





# LTFT TRAINING

## INFORMATION FOR TRAINEES



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With thanks to Dr Emma Plunkett



# OVERVIEW



Benefits &  
Issues



Application  
+ Practicalities



Support

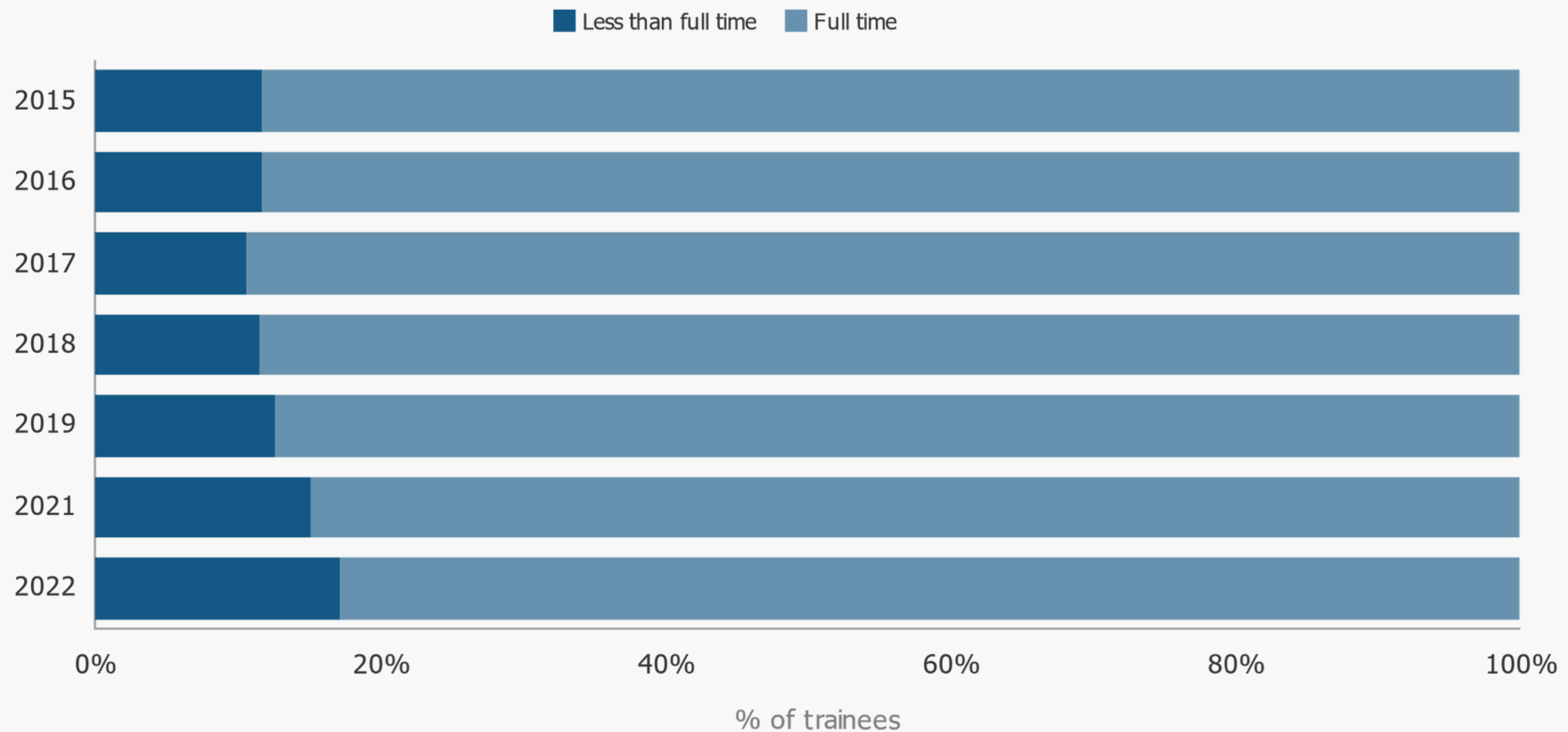


Resources

# LTFT TRAINING

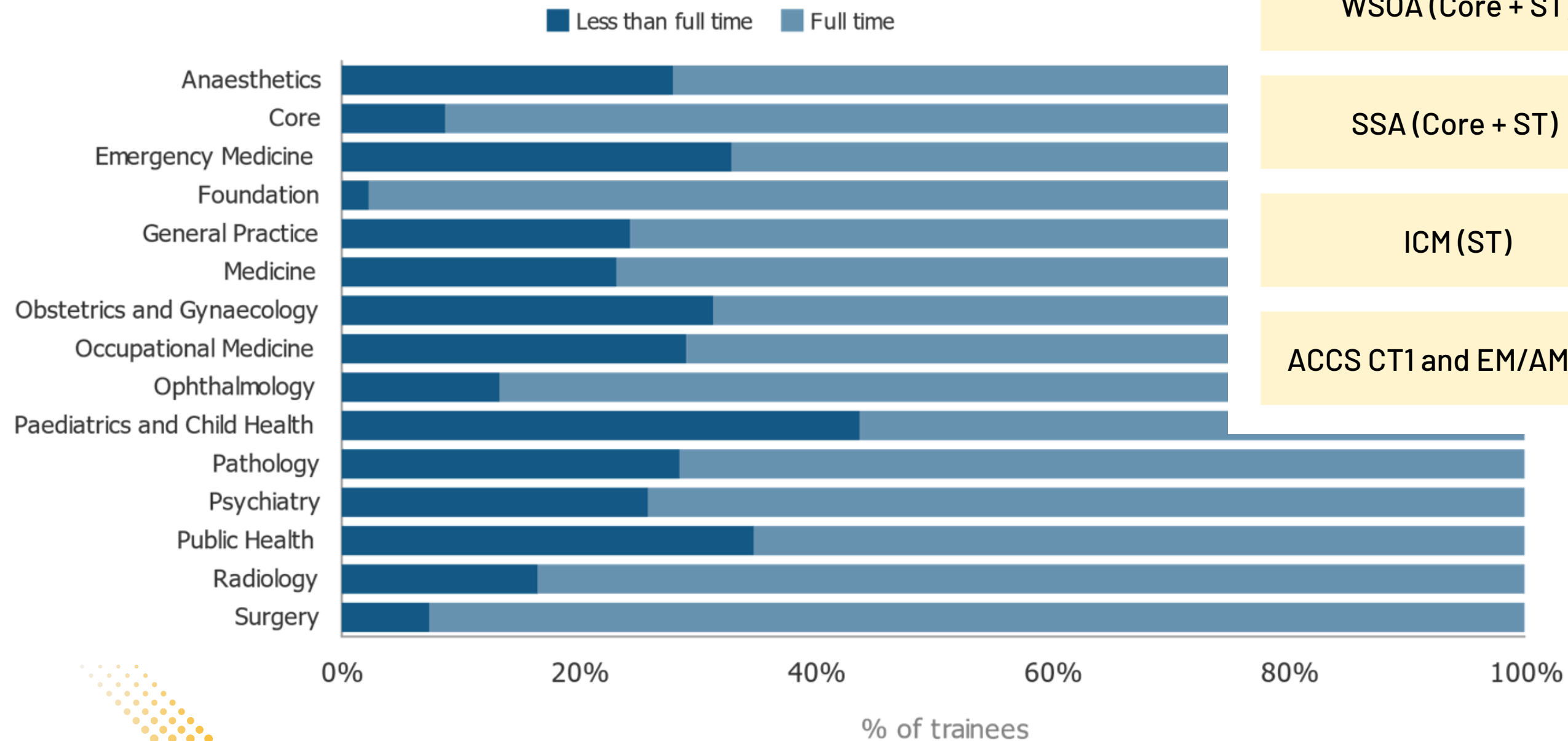


## Less than full time by survey year



# LTFT TRAINING

## Less than full time by specialty



	Trainees	LTFT Trainees	% who are LTFT
BSA (Core + ST)	148	38	26
WSOA (Core + ST)	81	29	36
SSA (Core + ST)	97	22	23
ICM (ST)	68	16	24
ACCS CT1 and EM/AM ST2	104	11	11

**In Anaesthesia LTFT trainees = 28%**  
**39% of female trainees; 12% male**





# WHO CAN TRAIN LTFT?

From August 2022, all doctors in training across England in any specialty have the right to apply to train LTFT for any well-founded reason, including for their wellbeing or through personal choice

- Category 1** Childcare Responsibilities  
Health Related Reasons  
Carer for ill/disabled partner/relative/dependent
- Category 2** Unique opportunity for professional development/short term extraordinary responsibility/religious commitment/other
- Category 3** Personal Choice

Category 3 applications now be processed in the same way as the other categories - no longer a specific application window.

