

Less than Full Time Training Webinar HEE Midlands September 2021



Developing people
for health and
healthcare

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Aims

- Review current LTFT in Midlands
- Explain implementation of Category 3 LTFT across Midlands
- Feedback on Questions received

Four-day week 'an overwhelming success' in Iceland BBC website 6th July 2021



LTFT in Midlands

2 Localities – 1 mission

- HEE EM & WM are working together to harmonise LTFT across the Midlands
- Aim to retain ‘local’ contacts and ‘uniqueness’ of interface with trainees
- Ensure consistency in outcomes



Categories of LTFT

- **Category 1**
 - Responsibility for caring for children
 - Health related reasons
 - Direct carer for ill/disabled partner, relative or dependant
- **Category 2**
 - Unique opportunity for professional development / short term extraordinary responsibility /religious commitment / other
 - Working LTFT in a Period of Remedial Training
- **Category 3**
 - Trainees who choose to train LTFT as a personal choice

Category 3 LTFT

- Initially piloted in Emergency Medicine then O&G and Paediatrics
- NHS Peoples Plan and Junior Doctor Contract 2016
 - Increased flexibility in working
 - Increased Access to all groups
- Need to balance service needs and personal needs especially during implementation
- Needs one system for all trainees that works for them and service providers
- Need to meet Code of Practice so all trainees get rotas in timely fashion

Original National Model

National Implementation Timeline LTFT Cat 3

Cat 3
Emergency
Medicine
Paediatrics
Obstetrics
&
Gynaecology

'Lead in'

Higher Physicianly
Specialities
ICM
Psychiatry
Radiology

Anaesthetics
GP
Surgery
Foundation & Core
Training
Remaining Specialities



Full Model Implementation

Higher Physicianly
Specialities
ICM
Psychiatry
Radiology

Anaesthetics
GP
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Training
Remaining Specialities

National Model

- ‘Lead-in’ year until August 2022 or 2023 (specialty dependent)
- Changed to all Specialities (except Foundation)
 - 4 month blocks LTFT
 - 80% wte
 - Return to FT
- After ‘Lead-in’ year
 - Any %wte
 - No time limitation

Lessons learnt

- National Model unsuccessful implementation for August 2021
- Too late to advertise to eligible specialities
- Narrow window for trainees and administrative staff to meet code of practice
- Some specialities disadvantaged
- National Model changed during late planning phase
 - No capacity to adapt

Midlands Model for Cat 3 LTFT

- Biannual Application Window for Category 3 (similar to IDT)
- Application windows align with rotations in Summer / Autumn and Winter / Spring (depending upon programme)
- Category 1 & 2 unaffected

Midlands Model for Cat 3 LTFT

- Capacity limited in some specialities
 - Category 1 & 2 prioritised
 - If demand higher than capacity then eligible trainees selected randomly (using validated IDT tool)
- No waiting list
 - If unsuccessful, trainee reappplies at next window as their circumstances may change
 - If unsuccessful, previous applicants prioritised if they re-apply

