



# Next generation oversight group

Terms of reference | October 2024

## Introduction

- 1 Following the publication of *Shape of medicine* in September 2023, which promised to explore how we can improve the trainee experience, assess the impact of the changing medical workforce and support other MDT roles, the RCP is launching a new 'next generation' cross-college workstream with the aim of refreshing RCP activity to support and empower the next generation of physicians and improve the working lives of early-career doctors.
- 2 Reporting to RCP Council, the next generation oversight group (NGOG) will oversee and guide cross-college activity on the development, implementation and evaluation of workforce-related policies. The group will ensure that workforce policies align with the strategic objectives of the RCP, address workforce challenges, and promote the delivery of high quality patient care.

## Purpose

- 3 The purpose of the group is to:
  - > review existing workforce policies and provide recommendations for updates to policy positions related to workforce, recruitment and training
  - > provide advice and guidance on strategic priorities such as recruitment, retention, workforce planning, medical education and training, and well-being
  - > identify emerging workforce issues and recommend strategic actions to address them
  - > facilitate collaboration and communication within the RCP, and with other colleges and faculties.



## Scope

### 4 The group will consider:

#### **a. workforce planning, retention and recruitment, including (but not limited to):**

- i. the impact of the changing medical workforce and whether doctors are choosing to leave national training programmes for other career pathways
- ii. how employers can get the basics right for their resident doctor workforce
- iii. long-term workforce planning and approaches to workforce modelling
- iv. the impact of changing competition ratios for training schemes
- v. the development and impact of medical apprenticeships and four-year undergraduate medical school degrees
- vi. expansion of foundation, internal medicine and specialty training numbers
- vii. application processes, shortlisting, and recruitment into training programmes
- viii. the impact of unacceptable workplace behaviours, including racism, misogyny, and discrimination and harassment on the basis of protected characteristics.

#### **b. training and education, including (but not limited to):**

- i. the cost of medical training, exams, and professional fees
- ii. the design and delivery of training
- iii. career development and educational opportunities for specialty/LE/IMG doctors, including the pathway to becoming a specialist doctor
- iv. transformation of the pathway to become a consultant, including reform of rotational training and the portfolio pathway
- v. flexible working, including less than full time training
- vi. pathways into academia, clinical research and pharmaceutical medicine.

#### **c. roles and responsibilities in the MDT, including (but not limited to):**

- i. the unique role of doctors as senior decision-makers in the MDT
- ii. the balance between general and specialty medicine
- iii. the role of the wider MDT in delivering high-quality healthcare.



## Ways of working

- 5 The purpose of the group is to advise the RCP on cross-college workforce and training-related policies and activity, including policy development, campaigns and communications that will inform membership growth and engagement. It will produce work by consensus within the group, subject to approval from RCP Council.
- 6 The group will report to RCP Council. A written update will be included with Council papers and shared with other groups, such as SEG, PAOG and RCP career stage committees. Progress will be shared regularly with the Board of Trustees.
- 7 The group may call on RCP officers and staff for insight into issues, relationships, context and complexities. The group may also liaise with other organisations, especially other colleges and faculties as appropriate to share or obtain advice. However, neither the group, nor any of its members, are permitted to make any public statement or approve any published materials in its own name, or on behalf of the RCP, except with the approval of the president.
- 8 Written work will need to happen outside of the meetings, and tasks may be allocated to group members, who may need to commit time during this period. Reports or statements produced by the group on behalf of the RCP will be reviewed and approved by RCP Council before publication.
- 9 Confidentiality of discussions and documents should be maintained by all members. Group members must:
  - a. be committed to the values, purpose and objectives of the RCP
  - b. act in good faith in the best interests of the RCP as a whole
  - c. disclose to the chair any actual or potential conflicts of interest which may exist
  - d. complete an [online declaration of interests and good standing](#) at least every 12 months or whenever update is required
  - e. attend meetings and contribute to the group's work.
- 10 The group will meet up to four times a year, with correspondence between meetings. Additional meetings may be called by the chair as necessary. A quorum will consist of half of the members, including the chair (or their appointed delegate).
- 11 Summary minutes and action points will be provided to group members.



