

GP Training Programme Construction Guidance

October 2021

Introduction

The GP training model in England and Wales is for all training programmes to eventually be constructed with 24 months spent in general practice posts and 12 months spent in specialty posts (24/12). Scotland and Northern Ireland are considering options for implementing the same model.

This guidance provides support for deaneries on the type of posts they can develop and advertise to prospective GP trainees and the construction of GP training programmes.

Legislation

1. The GMC has confirmed that:
'...the 3 year minimum time period for GP training overall, and the minimum time periods for the individual components of GP training, were derived from the [RPQ Directive](#) and were implemented under s34J of the [Medical Act 1983](#). Section 34J of the Act has now been repealed and we are no longer subject to the terms of the RPQ Directive, which means there are no longer minimum requirements set out in legislation for GP training (or any other specialty training). To reflect this, the schedule to the PMET Order has been amended to remove minimum training periods for all specialties, including GP.'
2. Although the overall minimum training duration is no longer dictated by legislation, the GP training programme remains a three year programme which is based on the GMC approved curriculum for general practice training.
3. There remains a GMC requirement to record all training accurately. This includes the total time in specialty posts and overall training time so that they hold accurate information for the purposes of the [Swiss Citizens Rights Agreement](#) (SCRA) and trainees can be made aware of the impact of not meeting the minimum Directive training periods (6 months specialty, 6 months general practice and 36 months overall) should they wish to exercise their rights under the SCRA.
4. The legislative change means we can apply:
 - greater flexibility in construction of training programmes
 - no minimum time required in specialty posts, other than general practice
 - more time in general practice posts

Post Definitions

5. *General Practice* - experience purely in general practice based posts (including remote consultation).
6. *Integrated Training Post (ITP)* - experience in a combination of general practice and other relevant posts including outreach posts based in the community, specialty posts usually based in hospital, and integrated care. It can also include a non-specialty element such as Research or Leadership. Posts previously known as GP+ are considered ITPs.
7. *Specialty* - experience purely in a formal specialty post usually based in hospital and can include specialty time donated from previous experience.
8. *Academic* - designated posts in research and academic areas (ACF or ACL) which are in addition to the GP training programme requirements.

Programme construction

9. GP training is a three year programme and should be planned as such. The programme should include a balance of experience driven by the learning needs of the trainee and the requirements of the curriculum. Programmes should be constructed based on local post availability and funding.
10. At least 12 months (wte) should be spent in general practice with the final 12 months ideally all spent in general practice.
11. Training programmes should ideally include at least 18 months of general practice. In the 24/12 model a total of 24 months should include general practice experience. This can be a combination of GP posts and ITPs.
12. The remaining time can be a combination of any post type, keeping in mind EU Directive minimum requirements for those who may wish to work in the EU or Switzerland post CCT and the consideration of service provision.
13. All GP training placements must facilitate the completion of mandatory Workplace Based Assessments (WPBAs). It is recognised there are non patient facing, but clinically relevant specialties or placements which offer useful learning and experiences. If it is not possible to complete the WPBA requirements within these placements, then alternative arrangements need to be considered. This could for example include incorporating the placement with general practice as part of an ITP. WPBA is a longitudinal assessment programme, and all trainees should be given equal opportunities to complete their assessments throughout training.
14. Time spent in posts which are non-clinical and non patient facing and are not formal specialties, such as Leadership, Research and Commissioning will not count as specialty time where this may be needed (such as for SCRA) but can contribute to the overall three year training programme.

15. It is important to reference each post to the curriculum and 13 capabilities. It is particularly helpful to provide this as justification for non-specialty elements to ensure they can contribute to the training programme and for trainees to understand what is expected in terms of learning and progress.
16. Time spent in designated academic posts (ACFs or ACLs) is not part of the three year training programme and does not count towards it, nor the specialty or general practice components.
17. If there is any exceptionality in the construction of a training programme, this should be noted on the ARCP form. Where any EU Directive minimum duration has not been met, a comment should be added to an Outcome 6 ARCP noting that the trainee has been informed of the implications of this and that all requirements for CCT have been met.

Integrated Training Posts

18. Posts which integrate general practice with other relevant experience can be beneficial for trainees offering the opportunity to design a programme which is more relevant to general practice. These posts support the 24/12 model as they are considered as general practice.
 - a) These are flexible posts which may include a range of different clinics relevant to general practice and where the non-GP element may not be spent in a single specialty and could be based in the community or where work is undertaken by integrated teams.
 - b) Posts should ideally not be shorter than 4 months to ensure there is enough time spent in all elements of the post to provide sufficient opportunity for learning and documenting that learning.
 - c) A maximum of 6 months (wte) in total (of the 36 months) of a non patient facing element could be included as part of an ITP but would not normally be included as a substantive post. This could include specialty or non-specialty time.
 - d) A Clinical Supervisors Report (CSR) is usually expected for each element of the post where time is spent in general practice and one other specialty. For other experience, one CSR which covers all elements of the post is acceptable. It is the responsibility of the trainee to show learning across the entirety of the post and document the full scope of learning.

Recording Posts

19. All posts must be recorded and labelled clearly in the Trainee Portfolio so that there is an accurate record of training. This is a GMC requirement.
20. For ITPs:
 - a) These posts count as general practice but must be labelled correctly on the post list and anywhere in the Trainee Portfolio with what was included in the post alongside general practice to ensure an accurate record of training.

- b) A prompt appears when adding a new post to confirm if it is an ITP. If ITP is selected, post details can be added for a second specialty within the training period.
- c) If an ITP includes more than two components or the experience type is not available in the drop-down list, the post description can be used to add additional information about the construction of the post, or the experience included.

Combined Training

- 21. With ATC and CCT (CP) options in postgraduate training, consideration must be given to how to construct a programme where the trainee spends less than three years in the GP training programme.
- 22. Any contributing time from previous training or experience should ideally not be repeated in GP training.
- 23. A minimum of two years should be spent in the GP training programme. All of this time could be in general practice posts.

Approval

- 24. This revised training model does not differ significantly from what is currently available and has already been applied in some areas. Approval of the programme as a whole is not required by the GMC.
- 25. For any post where more than two sessions or one day per week are spent in any location, that site must have GMC approval. This is to ensure that the location meets GMC standards for training. Therefore, if a new ITP is developed, if the locations for both elements already have approval, no further approval is required.
- 26. If approval is required for a new location, the deanery should make this application directly to the [GMC](#). This is an automated process via GMC Connect. The College has no role in the approval process but may be asked for support by the deanery in assessing whether a new location is appropriate.
- 27. If a location where more than two sessions are spent in training is not approved, any training time spent there should not count towards the award of a CCT.