

GROWING FOUNDATION DOCTOR LEADERSHIP WITHIN THE ROYAL COLLEGE OF PHYSICIANS

Dr Seán Coghlan

Chair of RCP's Student and Foundation Doctor Network
Specialised Foundation Doctor in Belfast Trust



Royal College of Physicians

NIMDTA

Northern Ireland

Medical & Dental Training Agency

General Medical Council



Faculty of
**Medical Leadership
and Management**

WHY LEADERSHIP MATTERS

A fundamental requirement for doctors of all career stages

Recognised by key organisations

The future guardians of our healthcare system

Foundation doctors report little formal training or experience in leadership

Few leadership opportunities often towards latter years of training

2024 AT THE RCP



Extraordinary general meeting called

Widespread dissatisfaction over handling of physician assistants and state of medical training for residents

Change in leadership and change in direction



Royal College
of Physicians

NextGen Physicians

2025

THE YEAR OF GENERATION NEXT

New leadership

Renewed focus on resident doctor issues

Integration of resident doctors into College working



Direct representation at RCP Council – presenting findings on training bottlenecks and workforce pressures

Co-authoring press statements on IMT competition, UKFPO placeholder posts, and recruitment reform

Participation in College-wide prioritisation exercises

STUDENT AND FOUNDATION DOCTOR NETWORK

Engagement directly with Chief Medical Officer and NHSE Medical Director

Design and analysis of RCP survey on postgraduate training

Integration into wider RCP workstreams – health inequalities, sustainability, patient advocacy

RESULTS

POSTGRADUATE MEDICAL TRAINING REVIEW

Announced following repeated calls from RCP
Significant RCP engagement in review

RECRUITMENT REFORM

UK graduate prioritisation achieved – key to protecting foundation doctors' career progression

NATIONAL MEDIA COVERAGE

Foundation doctor authored statements published in national media – new precedence in public discourse

LENG REVIEW

Crucial review that has addressed patient safety, role clarity and supervision



News 07/05/25

Early career doctors raise concerns over potential changes to IMT recruitment

The Royal College of Physicians' Student and Foundation Doctor Network (SFDN) has written to Professor Sir Stephen Powis, national medical director for NHS England (NHSE), to voice significant concerns about the potential introduction of the multi-specialty recruitment assessment (MSRA) into the internal medicine training (IMT) recruitment process.



We would be happy to meet to discuss how we can work together to improve recruitment processes.

With best wishes,

Seán Coghlan (medical student)
Chair
RCP Student and Foundation Doctor Network (SFDN)

Co-signed by:

Dr Thomas Anderson (foundation doctor) – SFDN representative for the Midlands
Dr Ashna Arif (foundation doctor) – SFDN representative for Mersey and North Western
Dr Thomas Fleetwood-Law (foundation doctor) – SFDN representative for Oxford and Thames Valley
Isata Fofanah (medical student) – SFDN representative for Yorkshire
Dr Jilse Joshy (foundation doctor) – SFDN representative for the Eastern region
Jack Jones (medical student) – SFDN representative for Wales/Cymru
Dr Eva Larkai (foundation doctor) – SFDN representative for the South West
Peter Latchem (medical student) – SFDN representative for the South East
Bobin Lee (medical student) – SFDN representative for Mersey and North Western
Dr Elliott Lewis-Douglas (clinical fellow) – SFDN representative for the Northern region
Dr Melissa Matthews (foundation doctor) – SFDN representative for London
Dr Jaisila Patel (foundation doctor) – SFDN representative for Kent, Surrey and Sussex
Vinay Murali Prasad (medical student) – SFDN representative for Northern Ireland
Niles Saunders (medical student) – SFDN representative for Wales/Cymru
Dr Harmanleen Singh (foundation doctor) – SFDN representative for the South East

Project.

MUTUAL BENEFITS

FOR RCP:

- Stronger policy relevance
- Enhanced credibility and reputation amongst resident doctors
- Sustainable leadership pipeline
- Avoidance of faux pas

