

## WORKPLACE-BASED ASSESSMENT (WPBA) AND LESS THAN FULL-TIME TRAINING (LTFT)

1. Less than full-time (previously referred to as 'flexible') trainees work fewer than 10 sessions a week (40 hours) so their training is extended over a longer period. During this time, they will be expected to demonstrate progression in their chosen specialty in just the same way as trainees working full time.
2. The General Medical Council (GMC) has not ruled on the rate at which workplace-based assessments should be undertaken by less than full-time trainees. In the interim, it is proposed that less than full-time trainees should do WPBAs *pro rata* to their number of sessions. In this way, they will accumulate the same number of assessments during their training but at a slower rate. Due to the limitation on minimum hours, this will not mean that the period between assessments becomes too long (6 WPBAs per year is one every 2 months or one every 4 months for a trainee on the minimum half-time working rate). Workplace-based assessments should usually be spread over the whole period but will have to take into account attachments the trainee has been undertaking, e.g. some clinical or laboratory assessments can only be undertaken during specific attachments.
3. The above applies to DOPS, ECE, Mini-CEX and CbD. MSF will continue to be undertaken at the same rate irrespective of the rate of working of the less than full-time trainee (i.e. every 2 years after the first).
4. Deaneries/LETBs should note that less than full-time trainees presenting at an Annual Review of Competence Progression (ARCP) will not have undertaken the full number of assessments over the previous year, as would be expected of a full-time trainee.
5. **LTFT trainees undertaking research**  
If the research has been approved by the GMC towards the award of the CCT then the full workplace-based assessment portfolio is required. For example, if trainees are undertaking one nine-month block of research and all of that time is being counted towards their CCT, then WPBAs should be conducted in the normal way. This is because such trainees must be able to demonstrate that they have met all of the requirements of the CCT programme as well as gaining additional research competences. More than likely, those WPBAs that are undertaken in the research block will be related to the research and therefore will be possible to arrange.

If research is not being counted towards the CCT then WPBAs are not required.

Assessment Department  
May 2018

