

# **Less than Full Time Doctors Survey 2012**

By Helen Burt & Sethina Watson, F1s in Severn Deanery

## **Abstract**

In 2012, a survey of more than 190 doctors working less-than full-time (LTFT) revealed levels of career satisfaction, working patterns, childcare arrangements and support needed by those working LTFT. It also identified major advantages and disadvantages to working in this capacity. Male (2.6%) and female (97.4%) respondents originated from 12 Deaneries in England and Wales.

The vast majority of respondents (97.3%) worked LTFT due to care-giving, ill-health or disability grounds. Respondents included all grades of doctor from foundation year 1 to consultant level. Overall satisfaction levels with working LTFT were good: 29.7% stating it was a very positive and 50% stating positive experience. However, nearly 1 in 3 stated that their experience lead them to change their career goals. Working patterns were typically working 60% of full-time with 50% of on-calls and out-of-hours working. Around 40% were in a slot-share or supernumerary position. Nearly 60% of trainees completed the same number of work-place based assessments as their full-time colleagues. The majority of respondents were able to participate fully in audit, presentations and teaching. However, many had no involvement in service improvement projects, research or publications.













Main advantages found were the ability to work efficiently during the day and development of good skills in time management and prioritisation. The main disadvantages were less continuity of patient care and/or handover issues, longer training and lower pay. With regards to childcare the survey revealed a surprising number (50%) relying on nurseries during the normal working day – leading to pressure to leave on time. Only 14% used a nanny during a normal working day. Respondents most often sought support from partner or spouse. Most felt supported by peers or senior colleagues but report lower levels of support from junior colleagues or NHS trusts. Several areas of support needed were mentioned – networks (online and in-person), mentors, national LTFT meetings, greater clarity of the role of LTFT with HR, rota staff, Deaneries and supervisors. Many also mentioned support with the application process and a simplification of administration involved.

This survey is important for doctors who can learn more about the possibilities of part-time working, how others find it and to aid them in planning their career. Information specific to foundation doctors will be presented. More information will enable them to make informed choices to facilitate work-life balance in the future. The survey was conducted by two LTFT foundation year 1 doctors working in Severn Deanery. Inspired by their positive and negative experiences they sought to discover how others rate working LTFT. The term may include 'less-than', but these respondents are more-than providing an important contribution to the NHS while achieving satisfaction with work-life balance.






The survey below is taken as exported from Survey Monkey. Names and contacts have been removed.

# Less than Full Time Doctors Survey 2012



## 1. Please select your deanery.

		Response Percent	Response Count
Defence Postgraduate Medical Deanery		0.0%	0
East Midlands Healthcare Deanery		18.5%	35
East of England Multi Professional Deanery		1.1%	2
Kent Surrey and Sussex Deanery		0.0%	0
London Deanery		3.7%	7
Mersey Deanery		18.0%	34
Northern Deanery		0.0%	0
North Western Deanery		0.5%	1
Oxford Deanery		2.1%	4
<b>Severn Deanery</b>		<b>43.9%</b>	<b>83</b>
South West Peninsula Deanery		2.6%	5
Wales Deanery		0.5%	1
Wessex Deanery		1.6%	3
NHS West Midlands Workforce Deanery		6.3%	12
Yorkshire and the Humber Deanery		1.1%	2
	Other (please specify)		1
<b>answered question</b>			<b>189</b>
<b>skipped question</b>			<b>1</b>




## 2. What is your age range?

		Response Percent	Response Count
22-25		0.0%	0
26-29		9.5%	18
<b>30-35</b>		<b>56.1%</b>	<b>106</b>
36-39		25.4%	48
40-45		8.5%	16
46-49		0.5%	1
50-55		0.0%	0
56-59		0.0%	0
60-65		0.0%	0
65+		0.0%	0
<b>answered question</b>			<b>189</b>
<b>skipped question</b>			<b>1</b>



## 3. What is your gender?

		Response Percent	Response Count
<b>Female</b>		<b>97.3%</b>	<b>183</b>
Male		2.7%	5
Transgender		0.0%	0
<b>answered question</b>			<b>188</b>
<b>skipped question</b>			<b>2</b>

#### 4. Are you a current, former or applicant in Less-Than-Full-Time (LTFT) training/work?

		Response Percent	Response Count
Current		95.1%	175
Former/past		4.3%	8
Applicant		0.5%	1
Other (please specify)			3
<b>answered question</b>			<b>184</b>
<b>skipped question</b>			<b>6</b>

#### 5. On what grounds are you/were you LTFT?

		Response Percent	Response Count
Category 1 (Disability, ill-health, care of children/other dependents, etc)		97.3%	178
Category 2 (Own personal/professional development, religious commitment, non-medical professional development, etc.)		2.7%	5
<b>answered question</b>			<b>183</b>
<b>skipped question</b>			<b>7</b>

