

Emergency Medicine Run Through Training Pilot: Arrangements for Offering Run Through Training to Existing Acute Care Common Stem (ACCS) Emergency Medicine (EM) and CT3 Emergency Medicine (EM) Trainees

Guidance for Trainees, Heads of Schools, Training Programme Directors, Emergency Medicine Faculty, Employers, Local Education Training Boards (LETBs) and Deaneries

In 2014, an Emergency Medicine Run Through Training pilot will commence. Whilst there are various components within the pilot, this guidance has been specifically created to clarify arrangements for **offering run through training to existing, eligible Acute Care Common Stem (ACCS) Emergency Medicine (EM) and CT3 EM trainees.**

1. Why have an Emergency Medicine Run Through Training Pilot?

The proposal to pilot run through training in Emergency Medicine emerged from the Health Education England (HEE) Emergency Medicine Workforce Implementation Group in response to the “crisis” within the specialty. The run through proposal was presented in August 2013 and quickly gained widespread support. It was always acknowledged that the pilot alone would not solve all the workforce issues in Emergency Medicine but would be one part of a wider package of measures. The hope is that the change would encourage recruitment and reduce attrition.

The Emergency Medicine Run Through Training Pilot has the support of the College of Emergency Medicine, the General Medical Council, the BMA Junior Doctors Committee, Emergency Medicine Trainee representatives, Health Education England and the Devolved Administrations.

2. Who is involved in the pilot?

All Local Education Training Boards (formerly known as “Deaneries”) in England are participating in the pilot, as well as all of the devolved administrations - Wales, Scotland and Northern Ireland.

3. What are the key elements of the EM run through pilot?

There are two elements:

- a) **Conversion of existing posts:** Existing, eligible ACCS Emergency Medicine CT1, ACCS Emergency Medicine CT2 and CT3 Emergency Medicine trainees will be **offered** the opportunity to convert to run through status.
- b) **Recruitment to new posts:** Recruitment to ACCS Emergency Medicine in 2014 will be at CT1 or ST1 level, and successful applicants (not LETBs / Deaneries) will decide whether they wish to be CT1 or ST1.

4. Who is eligible to convert from Core Emergency Medicine training to Run-Through Emergency Medicine training?

Eligible trainees are: Those appointed and currently training as an ACCS EM (CT1-2) or CT3 EM (with the exceptions listed under point 5).

Trainees on maternity leave, sick leave, out of programme, etc remain eligible.

5. Who is NOT eligible to convert from Core EM training to Run-through EM training?

- a) **LATs:** Those appointed as a Locum appointed for training purposes, known as “LATs”, are not eligible. Therefore, if the offer letter to the trainee, following a national or local recruitment episode, states the appointment is as a “LAT”, then these individuals are ineligible as LATs are fixed terms appointments, normally used to fill a gap in the programme.
- b) **Other ACCS specialties:** Those training in other ACCS disciplines are not eligible for run-through training. The pilot is for Emergency Medicine trainees only.
- c) **Extension to training:** Those who are in a CT3 remedial extension (ie those who completed a year as CT3 but have been given an additional period of training) are not eligible.

6. How will ACCS Emergency Medicine ST1/CT1 trainees be recruited in 2014?

Guidance relating to the 2014 recruitment process is available through the document: Emergency Medicine Run Through Training Pilot: Arrangements for ST1/CT1 Recruitment. Should you require a copy, please contact your local LETB/Deanery.

This guidance specifically relates to management of an offer of run through training to existing, eligible CT1 and CT2 ACCS EM and CT3 EM trainees.

7. Why are trainees who are in a CT3 Emergency Medicine remedial extension (ie have completed one year as a CT3 but then given additional time, extending their training) ineligible to receive a run through offer, yet people who are currently in CT1 or CT2 ACCS EM remedial training are eligible?

It has been agreed that ST/CT 1/2 ACCS EM trainees in remedial training should be treated and managed the same as all other trainees in remedial training at that level: through the ARCP process. The reason for not permitting CT3 EM remedial extension trainees to move to run through is because this would be unfair to those CT3 trainees who satisfactorily completed training but were unsuccessful in national selection ST4 in 2013.

8. Will ST4 Emergency Medicine recruitment continue?

Yes, ST4 recruitment will continue to allow a route of entry into higher training. This will also provide an opportunity for trainees to move between training programmes competitively if they do not meet the criteria for an inter-deanery transfer.

9. If I am successful and accept the offer as a run through post, and then later decide to go abroad, am I permitted to do so?

A trainee is not disadvantaged by accepting a run through offer. This is not an issue for those specialties which are already offering run through training. Trainees in Emergency Medicine who accept a run through offer may seek permission to leave the programme to explore other opportunities; this may be achieved through the out of programme mechanism (OOPE/T/C as

per the Gold Guide) subject to local processes/decision making. Alternatively, trainees may choose to resign their post and leave their programme - and are free to apply through ST4 recruitment in the future. The ST4 person specification has been amended to accommodate this.

