in January



## Induction

- 1) 2 week trust induction including prescribing and shadowing and ILS
- 2) NHS ready Trust Induction run by F2 Trust Doctors
- 3) Procedures Practice on Cannulation, Phlebotomy and Catheterisation



## Teaching

- 1) SIM Sessions
- 2) Weekly Foundation teaching sessions
- 3) Trust Mandatory Training and e-LFH
- 4) Training on Wards



## Mentoring

- 1) Trust Grade Foundation Program Lead
- 2) Informal mentoring by F2 trust grades to new F1 trust grades



## Progress Monitoring

- 1) Educational Supervisor and Clinical Supervision in every post
- 2) Progress discussed at Local Faculty Group
- 3) Two Individual Meetings with Foundation Director
- PDP in 1<sup>st</sup> Month
- Progress meeting in 5<sup>th</sup> Month



## Horus Eportfolio

- 1) Portfolio access
- 2) Monitoring to ensure portfolio is up to date
- 3) Script Account
- 4) Admin support from Medical Education Team



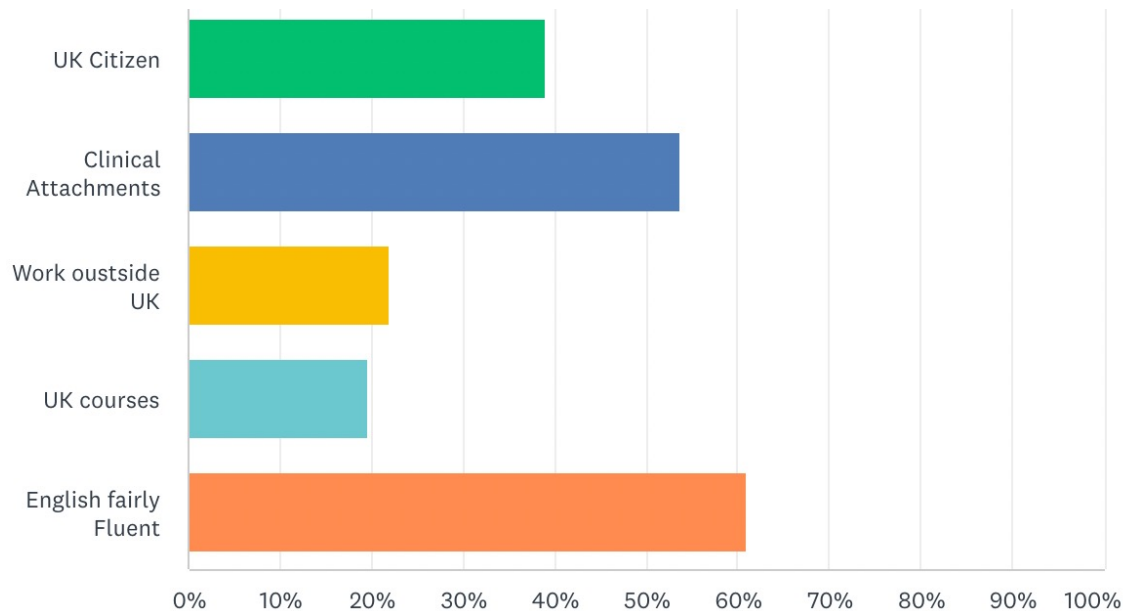
## Study Leave and Taster days

- 1) 5 Taster Days in F1
- 2) 10 days Study Leave in F2
- 3) Study Leave Budget in F2 Year (IMPACT, Exams, ALS)

- All trust doctors have ARCP readiness monitoring throughout the year with review of teaching attendance, Horus e-portfolio, Trust Mandatory training, and Script Modules and their clinical performance is discussed in the Foundation Local Faculty Group
- The trust doctors do not have the ARCP function on their Horus e-portfolio. However, in order to have a letter documenting completion of their year they need to have fulfilled all ARCP requirements.

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# Outside of the measures offered by the trust, what else helped doctors to transition to working in the NHS and the UK?