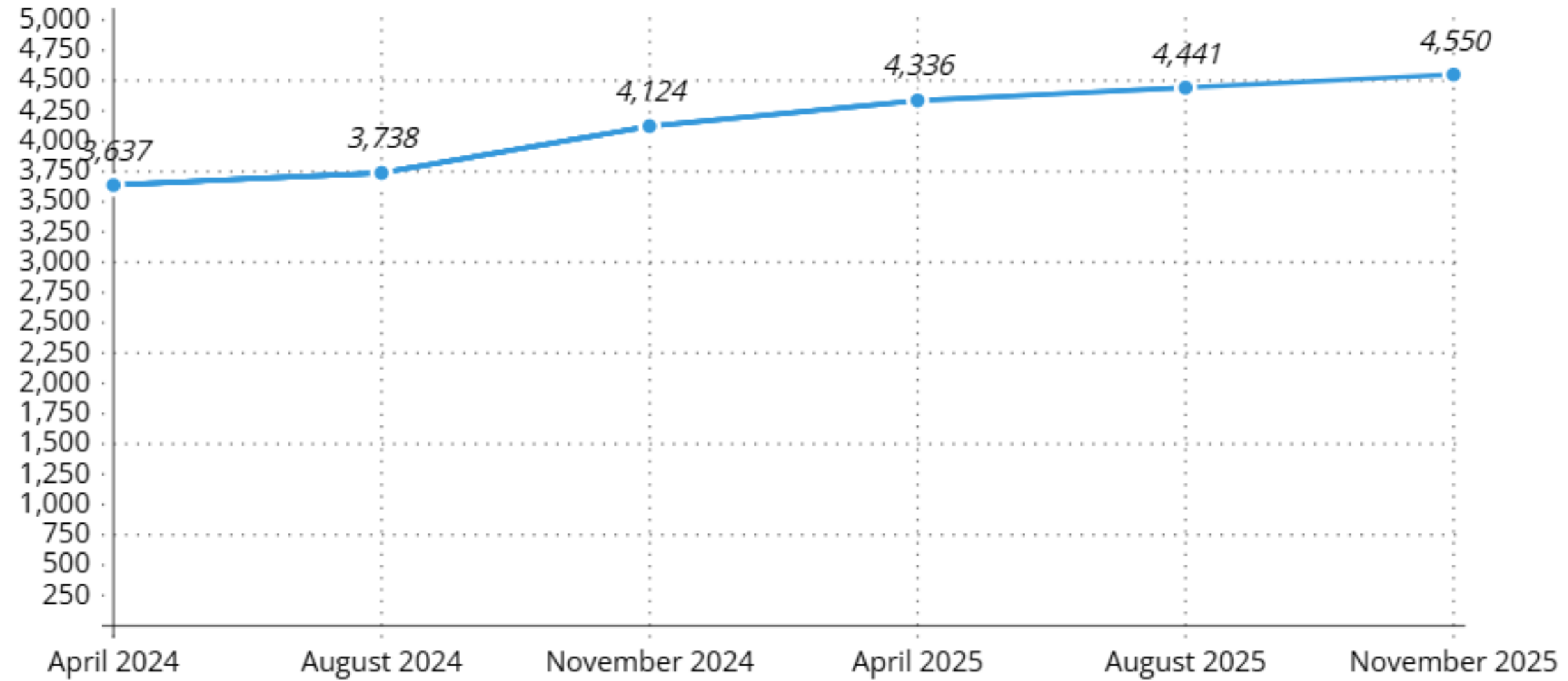
FOR FOUNDATION DR MEMBERS:

- Meaningful influence
- Exposure to high-level decision making
- Network building and mentorship

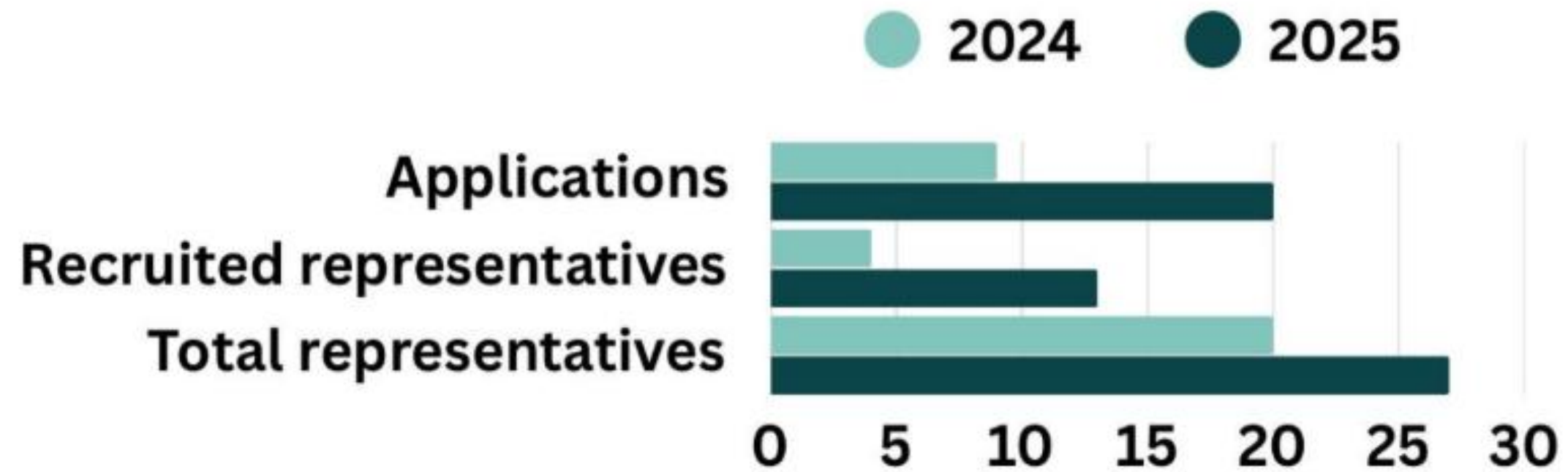


IN NUMBERS

SFDN Membership Numbers



RCP SFDN Application Statistics:



LEARNING POINTS

Foundation doctors can make meaningful contributions to organisational leadership.

Moving away from tokenistic roles to becoming key policy contributors.

Early exposure is essential in developing future leaders and managers.





**Royal College
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What opportunities are available in your organisation for foundation doctor leadership?

Are you utilising this resource to its full potential?

Are you playing your role in supporting the next generation of medical leaders?

THANK YOU!

NIMDTA

Northern Ireland

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