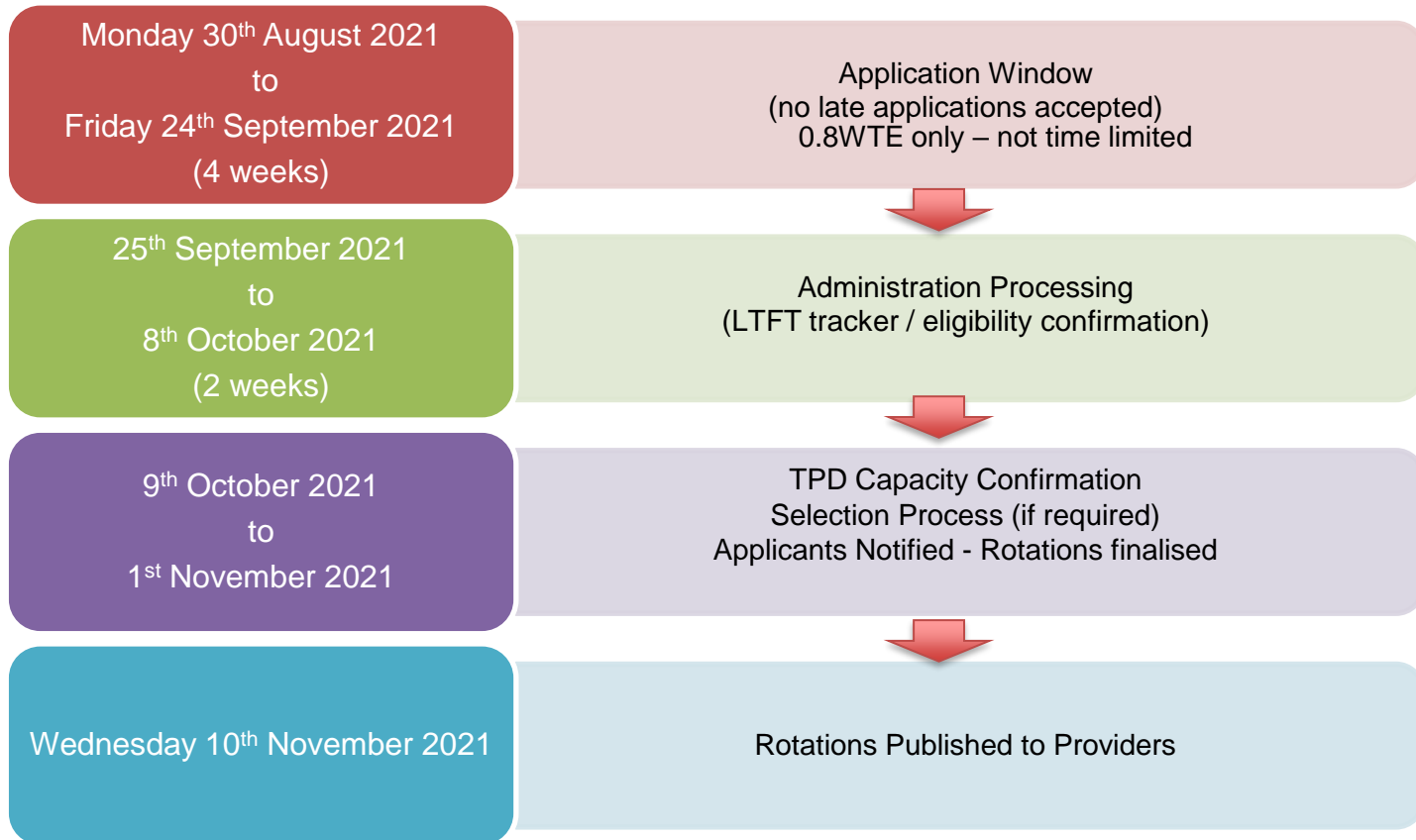
Midlands Model for Cat 3 LTFT

- Paediatrics, O&G and Emergency unaffected for Category 3 applications to start before 31st July 2022.
- Paediatrics, O&G and Emergency use regional Cat 3 application system for rotations 1st August 2022 onwards

