

05 March 2012

Final Year Medical Students

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Dear Colleague

**Re: Shadowing for Foundation Year 1 (F1) Doctors in England**

I am delighted to welcome you to the NHS and to an exciting and rewarding career as a doctor. Year after year medical students have taken up jobs in the NHS as fully qualified doctors, and all found it stressful to a varying degree. Furthermore, there is some evidence of increased risk to patients as new doctors take their first steps. Learning from pilots undertaken across England and in other parts of the United Kingdom, we have agreed that all new F1 doctors should undertake a period of paid shadowing at the end of July, starting this year.

Our aim is to ensure that all foundation doctors appointed in England spend a minimum of four working days shadowing the F1 job that they will be taking up and completing trust-based induction.

This will help you to become familiar with your new working environment and include a handover of your clinical responsibilities. Shadowing will equip you with the local knowledge and skills you need to provide safe, high quality patient care, from your first day as a F1 doctor. It builds on a range of developments in undergraduate medical education, including student assistantships.

In England, we have agreed that you will be remunerated on a pro-rata basic F1 salary. Your new employer will contact you directly to advise you of the start date but you should ensure that you are available for at least the last week of July 2012.

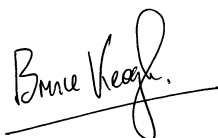
Different arrangements exist in Scotland, Northern Ireland and Wales and further information will be provided for new F1 doctors in these countries.

I am sure that you will make maximum use of this additional opportunity to familiarise yourself with your new working environment and specific clinical responsibilities. We all need to work together to ensure that we constantly improve the quality of care provided to our patients.

Once again, welcome to the NHS and one of the most privileged and rewarding careers possible.

With best wishes,

Yours sincerely,



**Professor Sir Bruce Keogh  
NHS Medical Director**

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