

LESS THAN FULL TIME TRAINING (LTFTT)

(Previously “Flexible Training”)

Policy and Guidance

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1. Introduction

- 1.1 Less Than Full Time Training (LTFTT) is a scheme whereby eligible Postgraduate Doctors/ Learners and dentists of all grades are able to work on a part time basis. Full time training relates to a 40-hour week and for the purposes of the scheme, “part time” means working from between 50% and 80% of a full time equivalent.
- 1.2 Health Education England, working across North West manages LTFTT for all Postgraduate Doctors/Learners , including General Practice Specialty Postgraduate Doctors/Learners (GPSTs) in general practice (GP) based placements (and Integrated Posts), in the North West.
- 1.3 General Practice Specialty Postgraduate Doctors/Learners (GPSTs) in GP based placements (and Integrated Training Posts or GP+ Posts):

The GP section in Health Education England, working across North West (HEENW) manages LTFTT for GP based placements. If you are applying to train Less Than Full Time in a GP based post (including GP+ and ITP posts), please complete the form, Appendix 11.5, in conjunction with your Programme Director, Educational Supervisor and GP Trainer and return to the Postgraduate Medical and Dental Section of Health Education England, working across North West.

For hospital-based placements, GPST’s are no different from other specialty Postgraduate Doctors/Learners . As the programme rotates in and out of GP and hospital placements the Postgraduate Doctor/ Learner in training is responsible for managing the completion of the necessary paperwork in conjunction with the Training Programme Director.

GPST’s in general practice-based placements are arranged through the GP team once eligibility has been confirmed.

- 1.4 From 30 June 2014 every employee has the statutory right to request flexible working after 26 weeks employment service. Request for flexible working are not covered within this Policy and you should liaise with your employer regarding such requests

2. Scope/Aim

- 2.1 The Improving Working Lives (IWL) Initiative, NHS Policy 2002, aims to improve doctors’ working lives by improving their work/ life balance and providing employment conditions which enable all doctors to work and train in the NHS to their full potential. LTFTT is included as one of the IWL standards.
- 2.2 HEENW fully endorses the principles set out in the NHS Employers’ guidance document – “Doctors in Flexible Training: Principles underpinning the new arrangements for flexible training”.
http://www.nhsemployers.org/~media/Employers/Documents/Pay%20and%20reward/doctorstraining_flexible_principles_cd_080405.pdf
- 2.3 HEENW aims to provide a robust provision of LTFTT, to promote LTFTT and to manage the LTFTT budget in such a way that LTFTT is available to as many eligible Postgraduate Doctors/Learners as possible.
- 2.4 This policy is non-contractual.

3. Eligibility

3.1 LTFTT is available to doctors and dentists (of either gender) in training who are able to present well founded reasons as to why fulltime training is impractical. The eligibility criteria are described in European Union Council Directive 93/16-/EEC 1993 and provisions of the Employment Rights Act (as amended)1996 and its associated legislation and may change from time to time.

3.2 From December 2022 the Eligibility categories have been amended to the following:

- Disability / Ill Health
- Caring Responsibilities
- Welfare and Wellbeing
- Unique Opportunities
- Religious Commitment
- Non-Medical Development
- Career Development

Categories 1,2 and 3 are no longer in use

3.3 Please note the below points which apply to all Postgraduate Doctor/ Learners & Learners in Training:

1. LTFTT will commence only at rotation points – unless an unexpected reason is identified during a placement for example health, carer, parental leave, this includes changes in any percentage in LTFTT training.

2. Increasing back to fulltime will only be allowed at a rotation change and with notice unless exceptional circumstances apply.

3. Should a Postgraduate Doctor/ Learner in training submit an application for LTFTT under the 'Welfare & Wellbeing' category this will be via two windows mid-March to mid-April and mid- September to mid-October each year.

4. If the welfare situation escalates to an 'Ill health issue' then the Postgraduate Doctor/ Learner in training must notify the LTFTT team and provide Occupational Health documentation.

5. Each subsequent rotations for a LTFTT Postgraduate Doctor/ Learner in training will be managed as at present

3.4 Once eligibility is confirmed, the Postgraduate Doctor/ Learner in training will be sent the Less than Full-Time Training Approval Form and a Step-by-Step Guide to assist in it's completion. Please note that for training approval LTFTT Postgraduate Doctors/Learners have to work a minimum of 50% (5 sessions) of the full-time equivalent although 60% is the norm.

3.5 It should be noted that while a Postgraduate Doctor/ Learner in training has the right to **apply** LTFTT and HEENW has a duty to consider each application positively, consideration of service needs will always be taken into consideration.

3.6 For information on the eligibility screening process see section 5 of this policy.

3.7 Appeals

If the Postgraduate Doctor/ Learner in training is deemed not to be immediately eligible for LTFTT they have a right to appeal that decision. They can do this by following the appeals process found in the appendix at section 11.4.

4. Forms of LTFTT

- 4.1 The training programme for a LTFT Postgraduate Doctor/ Learner in training in training should contain the same educational opportunities on a pro-rata basis as that of a full-time trainee, including but not limited to, out of hours opportunity, audit, research and teaching.
- 4.2 On the 18 October 2011 the GMC's Postgraduate Board reinstated a minimum time requirement of 50% for doctors in specialty training who work on a less than full-time basis. There will be provision for Postgraduate Deans to further reduce the time requirement to a minimum of 20% where Postgraduate Doctors/Learners are experiencing exceptional difficulties.