- 12** Members of the group are expected to attend meetings wherever possible or provide written comment on documents. Documents may also be available on SharePoint in line with instructions and deadlines. Meetings will ordinarily be held online only.
- 13** All members and attendees of the group must declare any relevant personal, non-personal, pecuniary or potential interests at the beginning of any meeting. The chair will determine if there is a conflict of interest such that the member and/or attendee will be required not to participate in a discussion.
- 14** The group may be dissolved by RCP Council once its mandate is fulfilled or if it is determined that the group is no longer required.

## Governance and administration

- 15** Membership of the group will include:
  - a. Senior censor and vice president for education and training (chair)
  - b. Director of medical workforce unit (deputy chair)
  - c. Elected councillor representative(s)
  - d. Censor representative
  - e. Associate global director for IMGs
  - f. Linacre fellow
  - g. Patient Carer Network representative
  - h. Flexible working group representative
  - i. Trainees Committee representative(s)
  - j. Student Foundation Doctor Network representative(s)
  - k. ACT network representative(s)
  - l. Specialty/associate specialist doctor representative(s)
  - m. Locally employed resident doctor representative(s)
  - n. SAS regional network representative
  - o. Regional adviser representative(s)
  - p. New Consultants Committee representative
  - q. Federation of the Royal Colleges of Physicians of the UK representative
- 16** The group will be chaired by the senior censor and VPET.
- 17** The executive directors for CP&R, CQID, Education and MSGE (or their nominated representatives) will be invited to attend meetings.



- 18 The term of office for all members is four years. A member's term may be extended by an additional four years following the agreement of the chair, the registrar and the president to make a formal recommendation for extension to the nominations committee that is approved.
- 19 A member's term may be extended beyond those two terms of four years following the agreement of the RCP Nominations Committee. In these circumstances, a plan for stepping down should be developed. A member may end their term of office at any time by writing to the chair.
- 20 Members may be co-opted (invited by the chair) with the agreement of the majority of group members, to provide expertise or gain experience.
- 21 The chair may decide to ask a member to leave the group if that member does not meet their responsibilities under *Ways of working*, above.
- 22 This work will be led by the RCP CP&R directorate, working closely with other parts of the RCP, and engaging on an ongoing basis with the RCPE, RCPSG, the Federation of the Royal Colleges of Physicians (including JRCPTB and Federation Board), faculties, specialist societies, other royal colleges and external stakeholders.
- 23 The group will also engage where possible more widely with trainee and SAS networks, regional advisers, regional specialty leads, college tutors, associate college tutors, and fellows and members of the college.

*These terms of reference were approved by RCP Council in **September 2024** and finalised by the next generation oversight group in **October 2024**. To be reviewed in October 2026 by the president, vice president for education and training and executive director of communications, policy and research (or their nominated deputy).*



## Membership list | October 2024

Vice president for education and training (chair)	Mumtaz Patel
Elected councillor group representatives	Rowan Harwood
	Paul Dilworth
Censor representative	Ruth Law
Director of medical workforce unit	Sarah Logan
Associate global director for IMGs	Emma Mitchell
Linacre fellow	Shruthi Konda
Patient carer network representative	Collette O'Connor
Flexible working group representative	Helen Newton
	Shairoz Samji
Resident doctor committee representatives	Hatty Douthwaite
	Anthony Martinelli
	Catherine Rowan
Student foundation doctor network representatives	Seán Coghlan
	Melissa Matthews
	Peter Latchem
	Jeremy Samuel
Locally employed doctor representative(s)	Hannah Parker <sup>1</sup>
	Raj Khera
	Ruth Silverton
Associate college tutor network representatives	Muhammad <b>Shamsher</b> Ahmed
	Alexander <b>Sandy</b> Royston
	Bhagya Arun
SAS doctor representatives	Ruford Sequeira <sup>2</sup>
	Mercy Ariyo
Regional advisers committee representatives	Anita Jones
	Thida Win
	Mashkur Khan
	Ben Chadwick
	Sam Rice
	Jacob de Wolff
New consultants committee representative	James Norman
Federation of the Royal Colleges of Physicians of the UK	Mike Jones

<sup>1</sup> Member of the [RCP associate college tutor network](#).

<sup>2</sup> Member of [RCP SAS regional representative network](#).