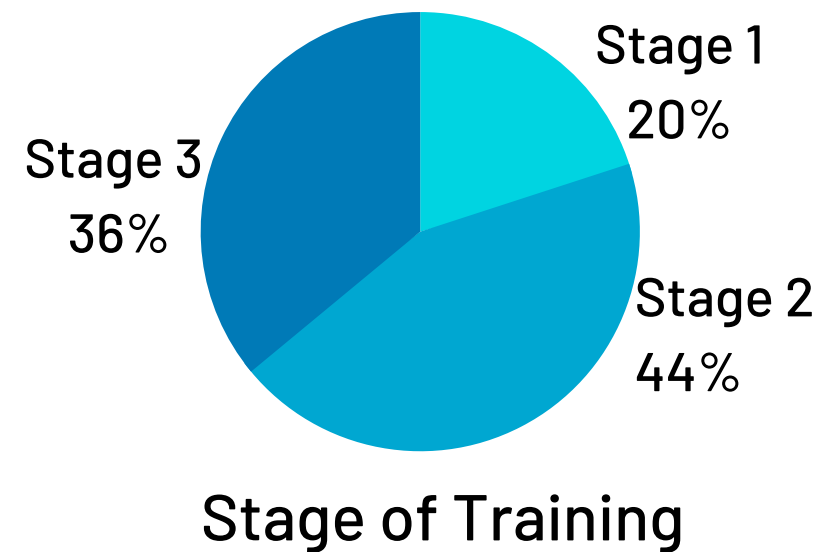
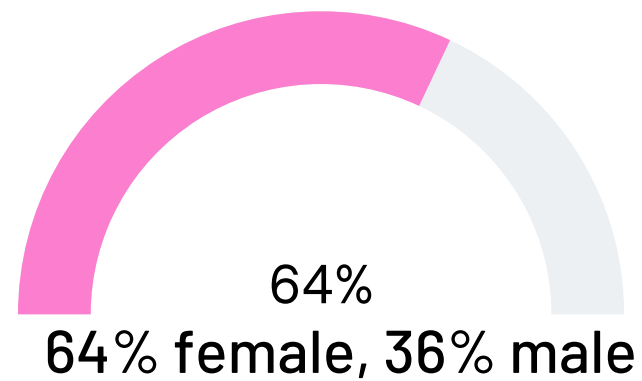
*Nov 2022: HEE update, soon no longer categories*