There are three ways a LTFT Postgraduate Doctor/ Learner in training can be accommodated within the HEENW

4.3 Slot-Shares

- 4.3.1 Slot-shares comprise of two Postgraduate Doctors/Learners occupying one full time-post with both Postgraduate Doctors/Learners arranging the out of hours component between them. Each Postgraduate Doctor/ Learner in training in a slot-share works at 60% of their full-time counterparts (to both facilitate effective handover and enable each partner to benefit from the formal teaching programme).
- 4.3.2 The HEENW of the LTFTT funding for slot-share arrangements is agreed automatically and there is no separate authorisation needed from the Associate Dean for LTFTT funding in the post approval process (see sections 5 & 6). 50% of each basic salary is funded centrally through the education contract, with the remaining 10% funded by the HEENW LTFTT budget.
- 4.3.3 "Slot-sharing" is distinct from "job-sharing" in that it does not restrict the Postgraduate Doctors/Learners to work up to a maximum of 50% each for the duration of their contract.
- 4.3.4 It is possible for Postgraduate Doctors/Learners in a slot share post to train at 80%, alongside their slot share partner who could still train at 60%, the additional funding will be provided by HEE.

4.4 Reduced hours in a full-time post (RHFT)

- 4.4.1 In a RHFT arrangement the Postgraduate Doctor/ Learner in training occupies an established full-time post at reduced hours. RHFT arrangements offer the most flexibility as Postgraduate Doctors/Learners in training are permitted to work between 50% and 80% of their full-time equivalents, subject to Local Education Provider (LEP) /Host Trust and specialty agreement. The full-time post is funded through the education contract and so no further funding is committed from the LTFTT budget.
- 4.4.2 The LTFT Post Approval Form must still be completed for a RHFT post.
- 4.4.3 LEPs/Host Trusts are entitled to utilise the leftover funding for the full-time

post (for example where a Postgraduate Doctor/ Learner in training is occupying 60% of a post, the LEP/Host Trust would have 40% left over) as they see fit. Usually this would be to fund additional cover. A Postgraduate Doctor/ Learner in training may, if willing, fulfil the full-time on-call commitment providing the total hours worked does not exceed 40 hours per week.

4.5 Supernumerary

- 4.5.1 Supernumerary placements should only be considered if slot-shares or RHFT placements are not feasible as identifying the necessary funding from the LTFTT budget will be subject to financial constraints and may lead to a significant delay in the start of LTFTT.
- 4.5.2 Supernumerary posts are temporary and exist for a Postgraduate Doctor/ Learner in training only for that specific post and not the entire duration of training.
- 4.5.3 Once a substantive post has been secured and the LEP/Host Trust has agreed to accommodate the trainee, a new supernumerary post is created in addition to HEENW funded full-time training post.
- 4.5.4 The basic salary for supernumerary placements is usually wholly funded from HEENW LTFTT budget, and the LEP/Host Trust pays the out of hours component. Therefore, supernumerary placements place considerably more strain on the LTFTT budget than either of the other forms of LTFTT.
- 4.5.5 The relevant Training Programme Director (TPD) must also confirm that there is capacity within the training programme and host site to support a supernumerary placement – see section 7.3.
- 4.5.6 Postgraduate Doctors/Learners in supernumerary funded placements are permitted to work up to a maximum of 60% of their full-time counterparts. The only exception to this is for Postgraduate Doctors/Learners in their final year of training when by increasing to 70 or 80% there is no additional funding required as the total number of sessions is unchanged and has already been budgeted for. However, in the period of grace this reverts to 60%.

4.6 On-call

- 4.6.1 LTFT Postgraduate Doctors/Learners must do the same amount of on call work pro rata as full- time Postgraduate Doctors/Learners as a minimum requirement
- 4.6.2 Additional hours will inevitably vary from specialty to specialty, and also within a specialty, and even for the same level within a specialty across different LEPs/Host Trusts; this does not affect Certificates of Completed Training (CCT) dates.
- 4.6.3 If willing, LTFT Postgraduate Doctors/Learners are permitted to carry out full time on-call as long as the total hours worked per week (basic plus on-call for which they will receive a LTFT banding) does not exceed 40 hours.; this does not affect CCT dates. As with all LTFT placements, the banding is calculated individually.
- 4.6.4 If a LTFT Postgraduate Doctor/ Learner in training wishes to maintain their on call work at the same level they can do so (and in fact if willing can increase their on call work up to full time providing total hours worked do not exceed 40 as described in 4.6.3) but this will not affect CCT date.

- 4.6.5 LTFT Postgraduate Doctors/Learners are permitted, if willing, to carry out additional responsibilities within the LEP/Host Trust to cover unexpected short-term gaps in the rota, e.g. to cover sickness. It is not permissible for planned absences except with specific consent of the Associate Dean leading LTFTT.
- 4.6.6 In some specialties Postgraduate Doctors/Learners are permitted to train for one year with no on-call responsibilities. This needs to be agreed in advance, in writing, with the relevant Head of School and HEENW.
- 4.6.7 LTFT Postgraduate Doctors/Learners will receive LTFT banding in line with the rota worked.

