

End-point assessment plan for Doctor fully integrated degree apprenticeship standard

Apprenticeship standard number	Level of this end-point assessment (EPA)	Integrated
ST0995	7	Fully integrated degree

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Introduction and overview

Doctors are subject to statutory regulation by the General Medical Council (GMC). The GMC sets the standards of competence required for entry to the professional register and these are the occupational standards for Doctor. The GMC also has the statutory duty to set requirements of programmes necessary to support the achievement of the knowledge, skills and behaviours (KSBs) in the occupational standard. The apprenticeship standard and the delivery of the apprentices training must be aligned to all relevant GMC standards to ensure that apprentices are eligible for provisional registration with the GMC register on completion. It is against the law for anyone to work as a Doctor without being registered with the GMC. The end-point assessment (EPA) assesses whether apprentices have also passed the apprenticeship, and is based on the same professional knowledge, skills and behaviours as the occupational standard.

This document sets out the requirements for EPA for the Doctor fully integrated apprenticeship standard. It is for the end-point assessment organisations (EPAO), that must be an institution recognised by the GMC to award a UK medical degree, who need to know how EPA for this apprenticeship must operate. It will also be of interest to apprentices and their employers.

Apprentices will typically spend 60 months on-programme working towards the occupational standard.

The EPA period should only start, and the EPA be arranged, once the employer and GMC recognised institution are satisfied that the apprentice is consistently working at or above the level set out in the occupational standard and all of the pre-requisite gateway requirements for EPA have been met. It is expected that the gateway will be reached on completion of the final qualification module and before the GMC recognised institution's examination board.

The EPA period is expected to last a maximum of 1 month beginning when the apprentice has passed the EPA gateway.

The EPA will determine the overall apprenticeship standard and grades of:

- fail
- pass

This apprenticeship has a fully integrated EPA. The EPA will use the assessment arrangements in use for other entry routes into this occupation and will be completed simultaneously, as outlined in this end-point assessment plan. Alignment of the integrated EPA is permitted because the following criteria are met:

1. Parliament has prescribed that the occupation (profession) must be regulated and a statutory regulator has undisputed control of access to the occupation.
2. The aligned integrated EPA meets the requirements of an apprenticeship.

EPA summary table

On-programme (typically 60 months)	Training to develop the occupation standards knowledge, skills and behaviours aligned to Outcomes for Graduates (GMC 2018)
End-point assessment gateway	<ul style="list-style-type: none"> • Apprentice has met the knowledge, skills and behaviours • Employer and GMC approved institution are satisfied the apprentice has consistently demonstrated they meet the KSBs of the occupational standard • Achieved English and mathematics at Level 2 • Achieved all required modules, taking into account any recognition of prior learning (RPL) of the following approved qualification: • UK medical degree at Level 7 that includes the medical licensing assessment
End-point assessment (which would typically take place within 1 month)	<p>The EPA starts with the examination board and finishes when the GMC recognised institution makes the required declarations to the GMC. The apprentice is not required to carry out any additional assessments</p> <ul style="list-style-type: none"> • Consideration by the examination board and notice of the decision of the examination board
Professional recognition	Provisional Registration with: General Medical Council

Gateway

The EPA period should only start once the employer and the GMC recognised institution are satisfied that the apprentice is consistently working at or above the level set out in the occupational standard.

The EPA starts with the examination board and finishes when the institution:

- confirms successful graduate apprentices to the GMC by submitting the graduation list

The apprentice must have completed the following gateway requirements prior to beginning their EPA:

- Achieved English and mathematics at level 2.
For those with an education, health and care plan or a legacy statement the apprenticeships English and mathematics minimum requirement is Entry Level 3 and British Sign Language qualification are an alternative to English qualifications for whom this is their primary language.
- Apprentices must complete all required modules, taking into account any recognised prior learning (RPL) of the following approved qualifications as mandated in the occupational standard:
 - UK medical degree at Level 7 that includes the medical licencing assessment

EPA

The EPA is:

Examination board

The examination board will be constituted in line with the GMC recognised institution's academic assessment regulations and must have an external examiner present when considering achievement of the GMC approved qualification.

Independence of the EPA will be assured through:

- the examination board, which will include the external examiner, being responsible for the final decision on the award of the qualification that confirms the apprentice has met the education outcomes required for provisional registration with the GMC.
- the end-point assessment organisation (GMC recognised institution) will conduct the EPA.

Grading

Name of grade	Grade descriptor
Pass	Has met the standards set out in Outcomes for Graduates (GMC 2018)
Fail	Does not meet the standards set out in Outcomes for Graduates (GMC 2018)

Roles and responsibilities

Role	Responsibility
Apprentice	As a minimum, the apprentice should: <ul style="list-style-type: none"> • complete the constituent parts of the programme successfully • meet all apprenticeship gateway requirements • understand the structure and requirements of the apprenticeship
Employer	As a minimum, the employer should: <ul style="list-style-type: none"> • support the apprentice to achieve the KSBs outlined in the occupational standard • determine when the apprentice is working at or above the level of occupational competence outlined in the occupational standard and has met all apprenticeship gateway requirements, taking account of the advice of the GMC Approved Education Institution
The EPAO (GMC recognised institution)	As a minimum the EPAO (GMC recognised Institution for awarding UK medical degrees) should: <ul style="list-style-type: none"> • be a GMC approved institution for the Doctor apprenticeship • be on the Register of end-point assessment organisations (RoEPAO) • work with the employer to ensure that the apprentice is given opportunities to develop the KSBs outlined in the occupational standard and monitor their progress during the on-programme period • confirm to the employer that gateway requirements have been met • appoint an external examiner • use appropriate recording documentation to ensure a clear and auditable mechanism for recording the decision of the examination board • maintain robust internal quality assurance (IQA) procedures and processes, and conduct these on a regular basis • submit required documentation to the GMC • conform to the requirements of the nominated external quality assurance body • conduct standardisation events and activities in accordance with GMC and external quality assurance (EQA) provider's requirements • have, and operate, an appeals process • arrange for apprenticeship certification
External examiner	As a minimum an external examiner should:

	<ul style="list-style-type: none"> • understand the occupational standard and end-point assessment plan • be a GMC registered doctor • comply to the requirements of the EPAO (GMC recognised institution) • be independent of the apprentice, the EPAO (GMC recognised institution) and employing organisation who are involved in delivering the apprenticeship
Programme External Examiner	<p>As a minimum an external examiner should:</p> <ul style="list-style-type: none"> • understand the occupational standard and on programme assessments • be a GMC registered doctor • comply to the requirements of an GMC Approved Education Institution

Internal Quality Assurance (IQA)

Internal quality assurance refers to the requirements that EPAOs must have in place to ensure consistent (reliable) and accurate (valid) assessment decisions. EPAOs for this EPA must:

- appoint external examiners who:
 - meet the EQA provider's recommendations for external examiners
 - meet the Approved Education Institution's requirements as set out in their 'Assessment, Progression and Awarding' or similar guidance

Re-sits and re-takes

In line with the EPAO's (GMC recognised institution) procedures.

Professional body recognition

This standard aligns with requirements for provisional registration with the General Medical Council.

Reasonable adjustments

The EPAO (GMC recognised institution) must have in place clear and fair arrangements for making reasonable adjustments for this apprenticeship standard. This should include how an apprentice qualifies for reasonable adjustments and what reasonable adjustments will be made. The adjustments must maintain the validity, reliability and integrity of the assessment decisions outlined in this EPA plan.