


Red Rose Research (3Rs) Medical Meeting
Wednesday, 19th November 2025
University of Lancashire, Victoria Mill Campus

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Deputy Postgraduate Dean



North West of England 
School of Foundation Training and Physician Associates



Backdrop – NHS England, Deanery
Integrated academic pathway
Undergraduate awareness
Academic Foundation (SFP)
NIHR
ACFs
ACLs
Overall impressions





Backdrop

Deanery
NHS England WT&E directorate
Reconfiguration

Ceases to exist March 2027

Recruitment



Co-ordination



Backdrop

FileHomeInsertDrawPage LayoutFormulasDataReviewViewAutomateHelp

PasteCopyFormat Painter

ClipboardFont

Alignment

Number

Conditional FormattingFormat as Table

Styles

Cells

AutoSumFillClear

Editing

Sensitivity

Add-ins

Analyse Data

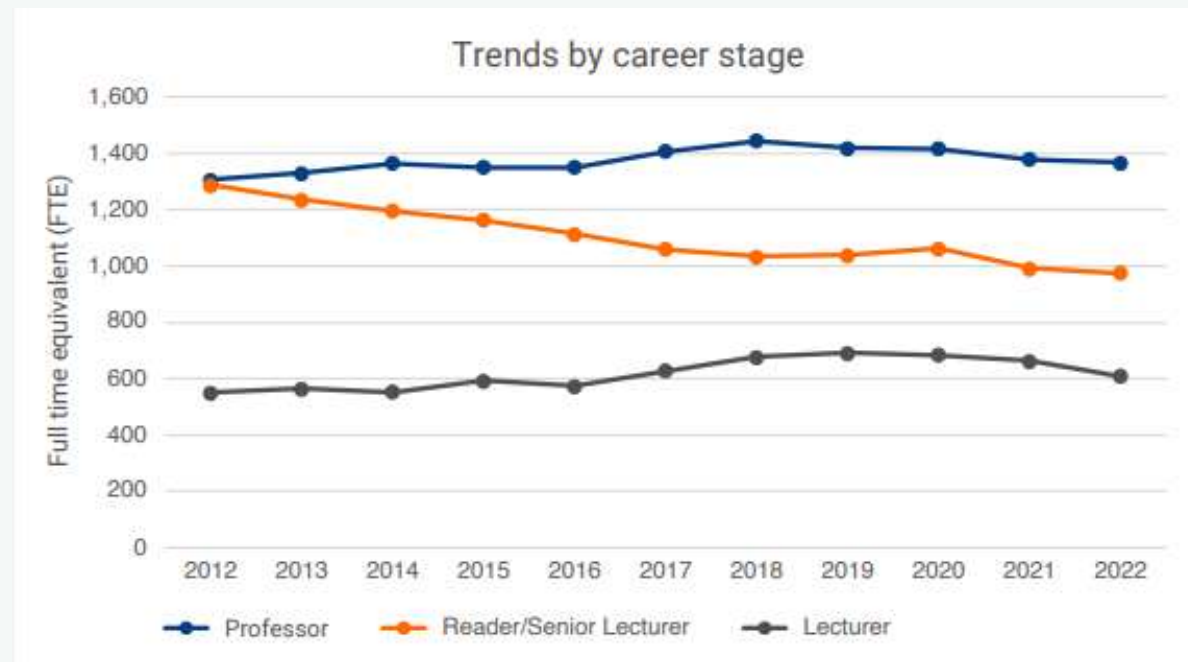
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01/07/2025

NMR INTEGRATED ACADEMIC TRAINING QUARTERLY MONITORING FORM - V2.1 - JANUARY															

Backdrop

Workforce crisis for academia





Backdrop

HEE/NHSE/Deanery

(as big as London or Scotland)

