

## 4.1 RECOMMENDATIONS – list

1. The terms: 'Junior Doctor', 'trainee', 'sub-' and 'middle grade' should all be avoided.
2. At work, all Doctors should be clearly identified as Doctors.
3. A doctor working at Consultant level should be identified.
4. It should be acknowledged that there are almost as many doctors working in SAS posts or Locally Employed posts as there are doctors working in training posts.
5. For practical purposes, particularly rota planning and team workload division, four broad categories of doctor are recommended:
  - Foundation Year 1(FY1)
  - Central Doctor
  - Registrar
  - ConsultantThese broad categories are loose enough to encompass those in training posts and those in other posts.
6. Doctors should keep their more specific title (eg ST4) for use as needed. Departments should be aware of each doctor's training status and requirements. Other staff may request the more detailed information as required. There is a difference between a label needed for administrative or workforce purposes and an individual's educational aspirations.
7. Doctors in GP training rotating through another specialty may be part of the 'Central Doctors rota' for that specialty.
8. Name badges should be clear and visible, stating Doctor (or surgeon) or the title Dr with name and role.
9. Lanyards denoting rank may help where Trusts are doing this.
10. The 'Theatre Cap Challenge' is welcomed
11. Oral introductions should be clear
12. Other staff introducing a doctor should be clear
13. A doctor may use personal preference for first name or title and surname
14. If a doctor has passed surgical exams and is working in a surgical department:
  - i. they may identify as 'Surgeon' rather than 'Doctor'
  - ii. they may prefer to use the title Mr/Miss/Ms/Mrs after obtaining Membership of a surgical College if practising within surgery (eg as a Registrar)
15. 'Doctors in Postgraduate Training' is the recommended collective term for doctors whose post is on an educational training programme, unless another qualifying adjective is available (eg specialty). This can be shortened to 'Postgraduate Doctors' or 'Postgrad doctors'.
16. Any further work on this topic should include information for patients, relatives, visitors and other staff about the terms in use.

**See also Appendix 7.**