Many trainees in Emergency Medicine who fully intend to complete their training and work as Consultants in the UK wish to obtain some training abroad or gain experience in other environments. In those circumstances LETBs / Deaneries should consider a supportive approach as far as possible to allow this to occur and broaden the trainee's development.

10. What is the difference between run-through training and core training?

With run-through training, progression is uninterrupted; trainees progress through ST2, ST3, ST4, ST5 and ST6 automatically, **provided curriculum requirements are fully satisfied including College examination requirements**. Uncoupled training, however, is split into three years of core training (CT1, CT2 and CT3), before entering higher specialty training at ST4 level. **With this path, entry to ST4 is a competitive process, which involves applying for a post, and receiving an interview if you are shortlisted - much as you would at the start of CT1 training.**

For example, if a trainee accepts a run-through offer and converts from CT2 to ST2, then there would be no need for an interview to gain a higher post; the trainee would simply continue to progress to completion of training, subject to meeting the curriculum requirements.

11. Does the offer of run through training to ACCS EM affect the other ACCS disciplines?

No. The run through pilot only applies to ACCS Emergency Medicine. There is no offer of run through training to other ACCS disciplines (ie ACCS Anaesthesia, ACCS Acute Medicine); their recruitment and management is unchanged.

12. Has the training curriculum changed as a result of the pilot?

No, successful applicants will continue training as per the GMC approved curricula at present, and the planned duration of training (6 years) remains the same.

13. How will the pilot be evaluated?

The evaluation will be conducted by Health Education Yorkshire and the Humber, the Lead LETB for Emergency Medicine. The evaluation will focus on recruitment and retention within Emergency Medicine, the numbers of trainees entering ST4 and ultimately reaching CCT. Evaluation will take the form of an annual report produced for three years (2014-2016).

14. Will the pilot solve ALL of the challenges in Emergency Medicine?

This is one element of the HEE Emergency Medicine Workforce Implementation Group's proposals and of course won't solve the EM workforce issues by itself. The intention is that it will contribute by making EM more attractive to new trainees and reduce attrition. If it did, then the additional trainee numbers might help to mitigate intensity and workload for everyone.

15. How will the offer to run through training be managed?

The process will be managed by local LETBs/Deaneries, within the timescales outlined below. LETBs/Deaneries will contact all eligible trainees and offer them run through training.

The timeline is as follows:-

- a) Letters offering “run through” to eligible ACCS EM and CT3 EM trainees will be sent by 24 January 2014.
- b) Responses from trainees confirming whether they wish to be a run through trainee or not should be sent to the local LETB/Deanery by 5pm on 28 February 2014.
- c) Employment / contractual arrangements managed and confirmed (if required). Timescales to be agreed locally. It is recognised that if there is no “Lead Employer” arrangement in place, point c) may not be required.

16. How do LETBs/Deaneries know which trainees to send the run through offer letter to?

LETBs/Deaneries have database systems in place which record details relating to trainees, level of training and progression. LETBs/Deaneries will work with their Heads of Schools/Programme Directors to ensure eligible individuals are identified. **If trainees have not heard from their local LETB/Deanery by 24 January 2014, yet feel they meet the eligibility criteria as outlined in point 3, then they should contact their local LETB/Deanery directly, but not prior to 24 January 2014.**

17. If an eligible trainee does not accept the offer of a run through training post, however then changes their mind and wishes to move to run through, is that permitted?

Eligible trainees must decide whether they wish to take up a run through post by 5pm on 28 February 2014 and convey this in writing to their local LETB/Deanery. Once 28 February 2014 has passed, there is no flexibility after this date to move to run through status. **Accordingly, applicants are encouraged to think carefully about the decision they make, and seek advice well in advance if they are unsure whether they want to train as a run through trainee or core trainee.**

18. Is this process open to challenge?

All documentation and template letters concerning the run through pilot, and in particular the process of implementation, have been reviewed by solicitors, and whilst legal challenge can never be ruled out it is considered that these changes and the processes to be applied are reasonable. Local LETBs/Deaneries are responsible for managing implementation.

19. What happens next?

LETBs/Deaneries have been provided with a standard template letter and pro-forma for response, and will be responsible for contacting eligible trainees locally to offer them run through training. The letters will be sent as per the timeline in point 15.

20. Support for Trainees with questions– who is available?

Should trainees have questions or any concerns, they should contact their local LETB/Deanery. To help make their decision, trainees may seek views from trainers, senior trainees, trainee representatives, other faculty, careers advisers, etc. Ultimately it is the trainee's responsibility to consider the offer, make a decision and reply to the local LETB/Deanery accordingly.