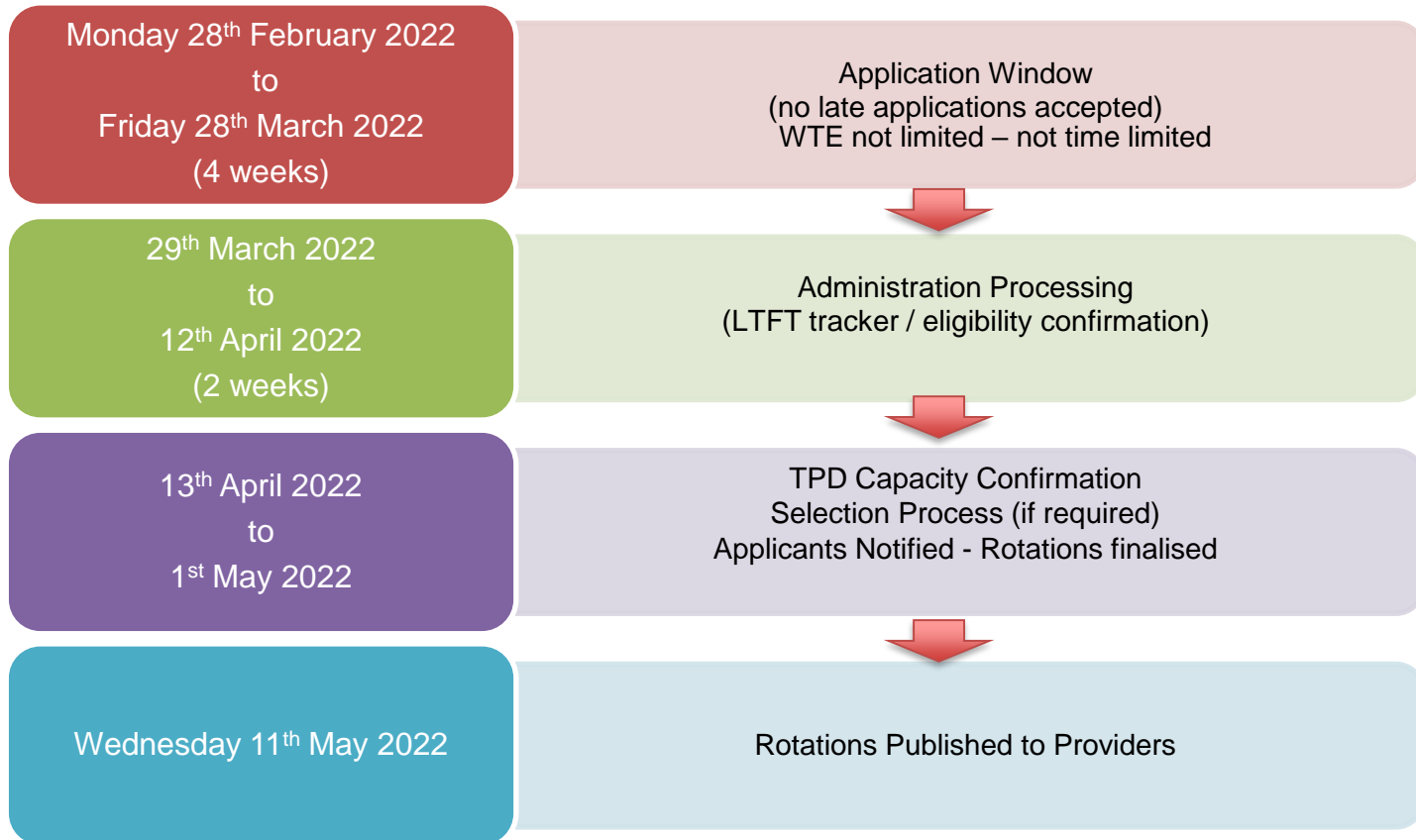
Deviation from National Model

- Successful Applications for Cat 3 starting Winter / Spring 2022
 - Only 80% wte permitted
 - But no time limit
 - Can apply for change in % LTFT from August 2022
- Successful Applications for Cat 3 starting Summer / Autumn 2022
 - Any % wte
 - No Time-limit

Summer / Autumn 2021 Timeline



Winter / Spring 2022 Timeline



Anticipated Benefits

- Allows trainees to plan their training and finances
- Allows for programme planning and capacity management
- Provides consistency and clarity to all parties
- Prioritises capacity for other Categories
- Does not affect current LTFT trainees

Anticipated Disadvantages

- Affects Paediatrics, O&G and Emergency Medicine
 - Have to join new system for equity reasons
- New system and documentation
 - Will need to remove legacy documentation and information
- Trainees and Trainers will need support to understand and implement
 - Webinar, ‘drop-in’ clinics and FAQ development

Quality Assurance

- After each window for the first 2 years, HEE Midlands will aim to:
 - Survey applicants (successful and unsuccessful)
 - Survey TPDs and HoS
 - Survey DMEs as representatives of Providers
 - Publish Survey and Applicant Data

Questions

