

Trailblazer reference number**Estimated number of annual starts**

100

Title of occupation

Doctor

UOS reference number

ST0995

Core and options

No

Level of occupation

Level 7

Route

Health and science

Typical duration of apprenticeship

60 months

Target date for approval

31 December 2021

Resubmission

No

Occupational profile**This occupation is found in...**

a large range of employers across the NHS, General Practitioner practices, Public Health, local authorities and the voluntary and independent sector.

The broad purpose of the occupation is...

to apply the principles and procedures of medicine to assess, prevent, diagnose, care for and treat patients with illness, disease and injury and to maintain physical and mental health. They supervise the delivery of care and treatment plans by others in the health care team and conduct medical education and research.

Doctors must have the ability to assimilate new knowledge critically and have strong intellectual skills and understanding of scientific principles. They must be able to deal with and manage uncertain and complex situations. All doctors must be committed to reflective practice, monitoring their contribution and always working to improve their own and their team's performance.

The doctor must possess the ability to work effectively as a member of a healthcare team. They must recognise and respect the skills and attributes of other professionals and of patients. Patients with long term and disabling conditions are particularly likely to be experts in their own condition.

All doctors have a role in the maintenance and promotion of population health, through evidence-based practice. Some will take on roles in health education or research whilst others will work in service improvement and re-design or in public health.

Recognising the primacy of the individual doctor: patient relationship, the doctor must view the needs of the patient in the context of the wider health needs of the population. Wherever a doctor is employed the patient must come first. As the critical decision maker, the doctor must be capable of both management and leadership and of taking ultimate responsibility for clinical decisions. Doctors have a duty to use resources effectively and engage in constructive debate about their use. They should ensure that their own and others' skills and knowledge are used to the best possible effect.

On successful completion of the apprenticeship which will include the Medical Licensing Assessment apprentices will be eligible to apply to the General Medical Council for provisional registration. This allows the individual to apply for a place on an approved UK Foundation Training Programme.

In their daily work, an employee in this occupation interacts with...

- Patients, service users and carers
- Registered healthcare professionals, for example: registered nurses, nursing associates, allied health professionals and healthcare support workers
- Social care staff including registered managers, care workers and social workers
- Administration, management and other non-clinical staff like porters, cleaners, and receptionists

An employee in this occupation will be responsible for...

- applying their knowledge and skills to assess and diagnose the patients' healthcare needs, or to know what steps need to be taken to achieve such an outcome taking into account their personal and social circumstances
- supporting patients in understanding their condition and what they might expect, including times when patients present with symptoms that could have several causes
- identifying and advising on appropriate treatment options or preventive measures
- explaining and discussing the risks, benefits and uncertainties of various tests and treatments and where possible supporting patients to make decisions about their own care.
- providing education and support to trainee practitioners
- facilitating the advancement of evidence-based practice
- assessing and managing risk; this requires high-level decision-making skills and the ability to work outside defined protocols when necessary. Doctors must also be able to make informed decisions about when supportive care is more appropriate for the patient than intervention.
- prescribing medication or alternative treatments
- keeping medical records

Proposal to develop an apprenticeship standard

L7: Doctor (continued)

- making difficult decisions in situations of clinical complexity and uncertainty, drawing on their knowledge and clinical judgement and considering what is in the best interest of patients and of the population served
- maintaining their own physical and mental wellbeing
- working with the multi-disciplinary team across multiple care settings

Doctors have a key role in enhancing clinical services through their positions of responsibility. Some will move on from clinical leadership and management to leadership roles within organisations at various levels nationally and internationally.

This occupation is constantly changing alongside the needs and expectations of patients and where patients are increasingly better informed and act as partners in their own healthcare.

Doctors may work shifts including unsocial hours and weekends

Typical entry point to the apprenticeship

Good GCSE grades in math, science and English.

A combination of GCSEs, AS levels and A-levels.

Chemistry at A-level and often A-level biology.

One other science subject is often required, for example, physics (or physical science), or mathematics.

A good A-level grade in an arts subject such as history or a modern language will usually be accepted as a third A-level.

There are also graduate entry accelerated medical degree programmes that may provide an apprenticeship route.

Applicants will also undertake the necessary admissions tests and interviews required by the employer and General Medical Council approved Higher Education Institution.

Transferability

The Institute expects that being competent in the duties you have listed in this proposal will mean that an individual will be able to undertake the occupation in all relevant types of employer. Please outline the steps you have taken to ensure that this will be the case.

Employers involved in the development of this apprenticeship standard include NHS Trusts, Clinical Commissioning Groups, GP practices, Practices and independent sector healthcare providers.

Stand-alone occupation

Please confirm that the proposed apprenticeship relates to a stand-alone occupation and explain how it will fit in with any associated apprenticeship standards.