5. Application procedure

5.1 Eligibility screening

- 5.1.1 Once the Postgraduate Doctor/ Learner in training has decided they wish to apply for LTFTT, they need to have their eligibility assessed against the standard eligibility criteria as set out in section 3 of this policy. Application to Commence LTFT training form.
- 5.1.2 A Postgraduate Doctor/ Learner in training can have their eligibility screened for the scheme by submitting an online Application to Commence LTFT training form. which can be accessed at <https://www.nwpgmd.nhs.uk/content/less-full-time-training>
- 5.1.3 Following submission of the Application to Commence LTFT training form the trainee's eligibility is assessed by the Associate Dean with responsibility for LTFTT or a representative.
- 5.1.4 If the Postgraduate Doctor/ Learner in training is deemed not to be eligible to start LTFT immediately, they have the right to appeal as outlined in section 3.6 above. If the Postgraduate Doctor/ Learner in training is deemed to be eligible a confirmation of eligibility letter and a LTFTT post approval pack will be sent to them. The LTFTT post approval pack comprises of the LTFT Post Approval E-form and a copy of the current LTFT policy which includes a step-by-step placement arrangement guide, a copy of which can be found in the appendix, section 10.3
- 5.1.5 Usually, Postgraduate Doctors/Learners will be informed of the Associate Dean's decision within two working weeks of submitting their application form.
- 5.1.6 Please note that the time period set out in section 5.1.5 may be extended where a Postgraduate Doctor/ Learner in training is applying on the grounds of disability or ill health where further investigations are required, for example where occupational health screening will be required.
- 5.1.7 There may be occasions where the Associate Dean for LTFTT wishes to interview a Postgraduate Doctor/ Learner in training who has applied for LTFTT.

5.2 LTFT Post Approval E-form

- 5.2.1 For detailed guidance on how the LTFT Post Approval E-form should be completed please see the associated guidance document – “Less Than Full Time Training Placement Arrangement Guide”, a copy of which can be found in the appendix of this policy at page 19.
- 5.2.2 If the only way a Postgraduate Doctor/ Learner in training can be accommodated is as a supernumerary trainee, the authorisation of HEENW funding may be delayed by budgetary constraints and the Postgraduate Doctor/ Learner in training placed on a waiting list until it becomes available. This is time based as Postgraduate Doctors/Learners must request approval for each placement therefore a Postgraduate Doctor/ Learner in training may not receive the funding for each placement
- 5.2.3 If a Postgraduate Doctor/ Learner in training is placed on a waiting list, they will be kept up to date regarding the progress of funding authorisation.
- 5.2.4 The LTFT Post Approval E-form must be completed **before** the Postgraduate Doctor/ Learner in training starts in post. Failure to do so could lead to adverse consequences such as non-recognition of training time or being paid incorrectly.
- 5.2.5 Post Graduate Doctors / Learners are required to give **16 weeks notice** to their local office when submitting their application. This is in line with National Guidance

5.3 Existing LTFT Postgraduate Doctors/Learners

- 5.3.1 Existing LTFT Postgraduate Doctors/Learners who are rotating into placements in a different LEP/Host Trust **must** complete a new LTFT Post Approval E-form to confirm that the new LEP/Host Trust medical staffing and finance departments are happy with the planned arrangements. Training Programme Directors should discuss rotations and complete the form with the Postgraduate Doctor/ Learner in training in a timely manner.
- 5.3.2 For the avoidance of doubt, section 5.3.1 is applicable whether the Postgraduate Doctor/ Learner in training is supernumerary, RHFT or in a slot-share as all these arrangements will have a staffing impact, a financial impact, or both.
- 5.3.3 When planning the rotation of a supernumerary LTFT Postgraduate Doctor/ Learner in training it should be considered whether their form of LTFTT should change, i.e. can they be moved into a slot-share or a RHFT. **Every effort should be made to accommodate Postgraduate Doctors/Learners in slot-shares or RHFT posts.**

5.4 LTFTT in General Practice

- 5.4.1 Existing LTFT Postgraduate Doctors/Learners in GP practice-based placements who are rotating into placements in a different practice must complete a new time table to confirm that the new practice is happy with the planned arrangement. **These must be discussed with the Training Programme Director and GP Trainer before submitting for approval.**

5.5 LTFTT application and arrangement timelines

- 5.5.1 Eligibility screening applications may be submitted at any time. Postgraduate Doctors/Learners applying for eligibility under the childcare heading may apply as soon as they know they are pregnant. Any Postgraduate Doctors/Learners applying before they give birth (and who are not otherwise eligible) will be deemed to be eligible pending the birth of their child, and the confirmation letter will have wording to that effect.
- 5.5.2 If eligible, HEENW will send the Postgraduate Doctor/ Learner in training a confirmation letter and a LTFT Post Approval E-form to be completed prior to commencement of LTFT hours.
- 5.5.3 The process of completing the LTFT Post Approval E-form should be initiated ideally three months before the Postgraduate Doctor/ Learner in training is hoping to start as a LTFT Postgraduate Doctor/ Learner in training or is due to rotate into a new LEP/Host Trust in line with national guidance.
- 5.5.4 Postgraduate Doctors/Learners must not start in LTFT training before the LTFT Post Approval E-form has been fully completed as there are likely to be adverse consequences, such as non-recognition of training time or being paid incorrectly.
- 5.5.6 For applications submitted under the 'Welfare & Wellbeing' section, there are two application windows per year in line with the rotations.
Mid-March to Mid-April for August rotation start.
Mid-September to Mid-October for February rotation start.
This is a local office arrangement, designed to help with placement forward planning. Communications regarding each window will be added to the HEE LTFT website pages.

6. Funding arrangements

6.1 HEENW will fund the basic salary of LTFT Postgraduate Doctors/Learners – either via the education contracts or directly from the LTFTT budget (depending on which form of LTFTT), and the LEP/Host Trust will pay the out of hours component.

6.2 The method for calculating pay for LTFT Postgraduate Doctors/Learners can be found in national guidance from NHS Employers, entitled "Equitable Pay for flexible medical training, 2005". The system for paying LTFT Postgraduate Doctors/Learners is one where the basic salary is determined by the actual hours of work, as derived initially from the rota and confirmed by subsequent monitoring.