# WM LTFT SURVEY

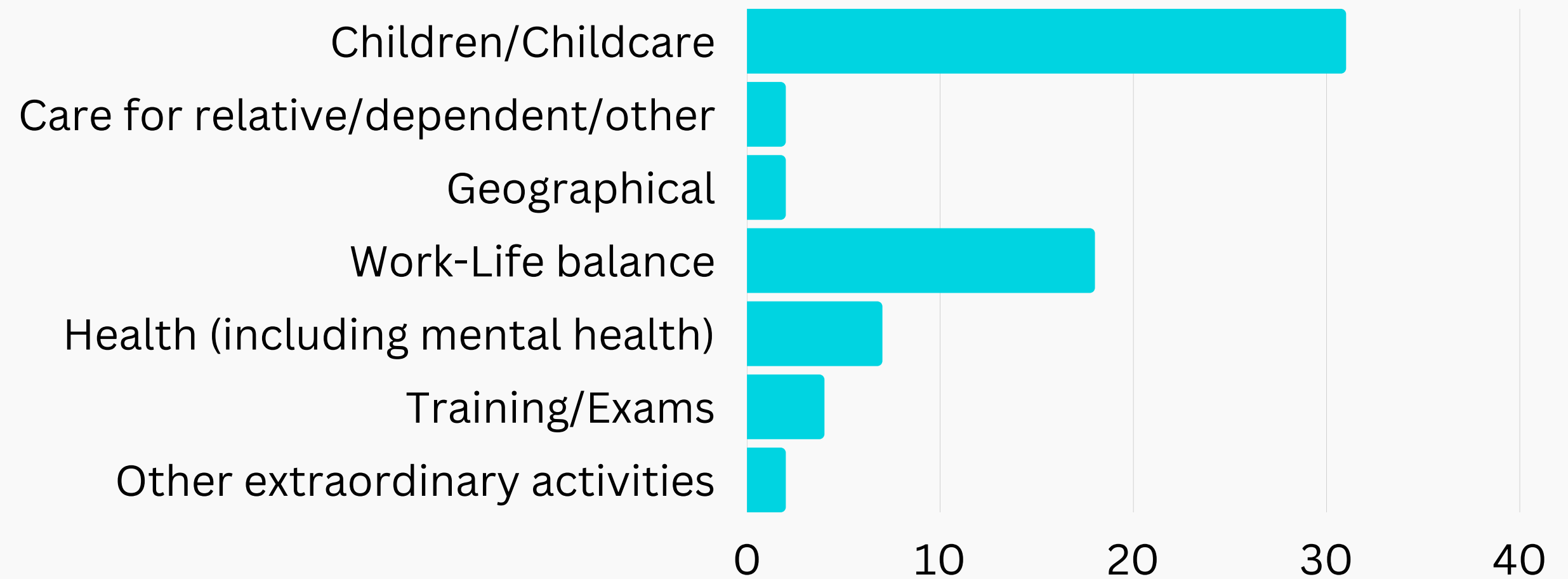
## OCT 2022



36 responses, 42% response rate



### What are the reasons you are LTFT? Please select all that apply



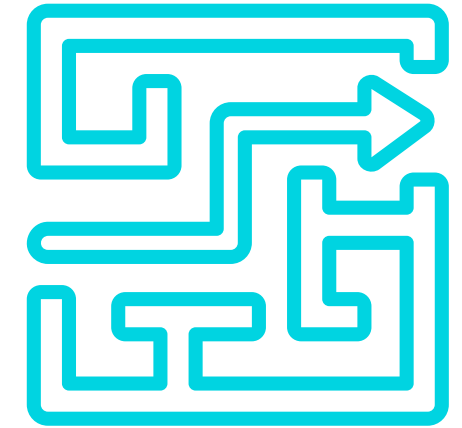
# BENEFITS



- Reduced hours of work, less frequency of on-calls
- Work-life balance, spending time with children/family
- Can have relatively fixed weekly sessions
  
- More time to develop interests: Clinical, non-clinical, outside work
- Less fatigue/burn out from work? Although more balancing act
- Some hospitals have longer rotations so more rounded experience.
- Can return to full-time training at any stage (depending on slot availability)
  
- Studies of both hospital doctors and GPs show that part-timers are happier and more enthusiastic than their full-time colleagues.

*"I don't feel that my life is 'consumed' only  
by work anymore"*

# ISSUES



- Receive a lower wage, pay issues
  - Difficulties with rota design around fixed childcare days, late notice rotas (25%)
  - Rota/pay inconsistency between trusts, administration each rotation
  - less consistency at work: can be harder to build skills and relationships with trainers
  - pro-rata access to study leave and annual leave
  - fixed day opportunities, attending meetings/opportunities on days off
  - trainers may not have understanding of requirements
- 
- Training takes longer, older towards end of training: shift work
  - It can remain difficult for LTFT trainees to balance the pressures between a career and other responsibilities

*"Sometimes interpreted as being "less committed"*



# APPLICATION



- Initial conversation with ES and TPD
- Inform TPD as soon as possible so that you can plan your placements
- Contact LTFT Trainee lead and/or LTFT Postgraduate Dean if any further questions

## Application form:

- Now using Microsoft Forms. All instructions on how to complete it are included in the Form.
- MS Form: <https://forms.office.com/e/wk9mkXbxtM>
- Please ensure you complete the LTFT application form both when you are applying to start working LTFT, and if you are changing your LTFT percentage or returning to full time training.
- Please see the WM Deanery website for more details:

<https://www.westmidlandsdeanery.nhs.uk/support/trainees/less-than-full-time-training>

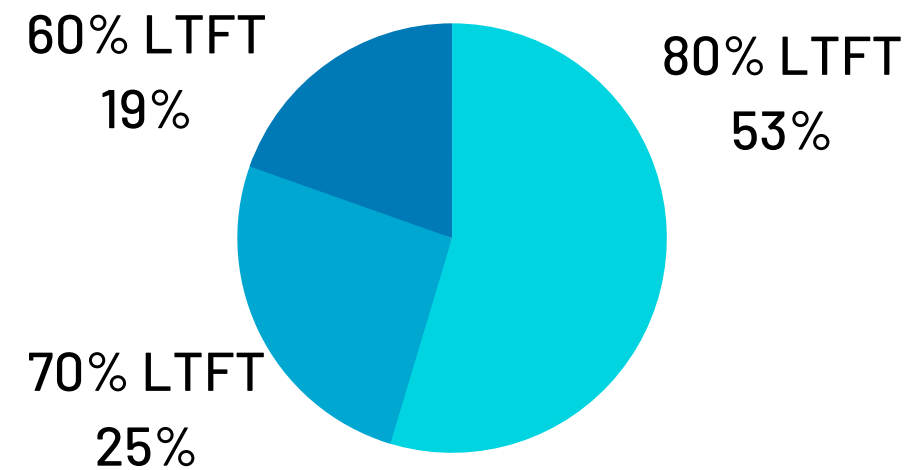
- Deanery sends eligibility certificate, needs to be sent to local HR
- Rota written, 'in line with agreement from your educational supervisor'
- HR send work schedule to trainee: lays out working hours and pay

Also you need to let RCOA know so they can recalculate your CCT date



# % OF FULL TIME

60, 70 or 80% of full time, pro-rata  
50% with Postgraduate Dean Approval



WM LTFT Survey 2022:  
Percentage of Full Time  
Equivalent Worked

## How?

- In full time slot (percentage of each shift), or slot share, '3 for 2', or supernumerary
- Actual number of hours and pay varies between trusts
- Almost everything is done pro-rata as % of FT trainee:
  - evening, night and weekend shifts
  - study leave and annual leave, bank holidays
  - teaching attendance expectation, EDT/SPA time

Your employer is not obliged to give you a fixed day off each week but many do accommodate this as far as possible.

