# You Said We Did

### You said…

Foundation doctors told us that a high-quality [shadowing](https://healtheducationengland.sharepoint.com/Comms/Digital/Shared%20Documents/Forms/AllItems.aspx?id=%2FComms%2FDigital%2FShared%20Documents%2Fhee%2Enhs%2Euk%20documents%2FWebsite%20files%2FMERP%2FFoundation%2FFoundationReview%5FToolkit%5FJul22%2Epdf&parent=%2FComms%2FDigital%2FShared%20Documents%2Fhee%2Enhs%2Euk%20documents%2FWebsite%20files%2FMERP%2FFoundation&p=true&ga=1) period is really helpful when starting as an F1 doctor.

**We did…**

We collected examples of good practice and have set standards within Health Education England (HEE) for the shadowing period before starting F1.

**You said…**

Medical students and foundation doctors felt that there should be better access to [pre-allocation](https://healtheducationengland.sharepoint.com/sites/UKFPOT/WebDocs/Forms/AllItems.aspx?id=%2Fsites%2FUKFPOT%2FWebDocs%2F3%2E%20Programmes%2F2%20Year%20Foundation%20Programmes%2F2%2E%20Foundation%20Programme%2F2023%2FUKFP%202023%20Pre%2Dallocation%20based%20on%20personal%20circumstances%5FApplicant%20Guidance%2Epdf&parent=%2Fsites%2FUKFPOT%2FWebDocs%2F3%2E%20Programmes%2F2%20Year%20Foundation%20Programmes%2F2%2E%20Foundation%20Programme%2F2023&p=true&ga=1) to foundation school to help those with particular needs.

**We did…**

We worked with the UKFPO to introduce wider pre-allocation criteria for:

* Caring responsibility
* Educational needs
* Those who entered medical school through a widening access scheme

**You said…**

Many foundation doctors who applied [for less than full time training](https://www.hee.nhs.uk/our-work/doctors-training/delivering-greater-flexibility) felt that there was little flexibility in the hours worked.

**We did…**

If applying for less than full-time working, foundation schools must now offer at least 2 different options for hours worked. HEE supports the wider opportunity to work less than full-time that has become available.

**You said…**

Foundation doctors told us that there is often insufficient time in the working week to complete everything that needs to be done in the e-portfolio, to meet supervisors and reflect properly.

**We did…**

We introduced [self-development time](https://www.youtube.com/watch?v=ujFiZNUsziA) (2 hours per week on average from August 2021), to give foundation doctors rostered non-clinical time to fulfil all curricular requirements.

**You said…**

Foundation doctors told us that having a more senior trainee as a **buddy** or **mentor** was really helpful in making the transition from medical student to doctor.

**We did…**

Every English foundation school should now ensure that all F1 doctors have access to a [near-peer support scheme](https://www.youtube.com/watch?v=Zrw9_HKYxnM).

**You said…**

Medical students and foundation doctors told us that applying for specialised (academic) foundation programmes was daunting for many and complicated, with a lack of consistency between foundation schools.

**We did…**

We worked with the UKFPO to introduce a standard set of white space questions for [specialised foundation programme applications](https://foundationprogramme.nhs.uk/programmes/2-year-foundation-programme/specialised-foundation-programme/).

We are currently working through ways to ensure recruitment to specialised foundation programmes is fairer and more open to all.

**Links within the document:**

<https://healtheducationengland.sharepoint.com/Comms/Digital/Shared%20Documents/Forms/AllItems.aspx?id=%2FComms%2FDigital%2FShared%20Documents%2Fhee%2Enhs%2Euk%20documents%2FWebsite%20files%2FMERP%2FFoundation%2FFoundationReview%5FToolkit%5FJul22%2Epdf&parent=%2FComms%2FDigital%2FShared%20Documents%2Fhee%2Enhs%2Euk%20documents%2FWebsite%20files%2FMERP%2FFoundation&p=true&ga=1>

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<https://www.hee.nhs.uk/our-work/doctors-training/delivering-greater-flexibility>

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<https://foundationprogramme.nhs.uk/programmes/2-year-foundation-programme/specialised-foundation-programme/>