Further funding information can be found on both websites.

7. Additional guidance

7.1 Study Leave

7.1.1 LTFT Postgraduate Doctors/Learners are entitled to periods of study leave with funding pro-rata of their sessional commitments. For example, a Postgraduate Doctor/ Learner in training working at six sessions per week will

be entitled to 60% of the equivalent full-time study leave funding per year, subject to 7.1.2 below.

- 7.1.2 At the discretion of the study leave budget holder, LTFT Postgraduate Doctors/Learners may be permitted to receive additional study leave funding to undertake necessary courses.

7.2 Annual Leave and Bank Holidays

- 7.2.1 Annual leave and bank holiday entitlement for LTFT Postgraduate Doctors/Learners is calculated on a pro-rata basis. Employers may have additional policies in this regard.

7.3 LTFT post approval (GMC)

- 7.3.1 Supernumerary LTFTT posts only need to be separately approved by the GMC if the addition of a supernumerary post would cause the approved training capacity in that specialty to be exceeded.
- 7.3.2 If the addition of a supernumerary placement would cause the approved training capacity in the specialty to be exceeded then the relevant training programme director should inform the HEENW who will need to apply for the increase to be approved by submitting an updated Form A to -GMC.

7.4 Increase of sessions

- 7.4.1 LTFT Postgraduate Doctors/Learners who are in **RHFT** posts have the greatest flexibility in terms of the number of sessions they can work per week. RHFT Postgraduate Doctors/Learners can work between 50% and 80% of their full-time equivalents. Increases to the initial agreed level must be agreed in advance with HEENW, the Postgraduate Doctor/ Learner in training and the employer, taking into account training and service needs and must not commence without prior written approval. **A fully completed Post Approval E-Form will need to be completed before official confirmation will be provided.**
- 7.4.2 LTFT Postgraduate Doctors/Learners who are in **slot-shares** are generally only permitted to work up to a maximum of 60% each. In the case of one slot share partner leaving the arrangement (for example a period of maternity leave) the remaining partner will usually, with local agreement, be treated as a RHFT Postgraduate Doctor/ Learner in training and has the flexibility described in sub-section 7.4.1. If the slot-share is re-established, both Postgraduate Doctors/Learners will revert to 60% each. **A fully completed Post Approval E-Form will need to be completed before official confirmation will be provided should any circumstances change.**
- 7.4.3 LTFT Postgraduate Doctors/Learners who are in **supernumerary** posts are permitted to work up to a maximum of 60% with no scope to increase beyond, subject to 7.4.4. below.
- 7.4.4 If the supernumerary Postgraduate Doctor/ Learner in training is in the final year of their training and is due to finish their training within the current financial year, they are permitted to increase sessions up to 80%, subject to prior written agreement from the LEP/Host Trust, specialty and HEENW. **A fully completed Post Approval E-Form will need to be completed before official confirmation will be provided.**
- 7.4.5 If the LTFT Postgraduate Doctor/ Learner in training wishes to increase the number of sessions they work then they should contact the LTFTT Administrator at the HEENW to request the necessary form. An increase in hours must be approved by HEENW, Head of School and LEP/Host Trust prior to undertaking increased hours. **A fully completed Post Approval E-Form will need to be completed before official confirmation will be provided.**

7.5 Additional employment

- 7.5.1 No Postgraduate Doctor/ Learner in training is permitted to undertake any additional employment, either within or out of the NHS, to their training posts that requires a medical licence, or any other work without discussion with their TPD or Supervisor.
- 7.5.2 The guidance found at [https://www.nwpgmd.nhs.uk/sites/default/files/Guidance%20-%20Postgraduate Doctors/Learners](https://www.nwpgmd.nhs.uk/sites/default/files/Guidance%20-%20Postgraduate%20Doctors/Learners)

[and trainers%20undertaking%20additional%20work%20V3.pdf](#) applies to all Postgraduate Doctors/Learners in training in regard to additional work and should be followed. If a long-term opportunity arises for additional activity, eg a fellowship this needs discussing with the AD or DD lead for LTFT.

7.6 Returning to Full-Time Training

LTFT Postgraduate Doctors/Learners in training who wish to return to full-time training should contact the LTFT admin team at lftt.nw@hee.nhs.uk at least 3 months prior to their proposed return date, and request a copy of the return to full time training form, which needs to be completed and returned back to the above email address. Postgraduate Doctors/Learners can only return to full time training at rotations in August and February and must not return to full-time training until approval from HEENW has been granted.

7.7 Local Appointment for Training (LAT)

7.7.1 LAT posts are up to one year fixed-term appointments. Those doctors appointed to LATs will not be allocated a National Training Number (NTN) and will be placed for the fixed duration of their appointment regardless of their working pattern (fulltime or less than full time.)

8. LTFT Trust Champions

8.1 Trust Champions are committed to assist and advise LTFT Postgraduate Doctors/Learners in training during their LTFT experience and aspire to ensure the transition to LTFT training is seamless.

8.2 To this effect we are now in a position to implement the role of LTFT Trust champions in each trust as agreed as part of the ACAS discussions between the British Medical Association (BMA), the government and employers during the contract negotiations for doctors in training.

8.3 The role is designed to improve existing local support for LTFT Postgraduate Doctors/Learners in training.

8.4 The champion will be a senior point of contact who advise and assist on behalf of current and potential LTFT Postgraduate Doctors/Learners.

8.5 The Champion will have an overview of all LTFT Postgraduate Doctors/Learners within their trust and will be available to advise and assist any Postgraduate Doctor/ Learner in training within that trust regardless of grade or specialty on any concerns they have over the LTFT process.