Doctor is a standalone occupation. There are no associated apprenticeship standards but doctors will work closely with other regulated healthcare professionals and non-medical health and care occupations

Progression routes

ST0480: L7: Senior leader (degree)

Progression routes comments

UK Foundation Programme

Typical job titles

['Foundation Doctor']

Does professional recognition exist for the occupation...

Yes

General Medical Council

Duty	OTJ training (days)
Be an accountable professional and behave according to statutory ethical and professional principles	7
Maintain personal physical and mental wellbeing and incorporate compassionate self-care into their personal and professional life	7
Adhere to the principles of the legal framework in which medicine is practised in the jurisdiction in which they are practising, and is aware of where further information on relevant legislation can be found	7
Practice safely and participates in and promotes activity to improve the quality and safety of patient care and clinical outcomes	14
Recognise the complex and uncertain nature of illness and by seeking support and help from colleagues, develops confidence in managing these situations and responding to change	7
Recognise and identify factors that suggest patient vulnerability and take action in response	14
Recognise the role of doctors in contributing to the management and leadership of the health service	7
Learn and work effectively within a multi-professional and multi-disciplinary team and across multiple care settings	30
Communicate, openly and honestly with patients, their relatives, carers or other advocates, and with colleagues, applying patient confidentiality appropriately	37
Carry out effective consultations with patients	37
Work collaboratively with patients and colleagues to diagnose and manage clinical presentations safely in community, primary and secondary care settings and in patients' homes and must, wherever possible, support and facilitate patients to make decisions about their care and management	75
Perform the core set of practical skills and procedures safely and effectively, and identify, according to own level of skill and experience, the procedures for which they need supervision to ensure patient safety	75
Work collaboratively with patients, their relatives, carers or other advocates to make clinical judgements and decisions based on a holistic assessment of the patient and their needs, priorities and concerns, appreciating the importance of the links between pathophysiological, psychological, spiritual, religious, social and cultural factors for each individual	75
Makes appropriate clinical judgements when considering or providing compassionate interventions or support for patients who are nearing or at the end of life, understanding the need to involve patients, their relatives, carers or other advocates in management decisions, making referrals and seeking advice from colleagues as appropriate	7
Provide immediate care to adults, children and young people in medical and psychiatric emergencies and seek support from colleagues if necessary	22
Recognise when a patient is deteriorating and take appropriate action	14
Prescribe medications safely, appropriately, effectively and economically and is aware of the common causes and consequences of prescribing errors	22
Use information effectively and safely in a medical context, and maintain accurate, legible, contemporaneous and comprehensive medical records	22

Duty	OTJ training (days)
Demonstrate through their own professional experiences and knowledge how patient care is delivered in the health service	7
Recognise that there are differences in healthcare systems across the four nations of the UK and know how to access information about the different systems, including the role of private medical services in the UK	7
Apply biomedical scientific principles, methods and knowledge to medical practice and integrate these into patient care. This must include principles and knowledge relating to anatomy, biochemistry, cell biology, genetics, genomics and personalised medicine, immunology, microbiology, molecular biology, nutrition, pathology, pharmacology and clinical pharmacology, and physiology.	185
Illustrate by professional experience the principles for the identification, safe management and referral of patients with mental health conditions	14
Apply social science principles, methods and knowledge to medical practice and integrate these into patient care	14
Apply the principles, methods and knowledge of population health and the improvement of health and sustainable healthcare to medical practice	14
Apply scientific method and approaches to medical research and integrate these with a range of sources of information used to make decisions for care	14

Level 7 Doctor – ST0995 – Trailblazer Group

Trailblazer members include:

- Milton Keynes University Hospital NHS Foundation Trust
- Epsom & St. Helier University Hospitals NHS Trust
- University Hospitals Bristol and Weston NHS Foundation Trust
- Barts Health NHS Trust
- Croydon University Hospital
- Royal Marsden NHS Foundation Trust
- East London NHS Foundation Trust
- University Hospital of the North Midlands Sandwell West
- Birmingham Hospitals NHS Trust
- University Hospitals Birmingham NHS Foundation Trust
- Walsall Healthcare NHS Trust
- The Dudley Group NHS Foundation Trust Training Hub
- Primary Care across the Black County and West Birmingham East
Lancashire Hospitals NHS Trust
- North Cumbria Integrated Care NHS Foundation Trust
- Bedfordshire Hospitals NHS Foundation Trust
- GP in NHS Blackpool (CCG)
- Imperial College Healthcare NHS Trust
- Oxleas NHS Foundation Trust
- Portland London Bridge Wellington Hospitals (Private)
- Queen Mary University of London
- Newcastle University
- University of Central Lancashire Medical Schools Council.