My juniors doctor colleagues - would not have got through without them. They eased the stress of not knowing the simplest of things. I remember not knowing that every received VTE prophylaxis in hospital and proceeded to reactive it on their TTA. My F2 at the time explained it and we had a laugh, but simple things like this helped. My consultants again were so supportive and not judgemental but also rightly demanding. It's no use to be soft all the time if we are not going to develop. Time on the medical take helps the most in terms of getting use to things, I went on to medical SHO after 6 months of trust grade f1 at Surrey and it forced me to grow faster. So jumping in the deep is always key. There are good forums and blogs online where people give advice. Geeky medics and OSCE website was useful

I studied in another system and in another language. It takes incredible amount of strength and work to be able to work in UK as an IMG. Sometimes I felt embarrassed because I felt behind of my peers, but you do get used to the system and I am very grateful to the patient seniors and colleagues ...

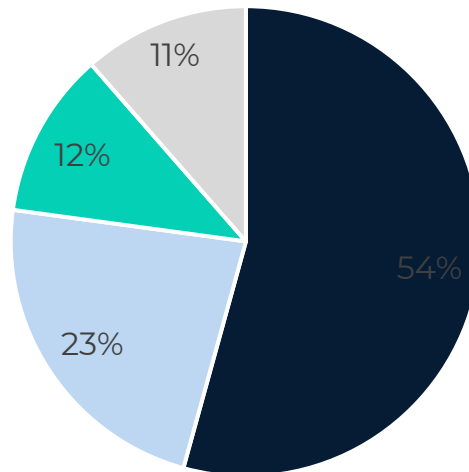




## Future Careers of Graduates

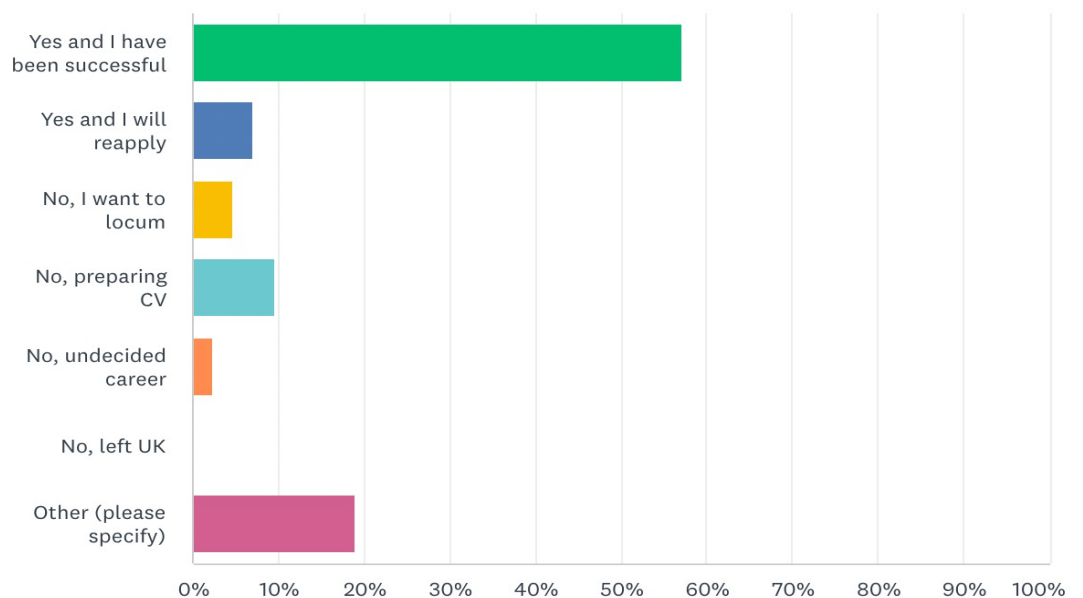
In our 2022 Survey of all Trust Grades, of 46 respondents, 19 had progressed straight into core training. 16 had taken a gap and the other 11 respondents were current F1s or F2s. Several doctors indicated the Gap was for maternity leave and several doctors indicated they had done several years of research or a higher degree during the gap.