9,750 doctors in training

2,385 GP School

2,100 Foundation School





Backdrop

HEE/NHSE/Deanery

63 Specialised (formerly Academic) Foundation

107 Academic clinical fellows

58 Academic clinical lecturers

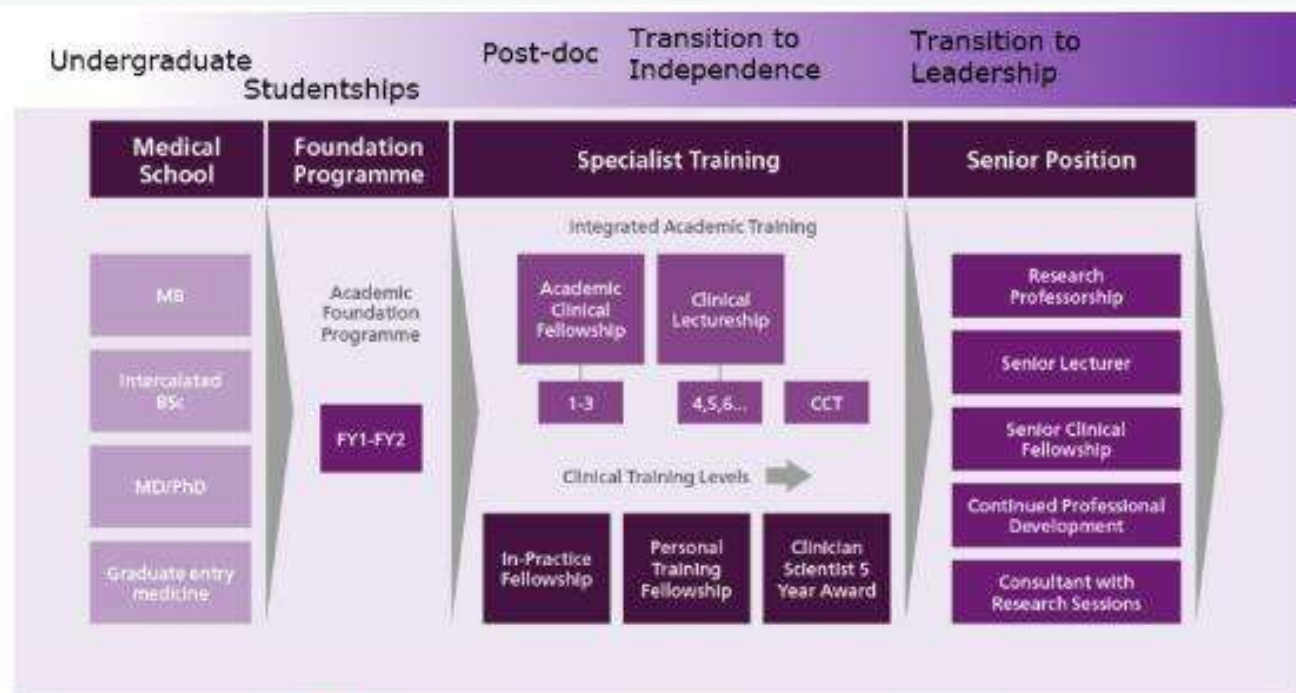


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Academic pathway to senior roles



NHS
England
North West



CANCER
RESEARCH
UK



MRC

Medical
Research
Council



National Institute for
Health Research

NHS



The Academy of
Medical Sciences

Medical undergraduates

- Do they know about academia?
- Do they apply?
- What is known... (patchy)



Medical undergraduates

- Applicants to SFP

Small scale surveys...

- Majority of students applying come from select universities (Oxbridge vs Leicester/Keele)
- There is an under representation of ethnic as well as socio-economic diversity



Medical undergraduates

- Applicants to SFP

Biggest factors prompting applying...

- (i) University emphasis on research: Student selected components/Research placements
- (ii) Medical/Academic family
- (iii) Know someone completing SFP/Education by university on scheme



Medical undergraduates

- Applicants to SFP

Biggest factors for *not* applying...

- A) Lack of confidence + support
- B) Presumed power of institution in receiving an offer
- C) Expectations of career variability
- D) Belief of not having strong enough application



Medical undergraduates

- Culture
- Contacts
- Support

“I’m not good enough...” “I don’t know anyone”

This *can* be influenced

We’re missing a trick if we don’t



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Foundation

- AFP/SFP
- Research/Education/Leadership
- 5% minimum target (63 in NW)
- Expansion
- Oversubscription



The policy response

In October 2016, Health Secretary, Jeremy Hunt committed to an extra 1,500 medical school places in England, beginning in September 2018. In return for the increased number of places, he said that new doctors would be required to work in the NHS for four years.

Bodies representing the medical profession have welcomed the move to increase the number of medical school places, but have also argued this will not address current workforce pressures; the new recruits will take at least 10 years to fully qualify as GPs, and longer to qualify as hospital specialists.

