

Updated Recommendations

What Should We Call 'Junior Doctors'?

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Following publication of my report in April 2022, there have been further discussions and more publications about workload and workforce issues. I have therefore updated the recommendations for 'What should we call Junior Doctors?'ⁱ.

Updated recommendations:

1. All Doctors should be clearly identified as a Doctor (or Surgeon).
2. Where a level of expertise is needed, eg for the rota, four broad ranks are recommended:
 - Foundation Year 1
 - SHO
 - Registrar
 - Consultant or Specialist
3. The term 'Junior doctor' and 'trainee' should not be used. If it is essential to be explicit that a Doctor is in a training programme, the following terms are recommended:
 - 'Doctor in Postgraduate Training' OR:
 - 'Postgraduate Doctor'
 - 'Postgrad Doctor'
4. Surgeons should consider using the title 'Dr'. This reinforces their role as medically qualified and reduces the use of historical titles (Mr/Ms/Miss/Mrs/Mx) that are gendered and related to marital status. This will require good support for those committed to a surgical career from their surgical department without requiring the historical title.

In addition:

5. The term 'Junior Doctor' originally applied to doctors in postgraduate training programmes. There should be awareness that there are now more doctors not in training programmes than in postgraduate training programmesⁱⁱ. SAS doctors (specialist, associate specialist and specialty doctors) are on permanent contracts with national terms and conditions of service. SAS doctors are experienced and senior doctors who have at least four years of full-time postgraduate training, two of which have been in their relevant specialty. There are also large numbers of Locally Employed Doctors (LE Doctors); for example, a doctor may be "on the SHO rota" but may not be in a training programme.
6. Every effort should be made to ensure the name and role as a Doctor is clear, including name badges, lanyards, theatre caps, introductions and signatures.
7. Patients and other staff should be included in any communication effort to ensure respect for these Doctors.

i. www.scarlettmcnally.co.uk/junior-doctors-report

ii. <https://www.gmc-uk.org/about/what-we-do-and-why/data-and-research/the-state-of-medical-education-and-practice-in-the-uk>