8.6 For more information and a complete list of LTFT trust champions please check the LTFT Trust Champions section on the LTFT website page at <https://www.nwpgmd.nhs.uk/content/less-full-time-training/>

9. Responsibilities and duties

9.1 Postgraduate Doctors/Learners

- 9.1.1 Postgraduate Doctors/Learners in training should understand that LTFTT is not an automatic right and its availability is governed by finite resources.
- 9.1.2 When applying for LTFTT, Postgraduate Doctors/Learners in training must ensure all information used in support of their application is accurate and is not in any way misleading. HEENW reserves the right to cross-check all information entered on to eligibility screening forms.
- 9.1.3 Postgraduate Doctors/Learners in training should not dictate the terms and conditions of their LTFTT placements to LEP/Host Trust. The process is one of negotiation between all relevant parties.
- 9.1.4 Postgraduate Doctors/Learners in training are not permitted to carry out any additional employment not covered by sections 7.5.
- 9.1.5 Trust Champions will be available to advise and assist all Postgraduate Doctors/Learners in training in completion of the post approval form.
- 9.1.6 Postgraduate Doctors/Learners in training must ensure that the LTFT Post Approval E-form is in progress in good time before the planned start date of LTFT training. It is the Postgraduate Doctors/ Learners responsibility to be aware of their application forms progress at all times; and raise concerns about the progress of an application with the LTFT Trust Champion or the HEE LTFT admin team.
- 9.1.7 Once the post approval form is completed the trust champion will take ownership and forward to the LTFT admin team at ltft.nw@hee.nhs.uk . On processing the LTFT team will include in their confirmation email the trainee, the trust champion, the specialty school representative at HEE and the LEO.
- 9.1.8 Existing LTFTT Postgraduate Doctors/Learners in training must ensure that a new LTFT Post Approval E-form is completed for planned rotations where there is a move between LEPs/Host Trusts or a move between specialties within the same LEP/Host Trust, working in conjunction with the Training Programme Director.
- 9. 1.9 Postgraduate Doctors/Learners in training should notify HEENW (and other relevant parties) when there is a change in circumstances relating to:
 - 8.1.9.1 The planned start date
 - 8.1.9.2 Their eligibility
 - 8.1.9.3 A proposed change to their LTFTT arrangements
 - 8.1.9.4 The LEP/Host Trust they are working at (i.e. rotations)
 - 8.1.9.5 Resignation from the training programme

9.2 Health Education England, working across North West

- 9.2.1 HEENW will treat all LTFTT applicants, who meet the eligibility criteria, equally, regardless of race, gender, age, disability, religion or belief, sexual orientation or any other protected characteristic.
- 9.2.2 HEENW is responsible for ensuring that all LTFTT of any kind is undertaken in posts and programmes that have been prospectively approved by GMC.
- 9.2.3 HEENW will manage the LTFTT system in such a way that information pertaining to a LTFTT Postgraduate Doctor/ Learner in training (application information or otherwise) flows between all relevant parties. “Relevant parties” includes, but may not be limited to; the Trainee, Training Programme Directors, Lead employer personnel, trust staffing officers, finance officers and sections of the HEENW
- 9.2.4 HEENW is committed to enabling as many eligible LTFTT applicants as possible to train on a LTFTT basis. This includes promoting the mainstreaming of LTFTT and ensuring that supernumerary placements are arranged only as a last resort.
- 9.2.5 HEENW will endeavour to adapt its policy from time to time to reflect changes in national guidance and/or legislative changes relating to LTFTT or part-time working in general. Changes to LTFTT policy will be communicated to all relevant parties in good time.
- 9.3 LEPs/Host Trusts**
- 9.3.1 LEPs/Host Trusts are expected to treat LTFTT Postgraduate Doctors/Learners no differently from full-time Postgraduate Doctors/Learners , and in accordance with the policies and procedures of the lead employers.
- 9.4 The Training programme**
- 9.4.1 The responsibilities of training programme directors and educational supervisors (or college tutors/ specialty leads) for LTFTT Postgraduate Doctors/Learners are no different to full-time Postgraduate Doctors/Learners except for the additional requirements described in the “LTFTT Placement Arrangement Guide” which can be found in the appendix at page 18. This includes annual training assessments (NB Assessments should not be carried out pro-rata for LTFTT Postgraduate Doctors/Learners).

10. Further resources/contacts

10.1 National guidance

10.1.1 NHS Employers have published two guides to LTFTT which can be downloaded from:

<http://www.nhsemployers.org/PayAndContracts/MedicalandDentalContracts/JuniorDoctorsDentistsGPRag/Pages/DoctorsInTraining-FlexibleMedicalTraining.aspx>

10.2 Contacts

10.2.1 A list of LTFT trust champions is published on the LTFT webpage for your information.

11. Appendix

11.1	Application to Commence LTFT form (online)	P16
11.2	E-Approval Form	P17 – 18
11.3	Placement Arrangement Guide	P19
11.4	Appeals process	P20 – 21
11.5	GPST LTFTT application form	P22 – 23
11.6	GP Specialty Postgraduate Doctor/ Learner Timetable	P24-25

11.1 Eligibility Screening

Application to commence LTFT Training

IMPORTANT – Please Read

Please note you are only eligible to train Less Than Full Time if you have a confirmed substantive post with Health Education England. If you are in the process of applying for a post, you may only apply for LTFT training once it has been confirmed. All fields in the form are mandatory fields, failure to complete all fields in this form will cause a delay to the eligibility being confirmed.