### Future Career



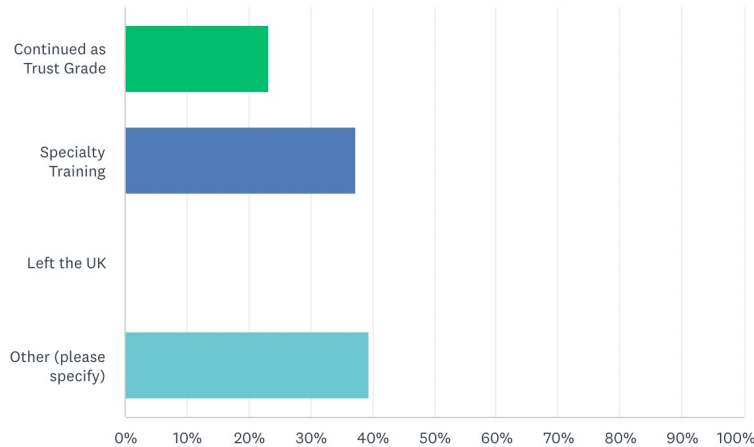
- Staight into Training
- 1 year Gap
- 2 year Gap
- 3 year or more

### Applied to core training?



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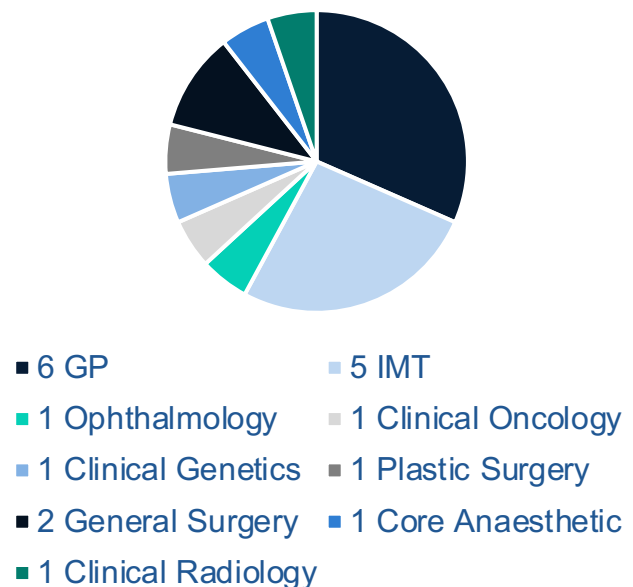
## After leaving the trust training, where did our graduates go?



## What training our graduates are doing post completion?

- Of the 35 survey respondents who had completed their Trust Grade foundation training 19 had progressed to higher training
- A further 4 indicated that they were starting in August

### Number of Trainees



## The Deanery F1's Experience

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The trust grade program is also important to deanery trainees. As there has been a steady increase in the number of Trust doctors training in the trust there has also been a steady improvement in the results of the trusts GMC survey across the areas where the Trust Grade program supplies additional staff. It is far better for clinical areas to be fully staffed with trained and safe doctors rather than being dependant on locums to fill gaps in rotas. This improves handover and reduces the number of Clinical Incidents which can occur when external agency staff work as locums

## Education Team's Experience

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An additional driving force for the Education Team has been the desire to give a solid foundation to working in the NHS for foreign graduates. It is important to us to ensure that they enter the NHS with the ability to train and a level playing field to professional progression and development. In addition to finding doctors who have the drive and knowledge to succeed it is equally essential to set the standard that all trust grades complete every task on Horus E-portfolio necessary for ARCP sign off to ensure readiness for progression to higher grades of training.

We have expanded our Education team in recent years both the Consultant team and also our admin support. A future direction we hope to achieve it to be able to extend shadowing for our trust grades by another week and we will work to show the trust board that extended shadowing benefits our trust grades. Most of our trust grades indicate that one more week of shadowing would be of huge benefit.

The trust grade program has also been hugely rewarding for the Education Team. We have watched countless wonderful doctors find their feet in the NHS and grow in confidence. In listening to and supporting a diverse, talented group we have also expanded our world view. We would encourage the entire NHS to use a combination of mentoring, support and career planning to ensure all doctors working in the NHS have the chance to fulfil their potential.

“

Honestly, I already think it is an outstanding trust grade program that should get more publicity and be a guideline to other trusts.

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## The Education Team

DME Dr Hiro Khoshnaw

F1 Program Director Ms Julie Kohls

F2 Program Director Dr Kath Webber

Trust Grade Program Director Dr Agnes Toth

MEM Tracey Cookman

Foundation Program Manager Chantel Brandon

Medical Education Coordinator Rebecca Wallace



**Royal Surrey County Hospital**

NHS Foundation Trust



For more information, please contact our education team

Website: <https://www.royalsurrey.nhs.uk>

Phone: 01483 571 122 (ex 6390)

Email: [chantelbrandon@nhs.net](mailto:chantelbrandon@nhs.net)