

Q. What structured support do royal medical colleges provide doctors following appointment to their first career grade post and to doctors who are appointed to a career grade post not having worked in the UK before?

Note: A number of Colleges have plans for further development in this area. The current resources listed below may well be joined by further resources, but this list was complete as of February 2014. Please contact kate.tansley@aomrc.org.uk for updates.

	Resources
Faculty of Reproductive and Sexual Health	Structured specialty guidance for appraisal and revalidation. SRH doctors should have regular peer supervision.
Royal College of Pathologists	Royal College of Pathologists' guidance on supporting information for appraisal and revalidation for pathologists, June 2012 http://www.rcpath.org/revalidation
Royal College of Ophthalmologists	Structured specialty guidance for appraisal and revalidation - http://www.rcophth.ac.uk/revalidation Anecdotal evidence of informal peer coaching of new consultants.
Royal College of General Practitioners	RCGP First5 is a membership package for newly qualified GPs offering peer support, networking, mentoring and supporting in revalidation and CPD in the five years prior to a GP's first revalidation. The RCGP Applied Knowledge Test (AKT) and Clinical Skills Assessment (CSA) form part of the MRCGP but are also used by LETBs/Deaneries to support GP Induction and Refresher Schemes. Further information: First 5s RCGP Applied Knowledge Test (AKT) RCGP Clinical Skills Assessment (CSA)

Royal College of Obstetricians and Gynaecologists	There is an annual “New consultant” meeting and regular Clinical Directors meetings have included discussions on how to support new doctors. http://www.rcog.org.uk/events
Royal College of Physicians of London	There are a range of educational programmes currently provided by the Education Department of the RCP London to meet a number of the needs of new consultants e.g. a range of leadership courses, mentoring and appraisal for revalidation. www.rcplondon.ac.uk/cpd/non-clinical-cpd RCP expects all newly appointed Consultant Physicians to have a mentor appointed at the time of AAC
Royal College of Paediatrics and Child Health	Structured specialty guidance for appraisal and revalidation http://www.rcpch.ac.uk/revalidation Plus access to a network of Revalidation Specialty Advisers who have completed both Academy and RCPCH training.
Royal College of Surgeons of England	RCS resources for Supporting Surgeons in the Workplace include: Overview http://www.rcseng.ac.uk/surgeons/support/ Senior surgeons appointed to represent RCS in the regions - along with Regional Specialty Professional Advisors. http://www.rcseng.ac.uk/surgeons/support/regional - http://www.rcseng.ac.uk/surgeons/support/regional2/rspas Confidential advice and support service for surgeons to discuss issues of concern/confidentiality with a colleague or peer http://www.rcseng.ac.uk/surgeons/support/professional/csas .
Royal College of Anaesthetists	Leadership development courses. Informal peer coaching of new consultants. Where invited – selection and assessment of individuals at Advisory Appointment Committees (AACs). Several Deaneries offer support for new consultants in the first year of appointment and work with the College where the support requirement is specialty-specific. Direct College support for CPD activity & provision of resources e.g. e-Learning for Anaesthesia.
Royal College of Psychiatrists	Mentoring already exists. Year 1 to 5 programme being actively considered for new consultants.
Royal College of Radiologists	The RCR published a position statement and has started specific discussions on principles for the RCRs involvement with the General Medical Council, the National Clinical Assessment Service.

	<p>CPD courses are targeted at new and existing consultants, with the provision of new consultant courses CO https://www.rcr.ac.uk/membersarea/multievents/layout5.asp?Pid=264 CR https://www.rcr.ac.uk/membersarea/multievents/layout5.asp?Pid=263 Specialty guidance for appraisal and revalidation is at http://www.rcr.ac.uk/content.aspx?PageID=1511 An on-going review of RCR's CPD scheme seeks to promote reflection, communication and skills. The RCR logs requests for assistance and what we do with them to ensure consistency.</p>
Royal College of Physicians of Edinburgh	<p>RCPE has a recently appointed Consultants Committee and SAS sub-committee which consider the specific needs of these groups. Our MTI programme supports international trainees and supervises placements facilitated by RCPE. RCPE supports the work of the Faculty of Medical Leadership and Management which is attracting significant membership among senior trainees and newly appointed consultants</p>
Royal College of Surgeons of Edinburgh	<p>The Royal College of Surgeons of Edinburgh has a well developed and UK wide regional Surgical Advisor (RSA) network who have been trained in revalidation support. http://www.rcsed.ac.uk/fellows-members/regional-surgical-advisers.aspx</p>
College of Emergency Medicine	<p>CEM has a working group that has developed resources to support career development for consultants and career grade doctors: Creating satisfaction and maintaining wellbeing in Emergency Medicine that includes guidance on:</p> <ul style="list-style-type: none"> • Job planning • Setting career goals • Flexible working • Maintaining wellbeing <p>There is a programme of CPD study days designed to support generic or specific aspects of skills and knowledge needed by new consultants and career grades.</p> <p>For doctors new to the UK, the College has published information about how Emergency Medicine works in the UK: http://www.collemergencymed.ac.uk/Development/International/Working in the UK</p>
Faculty of Public Health	<p>FPH guidance on supporting information for appraisal and revalidation for public health specialists, April 2013: http://www.fph.org.uk/uploads/FPH%20Specialty%20Specific%20Guidance%20for%20Revalidation%20(Apr%2013).pdf</p>
Royal College of Physicians and Surgeons of	<p>RCPSG is reviewing its remediation policy and will issue updated guidance in due course. At present, remediation support is provided as required.</p>

Glasgow	
Faculty of Sports and Exercise Medicine	None at present.