LTFT Training will commence at the next rotation point (or with a minimum of **16 weeks notice**) unless there are exceptional circumstances. If there are exceptional circumstances, please advise whilst stating your reasons for wanting to train LTFT i.e Ill Health/Disability or Caring Responsibilities

Completed forms should be sent to ltft.nw@hee.nhs.uk under subject heading **Application to commence LTFT Training**.

Forename:	Forename	Surname:	Surname
Email Address:	Email Address		
GMC Number:	GMC Number	Training Grade	Training Grade
Specialty	Specialty	Contact Telephone:	Contact Telephone
Do you have a substantive post with Health Education England (North West)?			Yes/No
What is the start date of your Health Education England (North West) substantive post?			Date
Are you on Tier 2/Skilled worker Visa? If yes, please ensure you are aware of the minimum salary/working hours requirements. More information can be found by clicking here			Yes/No
Please tick the relevant box below and provide further information. Click here for more information on the individual options.			
<input type="checkbox"/> Disability/Ill Health <input type="checkbox"/> Caring Responsibilities <input type="checkbox"/> Welfare and Wellbeing (Work/Life balance) <input type="checkbox"/> Unique Opportunities <input type="checkbox"/> Religious Commitment <input type="checkbox"/> Non-Medical development <input type="checkbox"/> Career Development			
Enter text			
Please indicate the preferred percentage you wish to work – Please note that this a preference and is not a guarantee			WTE
If applying under a disability or ill Health, have you engaged with Occupational Health and/or your GP?			Yes/No
Please tick to confirm that you understand your LTFT training will commence at your next rotation point and any changes to your LTFT working hours, including returning to full time will only be permitted at rotation points unless there are exceptional circumstances and sufficient notice being provided i.e Returning from maternity leave/carer etc			<input type="checkbox"/>
By completing this form, I confirm that the information given is correct and complete to the best of my knowledge. I understand that any false or misleading statements may be sufficient grounds for terminating any arrangements made.			
Signature: Signature	Date: Date		

11.2 LTFT Post Approval Form

Less Than Full Time Post Approval E-Form

As the Postgraduate Doctor/ Learner in training you are responsible for ensuring this form is completed IN FULL and returned to Health Education England prior to starting in post. **The form is to be completed electronically by filling in the grey sections and forwarding for the next stage by email.**

1. Complete the POSTGRADUATE DOCTOR/ LEARNER DETAILS section and forward **by e-mail** to your Training Programme Director for completion of their section. **N.B: GP ST3 or GP Postgraduate Doctors/Learners based in a GP Practice do not need to complete this form. Please contact the GP team via gptraining.nw@hee.nhs.uk to obtain the correct form.**
2. Upon completion of the TPD section, please ensure you tick the box in the Educational Supervisor section unless your TPD has placed you in a supernumerary post in which case your form needs returning to the LTFT team at ltft.nw@hee.nhs.uk for approval by the Associate Dean responsible for LTFT. In this case your TPD will need to provide supporting information as to why supernumerary funding is required.
3. Upon completion of the Educational Supervisor section forward the form to LTFT Training Champion at the Trust where you will be working for completion of the LTFT Training Champion Section.
4. Please note the completed post approval form will only be accepted from the LTFT training champion from their email address. This is for information governance reasons; request they copy you in.

If the form is not completed in full it will be returned to you unprocessed. Please help avoid delays by ensuring all sections are completed in full and the form is completed in a timely manner. Any delay could have an impact on your pay and your training time.

Postgraduate Doctor/ Learner in training Details	
First name: First Name	Surname: Surname
Other Name(s): Other Name(s)	Any previous name(s): Previous Name(s)
Home Address: Home Address	
Email Address: Email Address	GMC Number: GMC Number
Specialty: Specialty	Training Grade Training Grade
N.B GP surgery posts should be applied for via the HEENW GP team. Please contact gptraining.nw@hee.nhs.uk for further information.	
Is this your first LTFT post?	Yes/No.
Are you on a Tier 2 Visa and ensured training LTFT you will meet still minimum salary/working hours requirements?	Yes/No
Are to returning to work after a prolonged period of absence (usually longer than 3 months)? If yes, please check the SuppoRTT website to see if this would be a better alternative - https://www.nwpgmd.nhs.uk/supported-return-to-training	Yes/No

Please check the box to confirm your circumstances have not changed and that you still meet the eligibility criteria.	<input type="checkbox"/>
Please check the box to confirm you are committing to LTFT for the entirety of your rotation and returning to full time during this time will only be permitted under exceptional circumstances with sufficient notice being given.	<input type="checkbox"/>
Signed: Signature	Date: Date

To be completed by the Training Programme Director or FPD	
Name: Full Name	Email Address: Email Address
Please confirm the post applying for (Choose only ONE of the following three options):	
Slot Share (60%) <input type="checkbox"/>	Reduced Hours (50% - 80% WTE) <input type="checkbox"/>
Name of slot share partner: Full Name	Percentage Hours/ WTE: WTE %
Supernumerary (60%) <input type="checkbox"/> N.B Supernumerary posts are subject to available funding. Please provide below the reason for requesting a Supernumerary post: (additional supporting information may be requested) Enter Text	
Start date of this LTFT post: Date	Finish date of this LTFT post: Date
Trust where this post will be based: Trust Name	
Training Programme Director: I confirm the information in this section is accurate and has been agreed with the Postgraduate Doctor/ Learner in training and Local Trust:	
Signed: Signature	Date: Date

N.B Supernumerary posts require additional funding. Please forward to the LTFT team for approval before completion of the next stage (ltft.nw@hee.nhs.uk)	
LTFT Associate Dean: I confirm that HEENW funding has been approved for this Supernumerary post:	Yes/No
Name: Full Name	Date: Date

Educational Supervisor – TO BE COMPLETED BY THE TRAINEE	
Please check box to confirm that you have or will make your educational supervisor aware of your LTFT status at your earliest opportunity.	<input type="checkbox"/>

To be completed by Trust LTFT Training Champion on behalf of Medical Staffing and Finance	
LTFT Training Lead: By completing this section I confirm that the requirements for the Postgraduate Doctor/ Learner to commence in a LTFT placement which may include a banding supplement have been approved and medical staffing are aware of their needs.	
Name: Full Name	Date: Date.

