

LTFT Category Expansion: FAQs for Providers

What is LTFT Category 3 Expansion model?

2022 will allow for trainees in all specialities (excluding Foundation) that do not currently offer Category 3 LTFT to apply to train under this as part of an ongoing national pilot. Previously Category 3 was only available within the following specialities:

- Anaesthesia (Higher)
- Emergency Medicine
- ICM
- Medicine
- O & G
- Paediatrics
- Psychiatry (Higher)
- Radiology

Trainees applying under Category 3 will be able to undertake a period of training at 50%, 60%, 70% or 80% WTE.

Specific FAQ documents (for trainees) for these specialties can be found at the following link:

https://www.yorksandhumberdeanery.nhs.uk/learner_support/policies-less-full-time/faqs

How much are trainees expected to work?

From February 2022, trainees can apply to work at either 50%, 60%, 70% or 80% WTE under Category 3. A LTFT trainee's programme should contain the same elements as that of a full-time trainee, including departmental meetings, audit, research, teaching, etc.

Can trainees choose what day they have off?

In order for providers to effectively manage rotas, it will be for the provider to determine which day off a week the trainee can take.

What about backfill?

This is a wellbeing intervention designed to prevent unplanned absence and improve retention. We would anticipate backfill not needed in the majority of cases. Equally where trainees undertake less than full time work the funding arrangements will not alter.

How much notice will providers get of trainees going LTFT?

Trainees will be able to apply for LTFT Category 3 from 1st February 2022 onwards.

16 weeks' notice should be provided in the same manner as with applications that fall under categories 1 and 2.

HEE YH will ensure that all applications are managed as expediently as possible in order to give providers optimum notice.

In order to manage both service based and educational requirements, HEE offices are also able to restrict applications (10 or 15% of the individual specialty trainee workforce for example) accordingly. This responsibility falls under the remit of the Training Programme Director with support from a number of other stakeholders, including HEE administrative staff, Heads of School and College Tutors.

What about non LTFT trainees?

The impact on non-LTFT trainees is being explored as part of the longitudinal evaluation. HEE Local offices will manage the number of applications ensuring that where possible any negative impact on non-LTFT trainees with regards to service provision will be mitigated.

Do trainees still have to do on call?

If the equivalent post has on call duties, trainees will need to do approximately pro-rata the on call to full time trainees. If trainees have already undertaken and met the curriculum requirements for on call/out of hours work within their specialty, then whether or not they are required to do on call will depend on the service needs of the employer.

How much leave will the trainees get?

Annual and study leave will be calculated on a pro rata basis.

What about courses?

Trainees will still have to complete all the courses that a full timer has to do in their allotted time, in order to achieve the required Work Place Based Assessment (WPBA) competencies for the specialty. These are not completed on a pro-rata rate.

Can trainees take time off in lieu?

Time recouped in lieu of work out of contracted hours is normally possible. For example, if a LTFT trainee who works Monday, Tuesday and Wednesday attends a training day on a Friday, they should be able to claim a day in lieu of study leave. It would be important

however to seek out local arrangements with the contractual employer on such matters in the first instance.

.