

A more 'flexible' approach for Junior Doctors

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Improving Quality of Training for Junior Doctors Working Group

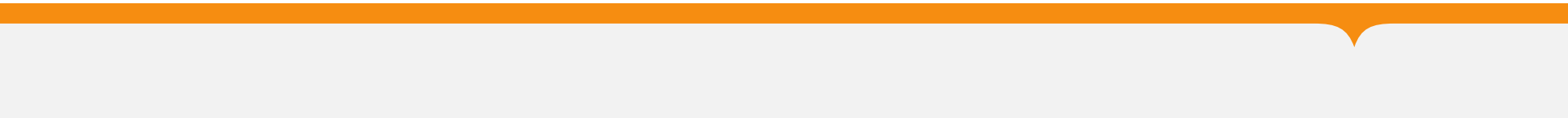
- Membership – HEE, BMA JDC, NHS Employers, Royal Colleges, GMC
- First meeting March 2016
- Address non-contractual issues raised via Junior Doctors contract negotiations
- Request for more flexibility to train less than full time

Less Than Full Time (LTFT) Emergency Medicine (ST4+) Pilot

Why Emergency Medicine?

- High intensity speciality
- Workforce issues in the past
- RCEM interest

Why a Pilot?

- Will it work?! Will it be popular?
 - Opportunity to identify benefits and address risks
 - Impact on training, service, resources
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Less Than Full Time Working for Junior Doctors

Benefits?

- Reduce burn-out
- Reduce attrition rates
- Improve work-life balance



- Proposed any higher EM trainee could apply for LTFT training, without needing to meet Gold Guide criteria
- England-only initiative, involving all HEE local offices
- Not applicable to trainees:
 - Acting up
 - Out of Programme

Proposed application process....

- All higher EM trainees receive a template invitation email requesting expressions of interest
- ‘Expression of Interest’ form to be completed and collated centrally
- Trainees state:
 - Preferred start date (April 2017 or August 2017)
 - Preferred percentage of working (50%, 60% or 80%)

Then....

- Expressions of interest are reviewed (centrally) and data is analysed
- Impact is evaluated
- Request for formal sign off via DEQ Senior Leadership Team

Can we accommodate everyone...?

- Depends upon number of applicants!
- Trainees that meet Gold Guide criteria given priority if demand is high
- Waiting list required?
- Approval subject to demands of the service
- The **employer** has the final say
- Alternative training locations offered in exceptional circumstances

Points to Consider...

- Trainees could still undertake locum shifts – occasionally – with agreement from provider!
- Mechanism for Trusts to raise concerns
- Equality Impact Assessment – to be undertaken
- Inter Deanery Transfers – not possible to apply flexible LTFT rules in devolved administrations
- Tier 2 Visas- onus on trainees to ensure impact of LTFT training does not impact upon their visa status

Current Status

- Modelling underway to consider impact and implications
- If proposal is accepted, formal expressions of interest will be directed to the appropriate Less Than Full Time administrator in each HEE local office for processing (using existing arrangements locally)

Evaluation

- Full evaluation to take place involving:
 - EM higher trainees
 - BMA officials
 - Employers
 - Royal College of EM
 - HEE Officials