## Factors to Consider

- Reason for working LTFT
- Point in their career
- Rota intensity

- Commute
- Childcare
- Support from family / friends

Look at some example rotas  
They can always increase  
percentage

# TRAINING LTFT

- **PRO RATA** Expectations of rate of progression of clinical experience and amount of non-clinical activities
- **BUT** ARCP and Form Rs remains yearly (can be 12-15 months)
- **SO** e.g. a 70% LTFT trainee is expected to achieve only 70% of the full-time rate of WBPAs/cases mix between annual ARCPs.
- Your 'training year' will take longer e.g. 17 months for ST4, minimum 1 MSF and MTR, Audit
- Their transition between training years/stages may take place between annual ARCPs, may need additional ARCPs

Percentage worked	Rotation length	LTFT equivalent
60%	3 months	5 months
	6 months	10 months
	12 months	20 months
70%	3 months	4.3 months
	6 months	8.5 months
	12 months	17 months
80%	3 months	4 months
	6 months	7.5 months
	12 months	15 months

**2021 curriculum: Competency Based Progression. Potential for 3 months less training time - discuss with TPD early**

**Consultant application time and period of grace remains the same (six calendar months)**

# PRACTICAL POINTS



## Trainees Working on Tier 2 Visa

Reducing hours/drop in salary, could affect eligibility for Tier 2 visa. Ensure full discussion with the **HEE overseas sponsorship team:** [sponsorship@hee.nhs.uk](mailto:sponsorship@hee.nhs.uk). Please ask Dr Helen Goodyear (Associate Postgraduate Dean for LTFT Training) if queries remain.

## Locum Shifts

- "The expectation is that 1-2 locum shifts per month may be undertaken"
- Not filling the slots left empty by them working LTFT
- If it is more than this, needs discussion with Dr Helen Goodyear, Associate Dean for LTFT training to discuss working at a higher percentage of fulltime.



# ROTAS

- Inform HR and anaesthetic department lead
- Ask how the LTFT rotas are set
  - some will send you a full time rota template and ask you to reduce it to your percentage, or split with a trainee (slot share)
  - some will ask for your off days and set you a rota, e.g. on call rota, and then put in your NWDs, or all set for you
- You should be working your percentage of each shift type
  - NWDs
  - LDs (often split into week and weekend nights)
  - Nights (often split into week and weekend nights)


EXAMPLE

		Total	70%
Week day	LD	14	9.8
Week end	LD	8	5.6
Week day	Nigh t	12	8.4
Week end	Nigh t	12	8.4
	ND	59	41

In mat leave: your employer will continue to contribute to the NHS pension scheme for the period of maternity leave on the pay you actually receive.  
If you go onto nil pay, the contributions will be based on the amount of pay received immediately prior to the start of the unpaid period.  
When you return to work following maternity, paternity or adoption leave, your employer should arrange for any contribution arrears to be collected.

# PAY

- 2016 Contract: Pay for All Work Done
- **Basic Pay** is the pro-rata of your relevant pay point for your grade.  $\frac{1}{40}$ th of full time pay x your average weekly hours (e.g. 34)
- Almost never get the additional hours payment, as won't go over average 40hrs
- **Weekend allowance** is based on your proportion of commitment to the weekend rota e.g. you work 5 weekends, the full timers work 9 weekends. Weekend allowance is  $\frac{5}{9}$ ths of the cash value of full time weekend allowance.
- **Night Duty** is 37% added to all your actual night hours
- LTFT allowance £1000/year, in 12 portions

DEPARTMENT
Anaesthetics- Me

PAY AND ALLOWANCES (- = MINUS A)
DESCRIPTION
Basic Pay
Flex PT Trans 2019
Night Duty 37%
Weekend <1in6-1in7

# SUPPORT



- Helen Goodyear, LTFT Postgraduate Dean, Helen.Goodyear@westmidlands.nhs.uk
- Yogita Chikermane Speciality Advisor LTFT, Yogita.chikermane@heartofengland.nhs.uk
- Catherine Brennan Head of School catherinebrennan@nhs.net
- TPDs, ESs
- Trust LTFT Champions:

