

Progression for LTFT Resident Doctors

Introduction

The RCPCH view is now that Resident Doctors (RDs) should not routinely progress faster than the ascribed time. In practical terms, this means that the College do not feel it is reasonable to routinely allow those working Less Than Full Time (LTFT) (either 0.5, 0.6, 0.7 or 0.8) to progress at the same rate as those working Full Time (FT). However, it is still possible for RDs, whether working FT or LTFT to progress quicker than the allotted 7-year training time, if they are judged to be competent to do so.

Amendments to process

RDs progression after less than 1-year Full Time Equivalent (FTE) should not be assumed, however it will still be possible for those that want to progress.

If an RD wishes to progress at a faster rate than their LTFT %, they will need to have achieved the relevant competencies for that stage of training and have written support from their Educational Supervisor (via an ES report) to do so. This will then be reviewed at an ARCP panel.

There will be a minimum period of time both in core (ST1-ST4) and in specialty (ST5-ST7) training. In addition, overall training time can only be reduced by a maximum of 1 year (FTE) for both LTFT and FT RDs, with a minimum training time of 6 years. You can opt to reduce your training time at the end of ST2, ST4 or ST7 only, as competencies at ST4 and ST7 are clearly defined by the college (completion of core and speciality competencies). The school will define satisfactory progression at the end of ST2 as having achieved at least 50% of the key competencies required for end of core and having achieved all written parts of the MRCPCH exam. The same principles of acceleration will apply to RDs who are working FT.

Process for RDs training at 60%

For RDs training at 60%, the school will continue with the current model of three 6-month posts being the equivalent of two 6-month FT training posts. This means that RDs working at 60% are completing a year of FTE training in 10.8 months. Most RDs do not work 60% FTE for the whole of training, but if they did it would work out at 6.3 years FTE (75.6 months) in total rather than 7 years (84 months).

RDs working 0.6 FTE throughout training will already have shortened their training from 7 to 6.3 years, so the school proposes that they would only be able to further accelerate by 6 months (3.6 months FTE). This means that for all trainees, FT or LTFT, the minimum acceptable training time will be 6 years FTE.

Please note that your CCT calculator will give the exact date you are due to progress to the next grade and this may be mid-rotation. At each ARCP, the panel will look at your calculator to see how much training time you have completed so far in the grade and amend as appropriate to fit with the above model.

Process for RDs training at 80%

For RDs working at 80%, an additional 6-month post will be completed at the end of ST2, the end of ST4 and the end of ST7. If an RD working at 80% completes all three additional posts they would complete training in 8.5 years (6.8 years FTE, 81.6 months) rather than 7 years (84 months).

If an RD chooses to complete only 1 of the additional posts, they will complete training in 6 years FTE (72 months), 1 year less than a full time RD.

At the end of ST2, ST4 or ST7, an RD can opt to not complete a 6-month additional posts, and therefore accelerate training. This can only be twice in training- you cannot shorten your training by more than 1 year. You can only request this if all competencies have been achieved at the relevant stage of training.

Process for RDs training at 100%

Full time RDs may also accelerate training at the ST2, ST4 or ST7 timepoints. As with RDs wishing to accelerate FT RDs will need to have achieved all the relevant competencies for that stage of training and have the support of their ES. Please note, training can only be accelerated by a maximum of 12 months in total.

CCT Calculators

The Programme Support Team will now complete CCT calculators on behalf of the Resident Doctors. Please note, you will receive an updated calculator from the team if you have been or are currently training LTFT, if you have been on maternity/paternity or adoption leave or have had any period of sickness or OOP. These calculators will replace the current college calculators. Each resident Dr will be sent a copy for their records.

If you are training LTFT, your CCT calculator will reflect when you are due to progress to the next grade based on your LTFT %. For example, if you are an ST1 training at 80%, your calculator will show progression to ST2 in December rather than September to account for less than full time training. At each ARCP, the calculator will be reviewed by the panel and updated to support the above model. If it is agreed at ARCP you can accelerate training following the above guidance, this will be accounted for on your calculator.

Summary

The school anticipates that those RDs with extensive experience prior to starting the training programme will wish to progress more rapidly earlier on, potentially at the end of ST2, but may not wish to accelerate in Speciality training. If an RD does choose to accelerate, and the ARCP panel approves this, then the unused training time will be lost- the clock (and CCT date) is effectively reset at the start of the next training grade.

The school does not intend to apply this retrospectively and will be implementing it after the Winter ARCPs with the intention that it will be effective by the Summer 2025 ARCP round.