MailOnline



Jeremy Hunt vows to boost the number of home-grown doctors

“1,500 extra doctors for the NHS”



The Health Secretary will say it is time to dramatically expand the number of medical student places

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The Guardian

Foundation

- Workforce plan
- Oversubscription

National estimate 450-900 for 2026

NW typically 10%

Expect Foundation expansion

There will be opportunities for more SFP

We're missing a trick if we don't



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NIHR

NIHR | National Institute for
Health and Care Research

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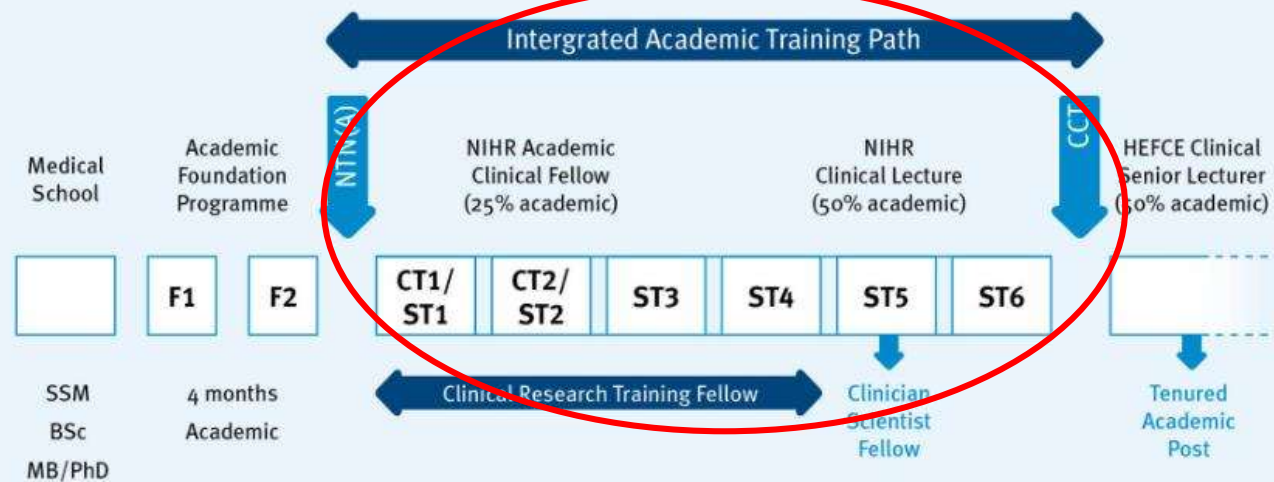
We fund, enable and deliver world-leading health and social care research that improves people's health and wellbeing, and promotes economic growth.

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NIHR

The NIHR Integrated Academic Training Pathway




NB Academic Training Programme

1. Includes training pathway in medical education
2. Timing of ACF appointment varies across specialities
3. Time taken to complete training varies with speciality/competence
4. Easy transfer with clinical training programme



NIHR


Academic clinical fellows

- Research alongside clinical training
 - Facilitate obtaining PhD fellowship
 - 75% specialist training, 25% research or educationalist training
 - NIHR funded, hon. Contract with HEI
 - NHS employed, NHSE role in recruitment
- 





Doctoral research fellowships

- Work towards PhD
 - Funded with costs, salaries, conferences
 - Variety of funders
e.g. NIHR, MRC, Wellcome, etc
 - Competitive +++, AR 5:1
- 




Academic clinical lecturers

- Post doctoral
- Research training/independent research
- Advanced speciality training
- Competitive +++
- 50% clinical, 50% academic
- HEI employed

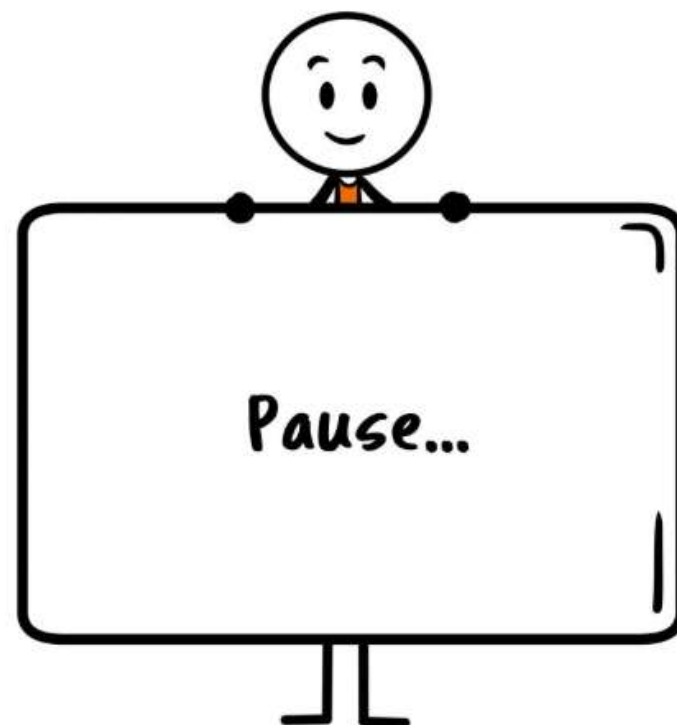




Overall impressions

- Complex
 - Uncertain
 - Tough going
 - Collaboration needed
- 





England
North West