

## **Flexible portfolio training days for Dental Specialty Trainees**

### **NHSE WTE Yorkshire and Humber**

#### **What is the Flexible Portfolio Training for dentistry?**

Flexible portfolio training (FPT) is a training scheme first introduced as a partnership between the Royal College of Physicians and NHS England (NHSE) for ST3 trainees. Further information can be accessed (including a short video) at

<https://www.hee.nhs.uk/our-work/dentists-training/delivering-greater-flexibility/flexible-portfolio-training>

Our scheme for Dental Specialty Trainees in Yorkshire and Humber protects 1 day a week (or 20% time equivalent) for professional development.

The training scheme is an approach to meet the demand for “flexible”, portfolio style working in higher specialty training and is an opportunity for trainees to engage in meaningful project work that will benefit their professional development.

There will be several pathways that a trainee will be able to focus on during the non-clinical day:

1. Healthcare Education
2. Quality Improvement
3. Research
4. Technology in Healthcare
5. Clinical Leadership
6. Healthcare Entrepreneurship
7. Health and wellbeing

Each trainee selected will spend 12 months on their pathway. Applicants for these posts will need to be supported by their TPDs and this will be subject to satisfactory progress across all domains and outcome 1 at their last Annual Review of Competence Progression.

The employing trust will have the 0.2 wte backfill funding made available.

#### **Why was this introduced?**

This scheme aims to:

- Develop clinical leadership within dental trainees
- Empower trainees to be able to manage change, improve autonomy and be able to plan and manage their career
- Allow trainee-led projects within the region to help clinical and non-clinical improvement within the region

#### **Who is it for?**

All Dental Specialty Trainees are able to apply, as long as they are eligible, **and are supported by their TPD and subject to satisfactory progress and Annual Review of Competence Progression outcome.**

### **Will it increase the length of training?**

It is not envisioned that this programme will increase the length of training. This programme supports several aspects of existing curricula, including leadership development. It is also recognised that achievement of curricula is competency-based, not time-based.

### **How do trainees apply?**

Eligible trainees will need to submit a proposal, supported by a suitable supervisor, combined with the relevant application form and cover letter.

The number of posts allocated per year will depend on the quality of the application.

### **How would this work for less than full-time trainees?**

This will be assessed on a case-by-case basis and a flexible approach will be taken based on the needs of the trust, and the previous review of competence progression outcomes and training needs of the trainee.

### **How will FPT be assessed?**

1. The trainee will be required to carry out an initial assessment with their chosen supervisor at the start of each year/rotation, in order to make a relevant and realistic personal development plan (PDP)
2. Each trainee will be encouraged and supported to apply for and complete a Postgraduate Certificate in either:
  - a. Medical Education
  - b. Healthcare leadership
  - c. Clinical Research
  - d. Other (Subject to approval)
3. The portfolio trainee is expected to reflect on their learning and development, upload relevant documents/reports/presentations to their personal library and use e-portfolio tools such as appraisals and 360 feedback.
4. Interim meetings with project supervisors should be uploaded to the trainee's ISCP e-portfolio tools to provide global judgement by their Educational Supervisor in the context of progression.
5. The portfolio supervisor will complete a report (similar to the clinical supervisor's report) which is submitted at ARCP, to ensure engagement and progress along the Dental FPT pathway
6. The trainee will present at an interspecialty training day.
7. **Please note that receipt of a non standard ARCP outcome or failure of a college examination will result in formal review which may lead to cessation of flexible portfolio allocation.**