

Please read to the end for information about numbers of locum shifts during strike action.

For context, the WM Deanery LTFT web page says:

"Health Education England's Statement for LTFT Trainees Working as Locums

LTFT trainees can do locum shifts but it is expected that this will be in the department where they are working and have educational supervision. Trainees must follow the Good Medical Practice standards. The expectation is that 1-2 locum shifts per month may be undertaken. If it is more than this then this needs discussion with Dr Helen Goodyear, Associate Dean for LTFT Training to discuss working at a higher percentage of full time. Trainees are encouraged to discuss any issues regarding doing locums they are uncertain about with Dr Goodyear. An LTFT trainee should not be doing locum shifts for slots left empty by them by working LTFT. The other restriction is that postgraduate doctors in training should only be doing locums in the West Midlands and not in other deaneries, to do a locum in another deanery needs Postgraduate Dean's permission."

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

Helen Goodyear additionally advises these key points:

- If lots of locums are being done by a PGDiT (trainee) then NHS England Midlands (as WM Deanery are now called) would be keen to see an increase in working percentage if at all possible.
- **All locums must be declared on form R at ARCP** where there are likely to be discussions about working at a higher percentage.
- As a broad rule a PGDiT doing locums should be on target for an ARCP outcome one and should discuss doing those locums with their ES.

To answer some key questions that have been asked:

Please note the below FAQ are guidelines and it is really important for trainees who feel they have circumstances and reasons to work outside what is written below to contact Dr Goodyear on h.goodyear@nhs.net

Why is it max 2 locums per month standard for all percentages?

The standard was set after discussion including PGDiTs, with discussion with Helen. It is a Deanery standard.

How should we count an evening locum? Does that count the same as a long day, when it comes to the number of shifts worked?

Dr Goodyear says: Shifts are of various lengths and I am happy for there to be leeway here with 2 shorter sessions counting as 1.

Is there still a restriction to 2 locums per month whilst there is ongoing strike action?

Dr Goodyear says: In unprecedented times such as with strike action then a temporary increase in locums is acceptable – however this will still be subject to review at ARCP.

How many locums are acceptable during this unprecedented strike time? Do individuals going above 2 per month need to let you know/ask you by email?

Dr Goodyear says: As long as the PGDiT discusses the temporary increase with their **educational supervisor** then I don't need emailing. None of us know how long strike action will go on for or for

how many days a week it will entail. If the ES feels it is reasonable then I am sure it will be acceptable. Perhaps anyone going over an average of 4 locums per month should be in contact.

Regarding the issue of not picking up locums that have been left empty by being LTFT: This is difficult to work out if there are slot shares 3-in-2, what should we do about this?

With 3 PGDiTs in 2 slots it is difficult to know whose locum it is especially with individualised rotas and so it is important to look at one's own individual rota

The Deanery website also says LTFT PGDITS are expected to only locum in the department they are currently working at - is there a reason for this and can we work in other departments?

When doing locums, the PGDiT is still the responsibility of the responsible officer (i.e. the Postgraduate Dean). If working outside the West Midlands then the permission of the Postgraduate Dean is needed whether working full or less than fulltime as a PGDiT.

If working in the West Midlands but outside the department where you are currently working, ideally then it should be in a department where you are known and a consultant can act as CS and report back to ES ready for ARCP or if there are any serious incidents

Dr Goodyear also emphasises: If PGDiTs wish to work differently to the above then they should make contact with herself for a discussion. Helen is really friendly and approachable, and so do not hesitate to get in touch with her if you have any personal queries or issues, e.g., you want to work a higher number of locums for a short time for a specific reason/short term circumstances (aside from the strike action reason as detailed above).

Please note her email address is now h.goodyear@nhs.net