11.3 Placement Arrangement Guide

Less Than Full Time Training Placement Arrangement Guide

The following is a guide outlining the steps that must be taken in order to arrange a Less than Full Time (LTFT) Training placement

1. Postgraduate Doctor/ Learner in training informs the Training Programme Director (TPD) that eligibility for LTFT training has been confirmed and indicates when they hope their LTFT training can commence.
2. Postgraduate Doctor/ Learner in training discusses with the TPD possible placements at least three months in advance to determine which form of LTFT Training can be arranged (i.e. supernumerary, slot-share or reduced hours in a full time post), and to identify an educational supervisor (ES), or College Tutor where appropriate.

If only a supernumerary placement is feasible then the, LTFTT Administrator, must be informed to determine whether funding will be available before progression to the next step. Section 2 of the e-approval form stating the reason why Supernumerary funding is required needs to be completed and returned to the LTFT administrator. The information will be considered by the LTFTT Associate Dean and a response will be sent to the TPD and Trainee.

If the addition of a supernumerary Postgraduate Doctor/ Learner in training to the programme would exceed approved training capacity then the HEENW will need to apply for the increase to be approved through submitting an updated Form A to GMC, signed by the Postgraduate Dean and the relevant Training Programme Director

3. The TPD will then contact the Educational Supervisor to confirm their acceptance of a LTFTT placement and forward the e-approval form.
4. The Educational Supervisor will first seek approval from the clinical director and then the trust's medical staffing and finance departments.
5. Medical staffing and finance departments' support must be confirmed as there will be staffing and financial implications.
6. If the proposed placement has not been accepted then the TPD will consider alternative placements.
7. The completed form must then be sent to the LTFTT Administrator as soon as possible.

For all subsequent placements steps 2-7 must be followed and a new LTFT Training approval form completed.

Please contact the LTFT administrator for further information or for LTFT, all Non-Hospital General Practice LTFT post applications please contact, Helen Dykstra at Helen Dykstra@hee.nhs.uk

11.4 Appeals process

Scope

A Postgraduate Doctor/ Learner in training who has applied for Less Than Full Time Training (LTFTT) and has been deemed ineligible for the scheme can appeal that decision by following this appeals process.

Issues with the employing trust (or equivalent body) relating to salary, provision of out of hours in excess of those required for educational approval or an employers refusal to host a LTFT Postgraduate Doctor/ Learner in training on cost grounds, should be addressed in accordance with the policies and procedures of the lead employer.

Notification of Appeal

Once the Postgraduate Doctor/ Learner in training has received the letter confirming their ineligibility from the Associate Dean, and they wish to appeal that decision, they must first contact the LTFTT Administrator (within 7 working days of the date of the aforementioned letter) who will provide a Notification of Appeal form and a copy of this appeals process.

The Notification of Appeal form should then be submitted to the LTFTT administrator within 21 working days of receipt.

Appeals process

Stage 1

Once the trainee's Notification of Appeal form has been submitted, a meeting will be arranged to be held within 14 working days.

The stage 1 meeting will involve:

- The Postgraduate Doctor in training
- The Postgraduate Doctors in training representative
- The Associate Dean with responsibility for LTFTT
- An independent note taker

The Postgraduate Doctor/ Learner in training is permitted to be accompanied by a representative which may be; a friend, a representative of the relevant professional body or a work colleague. Legal representation is not permitted.

The stage 1 meeting will be informal and its aim is to provide an environment for both parties to air their views and reach an amicable conclusion.

If in concluding the stage 1 meeting there is an agreed outcome, this outcome will be confirmed by letter to the Postgraduate Doctor/ Learner in training within 3 working days of the meeting.

If there is no agreed outcome then the process moves on to stage 2.

Stage 2

If in conclusion of stage 1 there is no agreement between the parties then the Postgraduate Doctor/ Learner in training must confirm by letter that they wish to continue the appeal, addressed to the Associate Dean, and within 7 working days of the stage 1 meeting.

Upon receipt of this letter an appeal hearing will be arranged to take place within a further 30 working days and confirmed with the trainee. This appeal hearing will be led by the Postgraduate Dean or a nominated representative.

The Postgraduate Doctor/ Learner in training and the Associate Dean must submit a Statement of Case to the Postgraduate Dean no later than 14 working days prior to the date of the hearing. The Statement of Case should include:

- The reason for the appeal
- A simple list of events in chronological order
- Copies of all relevant correspondence and written evidence
- Details of any accompanying representatives

The appeal hearing will be a meeting between the trainee, the trainee's representative (if applicable), the Associate Dean and the appeal hearing panel, and is an opportunity for both parties to communicate their views and the panel to reach an equitable decision. Further information not included in the statements of case is also permitted to be discussed, provided the panel has had adequate time to review it.

The appeal hearing panel comprises of:

- The Postgraduate Dean (or a nominated representative)
- A representative from the NHS employer, nominated by the chief executive (this would normally be a member of Human Resources)
- A Postgraduate Doctor/ Learner in training representative
- A lay representative
- LTFT Admin minute taking (if required).