## Trainee Reps

**WSOA:** Sarah Delahunt, Itftreps@gmail.com, Drsarahdelahunt@gmail.com  
**SSA:** Helen Daley h.daley@nhs.net, Stephen.norris1@nhs.net  
**BSA:** Julia Blackburn, juliablackburn@nhs.net

LTFT@anaesthetists.org  
 training@rcoa.ac.uk

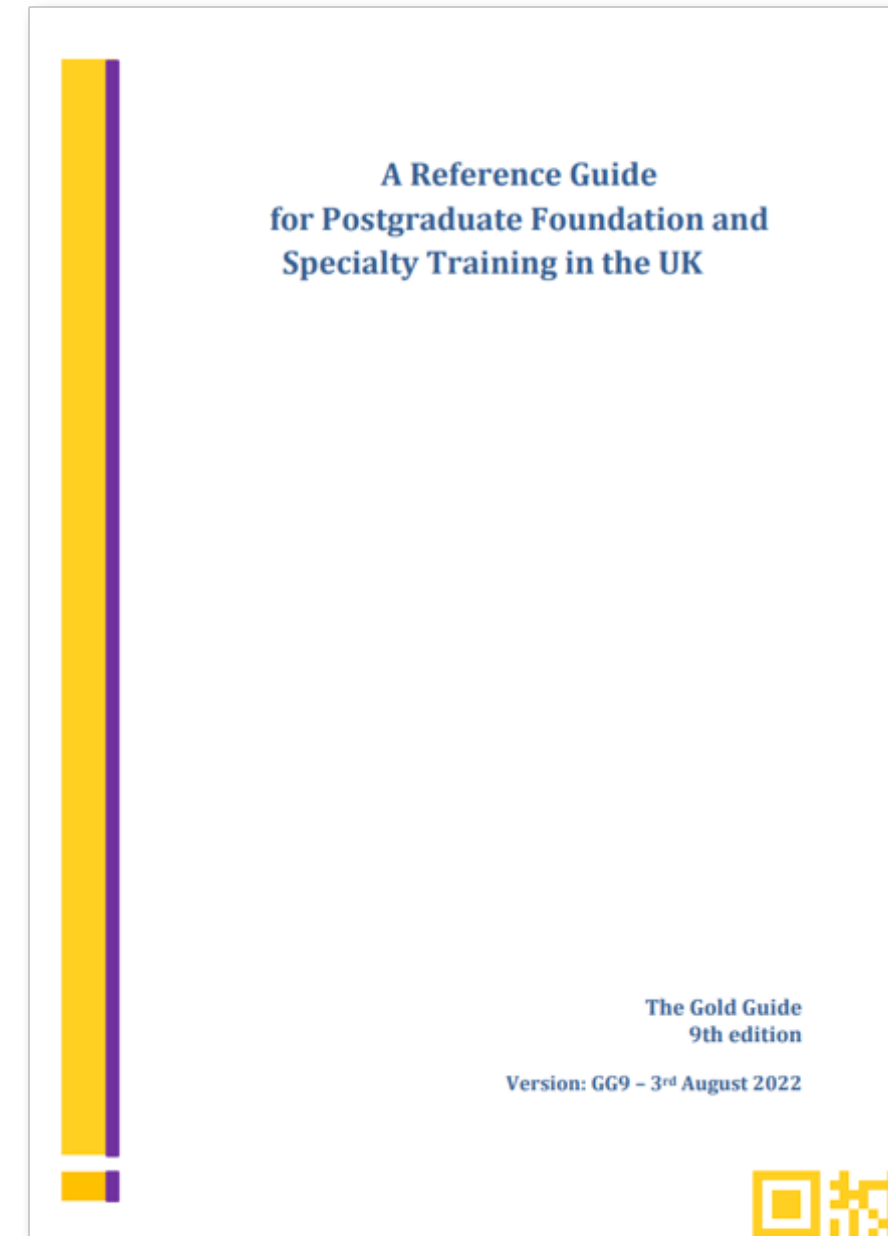
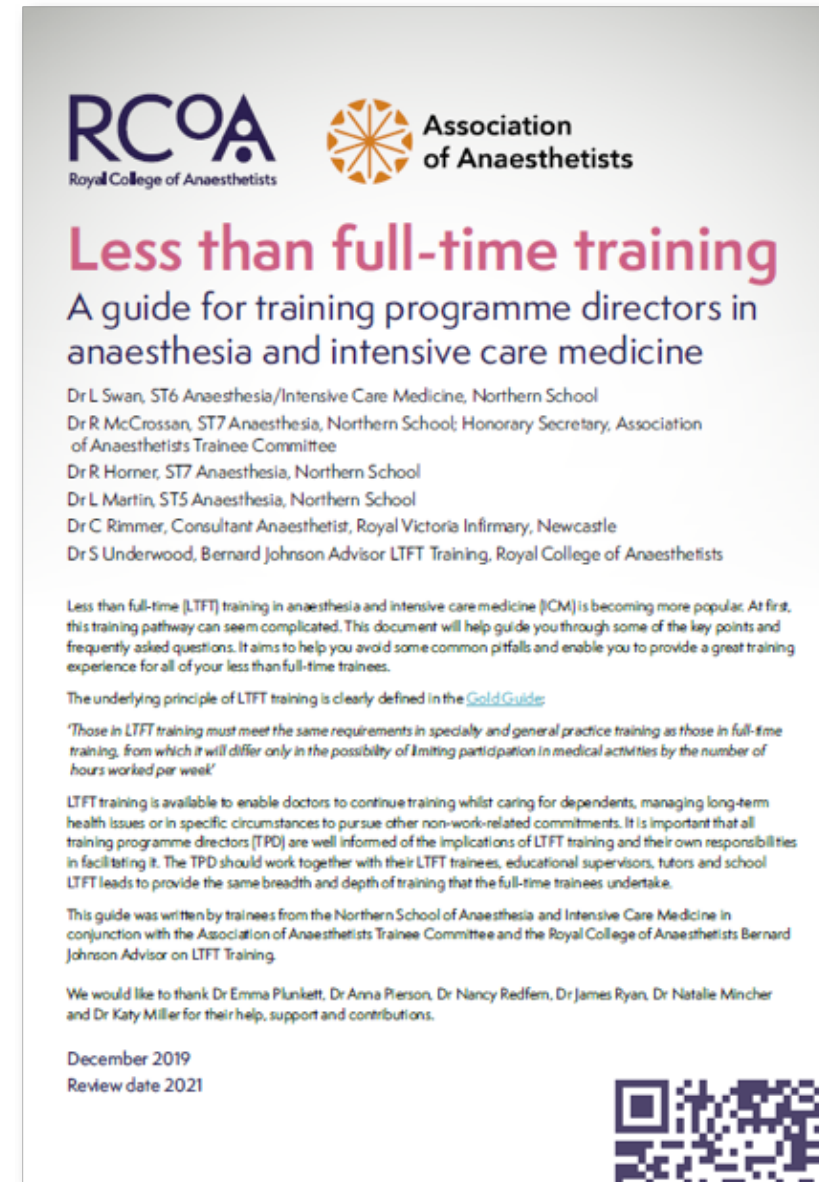
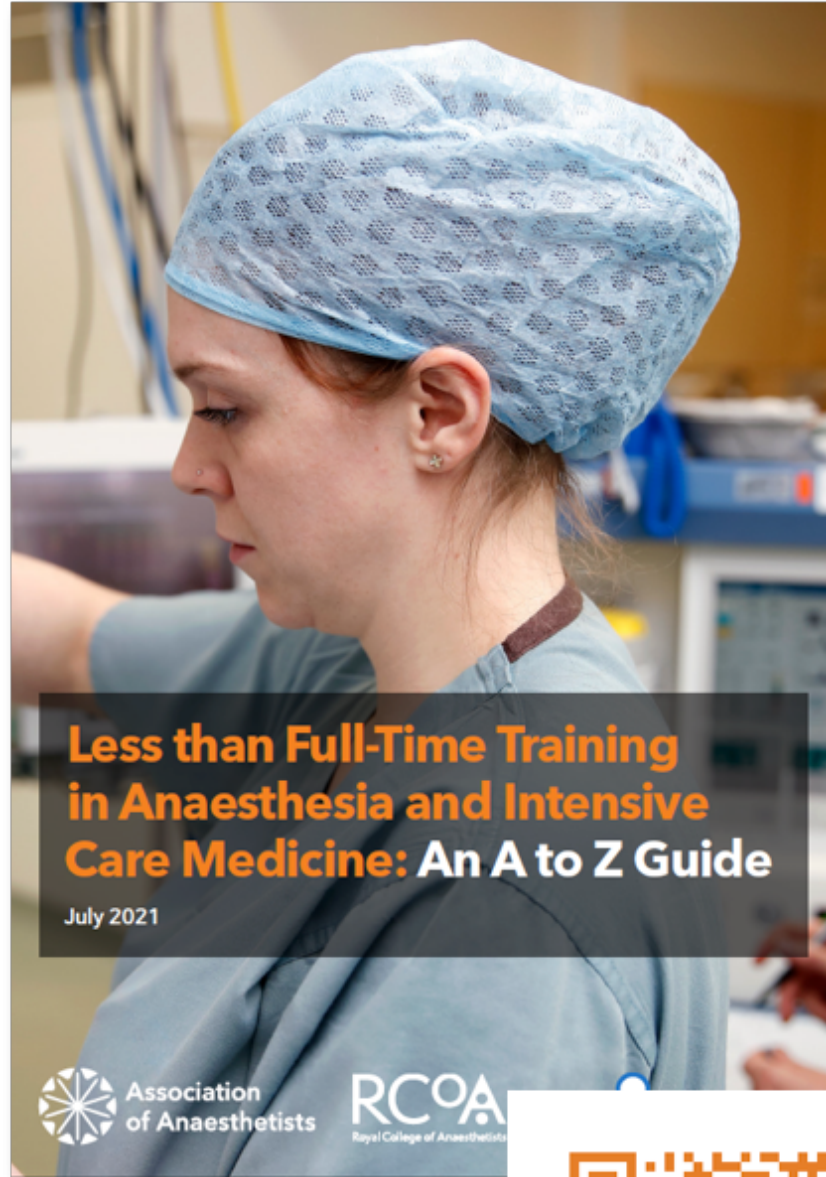
Name	Contact	Trust
<b>ACUTE TRUSTS</b>		
Sarah Bowater (QE)	<a href="mailto:sarah.bowater@uhb.nhs.uk">sarah.bowater@uhb.nhs.uk</a>	University Hospitals Birmingham
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Riya Basu	<a href="mailto:riya.basu@nhs.net">riya.basu@nhs.net</a>	Birmingham and Solihull Foundation Trust
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Mudit Jindal	<a href="mailto:mudit.jindal1@nhs.net">mudit.jindal1@nhs.net</a>	The Dudley Group NHS Foundation Trust
Clare Langley	<a href="mailto:Clare.Langley@uhcw.nhs.uk">Clare.Langley@uhcw.nhs.uk</a>	University Hospitals Coventry & Warwickshire
Tracy Tinklin (mat cover for Klara)	<a href="mailto:tracy.tinklin@nhs.net">tracy.tinklin@nhs.net</a>	University Hospitals of Derby and Burton



