

RCPsych Flexibility in Training Policy for Training Time Reductions

Background

Under the new Psychiatry curricula (2022) there is no mandatory time requirement for trainees to meet within Psychiatry training which opens the possibility for fast-tracking trainees who are performing above their expected level.

The Specialist Advisor for Quality Assurance and RCPsych Dean have coordinated a comprehensive system to ensure that those trainees who meet the requirements to be fast-tracked are able to do so but also ensure that the standard and quality of consultant psychiatrists is not impacted.

Previously, fast-tracking or reducing training time was only considered under the Accreditation of Transferable Competencies Framework for those trainees who had previous training experience in another medical specialty. With the lack of mandatory training time requirements for training under the new curricula combined with the legislative changes that happened due to leaving the EU and therefore, no longer being beholden to the requirements of EU Directive 2005/36/EC on the recognition of professional qualifications, this increases the possibility for flexibility within formal training.

It is still expected that most trainees will require the full 36 months of Core/Higher training with only exceptional trainees being considered for fast-tracking.

Limitations

The trainee workforce provides a key element of service provision within the NHS and as a result, it is necessary for local educational bodies to consider this as part of training time reduction requests.

The training time reduction can be no more than 12 months.

Requirements

1. *Sufficient Evidence:* It is necessary that the trainee demonstrate through sufficient portfolio evidence to an ARCP panel that they are working at a higher level than expected. This should be a combination of evidence such as further WPBAs undertaken at a higher level than their training level, job plans from previous this

could be through documented evidence such as clinic letters, meeting minutes but should not be reliant entirely on testimony.

2. *Local Support*: Training time reductions should be supported by the local education team with clear letters of support being written by the Training Programme Director and Head of School. It is expected that there would be informal support from both the Educational Supervisor and the Psychiatric supervisor. Training time reductions are required to be signed off at the ARCP panel, and panel discussion training reduction is advised to include appropriate externality.
3. *Exceptional Candidates*: Training time reductions should only be considered for those trainees who either:
 - have substantial prior experience in psychiatry which has resulted in them performing above their grade (this experience is not required to be within a GMC approved training post, international experience should also be considered)
 - trainees who perform above their grade consistently within their post and this is demonstrated in both their clinical and non-clinical skills and knowledge. For these trainees it is expected that a training time reduction would be recommended by a supervisor in the first instance.

Approvals Process

The following form should be completed by the Training Programme Director or Head of School for the relevant trainee: <https://forms.office.com/r/QWvcniLx2Y>

It is important that as much information as possible is given regarding the request including ensuring the trainees portfolio can be accessed to considered portfolio evidence uploaded.

This should be completed prior to the final ARCP to be considered for the following outcomes:

- **Provisional Approval** (Approval given pending ARCP panel sign off)
- **Approval**
- **Postponed** (Decision to be considered post ARCP)
- **Rejected**

Less Than Full Time (LTFT) Training

Training time reductions should not be considered to allow trainees operating at LTFT to complete training in three calendar years at less than 100% but should be considered regarding the same mechanisms as full-time trainees and for the same reasoning.

Sub-specialty endorsements

Reductions in training time for sub-specialty endorsements need to be considered in a similar way but the requirements for support and the time allowed are different.

For a reduction in training time within an endorsement post **a maximum of 3 months** can be reduced. It needs to be signed off by the **approved trainer** for the sub-specialty in the first instance prior to obtaining support from the TPD.

College support is only required **after** ARCP panel approval is given for sub-specialty endorsements to be granted with less time.

The signed ARCP confirming the endorsement with a clear explanation as to sufficient demonstration of capability and how much time reduction (in months) was allowed for the endorsement should be emailed to psychiatrytraining@rcpsych.ac.uk