The decision of the panel, and the reasons for making that decision, will normally be announced at the end of the hearing and will be confirmed to both parties by letter within 7 working days. If, for any reason, a decision cannot be made at that time, it will be communicated to both parties as soon as possible, and within 14 working days.

The decision of the panel is final.

11.5 LESS THAN FULL TIME TRAINING (LTFTT) APPLICATION FORM

Department of Postgraduate General Practice Education

You should complete this form if you wish to train on a less than full time basis for posts in a GP Specialty Training Programme only – you will also need to apply separately for funding if you are in a hospital-based post.
For any queries please contact Gemma Bradshaw, Primary Care Manager

All doctors are able to apply for less than full-time training. LTFT training in HEENW is currently limited to those doctors in training who are unable to work or train full-time.

You should complete this form if you wish to train on a less than full time basis for GP Practice Based posts – you will also need to complete the relevant forms separately for a hospital-based post.

I hereby formally apply for Less Than Full Time Training in a GP Practice Based Post

I confirm that:

- I have applied for and had my eligibility confirmed in accordance with HEENW LTFTT Policy
- This application is only for GP practice based post(s) in the GP Specialty Training Programme
- I accept that I may be asked to verify any of the information supplied.
- I have discussed this with my GP Educational Supervisor and Programme Director
- I will notify HEENW of changes to my circumstances that affect my eligibility for flexible training.

Signed Date

.....
GP Specialty Trainee

To be completed by Programme Director:

I can confirm that I have discussed this request with the GP Postgraduate Doctor and Educational Supervisor

Signed..... Date

.....
GP Programme Director

(an e-mail statement supporting the application will be accepted)

When **ALL** signatures in the sections above have been obtained, please forward the completed form to: **GP Education Manager, Health Education England, working across North West , 3 Piccadilly Place, Manchester M1 3BN** for approval.

Please ensure that **ALL** sections of the form are complete. Incomplete applications will **NOT** be accepted and will be returned to the Postgraduate Doctor/ Learner in training for completion.

LESS THAN FULLTIME TRAINING TIMETABLE

Postgraduate Doctors name (please print):

Start date of THIS LTFT period: End date of LTFT period:

Percentage to be worked: Level of trainee: (eg ST1, 2, 3)

Trainee is on the OLD / NEW Contract (please delete as appropriate)

Trainers name (please print): Practice:

Please indicate below the activity of the trainee during the week, FOR EXAMPLE –

- Tutorial
- Structured teaching programme
- Surgery
- Team Meetings
- Visits
- Education activity (eg private study)
- Not working

Timetable prepared to demonstrate compliance with 2016 junior doctor hours for GPST's and to ensure correct mix of Clinical time (C), Break (B) and Education time (E)

PLEASE ENSURE THAT THE TIMES OF EACH ACTIVITY ARE INCLUDED

	Time	Activity	(C) hours	(B)* hours	(E) hours
Monday					
Tuesday					
Wednesday					
Thursday					
Friday					

* A half-hour lunch break will be taken each day between 12:00 – 13:30, but exactly when it is taken will depend on the nature of visits.

We agree that the above timetable is an accurate reflection of the weekly timetable.

Signed (trainee): _____

Signed (trainer): _____

Date: _____

The general practice working week is made up of 10 half days – called sessions. Each session is approximately equivalent to 4 hours and 10 minutes of work. A full time GP Postgraduate Doctor/ Learner in training will have 7 clinical sessions (seeing patients) and 3 educational sessions. The educational sessions will be a combination of tutorials, formal GP study release teaching programme, and private study time. 10 sessions is the standard working week. OOH and extended hours are in addition to this.

The following table explains how this ratio of clinical to educational time will change in a standard week depending on the percentage of LTFT training. The total number of sessions for each category over the whole of your training period will be roughly the same whether you are full time or LTFT.

% training	Clinical	Educational time	Not at work
100%	7	3	0
90%	6.3	2.7	1
80%	5.6	2.4	2
70%	4.9	2.1	3
60%	4.2	1.8	4
50%	3.5	1.5	5

Every Postgraduate Doctor/ Learner in training should be having some tutorials, some formal teaching, and some private study time. There are no right or wrong answers about how you plan your weekly timetable. We advise you to sit down with your educational (or clinical) GP supervisor and plan how you are going to organise your working week taking into account the training time you have left and the GP practice you are working in.

Top Tip: It will be easier to run sessions together on different weeks to make up fractions. For example, if working at 50%, you could have one 2-hour tutorial every 2 weeks rather than one 1 hour tutorial every week which might be too short. However, this depends on you and your supervisor.

ST3 Teaching Programme

The ST3 structured teaching programme is an essential part of GP training. Programmes run on an annual basis, starting in August, and have been designed as a complete package of essential material. They also provide an essential opportunity for peer support and learning. These programmes normally account for 30 sessions and are compulsory. In order to maintain attendance at the teaching programme and attend in one block with one cohort of peers, it is acceptable to vary the balance of clinical and educational sessions throughout your training i.e. have more educational sessions when the programme is running and less when not, maintaining the 7:3 ratio overall.

In ST1 and 2 it is recommended that you attend teaching every week where possible. Any variation in this should be discussed with your clinical and educational supervisor, and/or programme director.

Out of Hours (OOH) commitment

LTFT Postgraduate Doctors in training are required to do the pro-rata equivalent of OOH sessions as full-time Postgraduate Doctors in training. This means a minimum of 12 OOHs sessions over the ST3 period and 6 OOH sessions over any period of 6 months WTE general practice in ST1 or 2. Any variation to this to be negotiated with GP educational supervisor and related to development of appropriate competencies.