

Greater flexibility for trainees

HEE LTFT Category 3 initiative – RSM year two evaluation findings

In response to trainees' feedback seeking more opportunities for flexible medical training, Health Education England (HEE) introduced the Less Than Full Time (LTFT) Category 3 (Cat 3) initiative in three specialities (Emergency Medicine, Obstetrics & Gynaecology and Paediatrics) across England. This year, the initiative is expanding to all other post-graduate specialities.

RSM UK Consulting LLP (RSM) in conjunction with Dr Katie Webb (Cardiff University) were commissioned by HEE to conduct a three-year longitudinal evaluation of the initiative. This is the second year of the evaluation, and involved surveys with LTFT Cat 3 trainees (n=108), full-time trainees (n=676) and educators (n=238), and interviews with employers (n=11). Response rates were significantly higher in Y2 than Y1.

Impacts of the LTFT Cat 3 initiative on trainees



100%

of survey respondents agreed/strongly agreed that it has increased their sense of work/life balance



100%

of survey respondents agreed/strongly agreed that it has increased their sense of wellbeing



93%

of survey respondents agreed/strongly agreed that it has increased their likelihood of remaining in training

Impacts on future career plans



86%

of LTFT Cat 3 survey respondents intend to become an NHS consultant

Interest in training LTFT



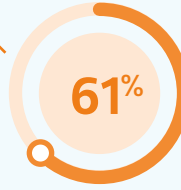
86%

of FT survey respondents would consider training LTFT
The majority of these trainees (79%) would consider an 0.8 WTE role

Wider trainees



Educators



Impacts on service provision

29% of wider trainees and 61% of educators regarded LTFT Cat 3 as having negatively impacted on service provision. Interviews with employers suggested a similar perception.



Being LTFT is the only thing that has enabled me to continue training without taking time out due to burn out