## Practitioner Health

Practitioner Health is available for everyone  
<https://www.practitionerhealth.nhs.uk>

# RESOURCES





# RESOURCES

## West Midlands Deanery LTFT Training Website

Updates page

LTFT Training Guide

Downloads and forms



## School websites:

### BSA- [thebsa.info](http://thebsa.info), Pregnancy & LTFT

Pregnancy Pack

Training Planner/Calculator

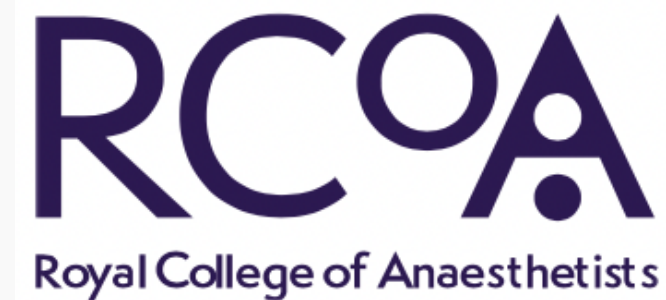
### WSOA, [wsoa.org.uk/trainee-resources](http://wsoa.org.uk/trainee-resources)

LTFT Pay guide

<https://anaesthetists.org/Portals/0/PDFs/Membership/A%20Guide%20to%20Parenting%20During%20Anaesthesia%20Training.pdf?ver=2022-07-12-115831-177>



[Less than full-time LTFT training | Association of Anaesthetists](#)



[Flexibility in training | \(rcoa.ac.uk\)](#)

**Junior doctors**  
the new 2016 contract

[LTFT-pay-guidance-February-2017.pdf \(nhsemployers.org\)](#)



BMA Good Rostering Guide  
[Less than full-time trainees pay explainer \(bma.org.uk\)](#)

# SUMMARY

- LTFT training take-up is increasing
- Anyone can train LTFT - any reason
- Get your application in early
- Understand the practicalities and educational requirements



# TIPS

- Be proactive - take opportunities where you can, plan ahead
- Discuss with CT/ES early - map out your placement, educational opportunities
- Use your time wisely, curate your non-clinical work, use EDT time
- Find a balance, what is important to you?
- Evaluate your situation regularly
- Check your rota and pay carefully!