



Medical Education and Training Review Phase 2: Update on Implementation

A regular update to stakeholders

A word from Dame Jane Dacre

Dear Colleagues

As we move into the summer holiday season, the METR Phase 2 continues to make good progress. The Strategy Group is meeting regularly to keep us on track, and to share views on how we are doing. The eight working groups are all busy focusing on potential solutions and working towards some high-level draft recommendations and suggestions for our evaluation team, led by Professor Kath Woolf.

We have a tight timetable which is influenced by external factors, including the NHS 10 Year Workforce plan, potential changes to medical regulation, and the closure of NHS England. So far, we are working well as a profession, and recognising that we need a strong and unified voice to have the best chance of making real improvements in postgraduate medical education and training.

We are very grateful for the enthusiasm from so many branches of the profession, and from all four nations, and for the shared ambition to make things better.

We are keen to hear as many voices as we can, and to explore as many potential solutions, so, please to continue to engage with us in the Ideas Factory and in the upcoming events. So far so good!

Idea's Factory

Following on from the diagnostic [Phase 1 Medical Training Review report](#), we have developed an [Ideas Factory](#) to bring together colleagues and partners to generate ideas, collaborate, and co-create solutions for Phase 2 of the Medical Training Review aka Medical Education and Training Reform (METR) Programme. We have commenced the working groups which are looking to come up with potential solutions for the recommendations found in Phase 1. As part of this work, we want to hear from the medical education workforce - your voice matters and we hope that it will assist us in shaping the future work in medical education and training. Please join our [Ideas Factory](#)

and share your ideas via our ideas forums. There are a number of questions posted to generate ideas and solutions. If you have an existing account with NHS Futures simply click the link to join or scan the QR code. New users can [sign up](#) to the Futures space for free using your work email address and then join the Ideas Factory.



Medical Education and Training Review Ideas Factory QR Code

The month in focus

Strategy group

The METR Phase 2 Strategy Group continues to provide strategic oversight and challenge as the review moves from mobilisation into design and development. Its role is to ensure that emerging proposals remain aligned with the programme vision: to create a fair and flexible postgraduate training system in which all doctors have agency, are supported to thrive, and can achieve excellence. The group is also supporting alignment across the four nations and helping to ensure that reform proposals are shaped by evidence, delivery realities and the needs of patients, learners, educators and services.

Recent discussions have focused on how the programme can maintain momentum while supporting meaningful co-production. This includes considering how ideas generated through the working groups and wider engagement activity should be tested, sequenced and prioritised, and where further expert input may be needed.

Working groups

The Phase 2 working groups are now progressing activity across the priority areas identified through the Phase 1 recommendations. These groups bring together a broad range of expertise and perspectives, including resident doctors, locally employed doctors, educators, employers, royal colleges, regulators, patients and representatives from across the four nations. Their role is to develop and test reform options in more detail, drawing on evidence, lived experience and practical delivery insight.

Over the coming months, the working groups will focus on turning broad areas of reform into practical options for consideration. This includes identifying potential models for change, exploring implementation issues, considering risks and dependencies, and highlighting where further testing or engagement is required. A key part of this work will be ensuring that proposals are developed collaboratively and transparently, with equity,

fairness, population need and workforce progression considered throughout.

Deep dive

The first METR Deep Dive brought together Strategy Group members, co-chairs of working groups and the METR programme team to discuss assumptions underpinning postgraduate medical education and training. The session focused on three provocation questions and explored a series of tensions and emerging concepts relevant to future medical training reform.

A key theme from the discussion was the need to focus not only on current structures, but on the functions those structures currently perform, including quality assurance, standards, progression, access, funding and workforce planning. Participants recognised that reform in one part of the system may have consequences elsewhere: for example, increasing flexibility could affect workforce distribution, while reducing barriers between pathways may raise questions about standards, assurance and clarity of progression. The discussion therefore surfaced a series of important trade-offs to be explored further, including flexibility and structure, training needs and service delivery, workforce expansion and educational capacity, national standardisation and local tailoring, specialist depth and generalist capability, continuity of teams and rotational training, and the balance between equity, inclusivity and competitive selection.

Several emerging concepts were tested through the session. These included a shared generic curriculum with an integrated portfolio, a “Ticket to Train” or capability passport, recognition of prior learning, greater flexibility and self-directed study, longer rotations, wider use of generalist capability, and options for reducing barriers between training, LED and specialty roles. Discussion explored what each concept might enable, what risks or trade-offs it could introduce, and what working groups may need to consider in more detail. Particular interest was shown in shared capabilities, recognition of learning across different routes, and portfolio approaches that could reduce duplication while preserving specialty standards and public confidence.

Planned activities

As Phase 2 moves from idea generation into the development and testing of reform options, an evidence-informed evaluation process is being established to support robust and transparent consideration of emerging recommendations. Katherine Woolf, Professor of Medical Education Research at UCL Medical School, and Dr Emily Unwin, University of Warwick, are acting as METR2 Evaluation and Research Co-Leads and are supporting the development of the Evaluation Advisory Group. The group will be a sub-group of the Strategy Group and will provide an advisory role, helping to identify which recommendations and suggestions have the strongest evidence base for further consideration. It will not be a decision-making body; rather, it will support the Strategy Group by bringing together evidence, analysis and structured evaluation of emerging proposals.

The evaluation approach will use standardised methods adapted from the published approach used by the Independent Expert Panel of the UK Parliament Health and Social Care Select Committee. This will include evaluation of recommendations and suggestions emerging from the



eight workstreams, with consideration of feasibility, impact and cost. The process will draw on a rapid synthesis of evidence, including published research, written stakeholder submissions from the call for evidence, and roundtables with those with lived experience, including resident doctors, SAS and locally employed doctors, employers and educators.

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Please do, we would love to hear from you. Please contact us at england.pgmedreform@nhs.net