## 6. If LTFT due to childcare responsibilities, what best describes your caring arrangements?

	Normal working day	On-call days	Weekends	Nights	Response Count
Spouse/partner	22.8% (33)	78.6% (114)	<b>89.7% (130)</b>	73.8% (107)	145
Other family member	<b>64.7% (44)</b>	57.4% (39)	44.1% (30)	38.2% (26)	68
Childminder	<b>93.8% (30)</b>	40.6% (13)	3.1% (1)	15.6% (5)	32
Nanny	<b>89.7% (26)</b>	51.7% (15)	13.8% (4)	24.1% (7)	29
Nursery	<b>97.9% (94)</b>	17.7% (17)	1.0% (1)	5.2% (5)	96
School & breakfast/after school club	<b>100.0% (39)</b>	17.9% (7)	0.0% (0)	2.6% (1)	39
				Other (please specify)	18
				<b>answered question</b>	<b>167</b>
				<b>skipped question</b>	<b>23</b>

## 7. How long have you/did you work Less-Than Full Time?

	Response Count
	180
<b>answered question</b>	<b>180</b>
<b>skipped question</b>	<b>10</b>




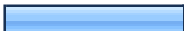


## 8. Which best describes your status?

		Response Percent	Response Count
Slot-share		40.0%	60
Job-share		20.0%	30
Supernumerary		40.0%	60
Other (please specify)			52
answered question			150
skipped question			40



## 9. What percentage of full time do you work (excluding on call, weekends and out-of-hours)?

		Response Percent	Response Count
<50%		7.1%	12
60%		77.1%	131
70%		6.5%	11
80%		8.8%	15
90%		0.6%	1
Other (please specify)			22
answered question			170
skipped question			20

## 10. What percentage of rota on-call/take/nights/weekends etc do you work?

		Response Percent	Response Count
None		11.4%	20
Less than 50%		5.1%	9
<b>50%</b>		<b>40.6%</b>	<b>71</b>
More than 50% (but less than 100%)		28.6%	50
100%		5.1%	9
N/A		9.1%	16
Other (please specify)			22
<b>answered question</b>			<b>175</b>
<b>skipped question</b>			<b>15</b>

## 11. Do you tend to work whole or half days?

		Response Percent	Response Count
<b>Whole</b>		<b>97.7%</b>	<b>171</b>
Half		2.3%	4
Other (please specify)			11
<b>answered question</b>			<b>175</b>
<b>skipped question</b>			<b>15</b>

## 12. Did you find the application process for LTFT easy & straightforward?














	Strongly Agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree	Rating Average	Response Count
	34.4% (63)	<b>47.0%</b> <b>(86)</b>	7.1% (13)	10.4% (19)	1.1% (2)	4.03	183
<b>answered question</b>							<b>183</b>
<b>skipped question</b>							<b>7</b>

## 13. What is your current grade?




		Response Percent	Response Count
F1		2.8%	5
F2		4.5%	8
CT 1-2/ST 1-2 or equivalent		5.1%	9
ST 3-5 or equivalent		25.0%	44
GP trainee 1-3		22.2%	39
<b>ST 5+ or equivalent</b>		<b>36.4%</b>	<b>64</b>
Consultant		1.7%	3
Specialty Doctor		1.1%	2
GP partner		0.6%	1
GP doctor		0.6%	1
Other (please specify)			10
<b>answered question</b>			<b>176</b>
<b>skipped question</b>			<b>14</b>



**14. What specialty are you currently in? If your option is not listed below, please answer in other. Many thanks.**

		Response Percent	Response Count
Foundation Year 1		2.9%	5
Foundation Year 2		2.9%	5
ACCS Acute Medicine		0.0%	0
ACCS Anaesthesia		0.6%	1
ACCS Emergency Medicine		0.0%	0
Academic Clinical Fellowship (ACF)		0.0%	0
Acute Medicine		4.0%	7
Allergy		0.0%	0
Immunology		0.0%	0
Anaesthesia		10.9%	19
Cardiovascular		0.6%	1
Cardiothoracic Surgery		0.0%	0
Clinical Genetics		0.6%	1
Clinical Oncology		0.6%	1
Clinical Pharmacology Therapeutics		0.0%	0
Clinical Neurophysiology		0.0%	0
Clinical Radiology		0.6%	1
Core Medical Training		1.1%	2
Core Psychiatry		0.0%	0
Core Surgical Training		0.0%	0
Dermatology		0.6%	1
Emergency Medicine		2.9%	5
Endocrinology and Diabetes Mellitus		0.6%	1

Gastroenterology		1.1%	2
Geriatric Medicine		1.7%	3
Genito-Urinary Medicine		2.3%	4
<b>GP Training</b>		<b>17.7%</b>	<b>31</b>
General Practice		4.6%	8
General Surgery		0.6%	1
Haematology		1.1%	2
Histopathology		1.7%	3
Infectious Diseases and Tropical Medicine		0.0%	0
Intensive Care Medicine		0.0%	0
Medical Oncology		1.1%	2
Neurology		1.7%	3
Neurosurgery		0.0%	0
Nuclear Medicine		0.0%	0
Obstetrics and Gynaecology		6.9%	12
Occupational Health Medicine		0.0%	0
Ophthalmology		0.0%	0
Oral and Maxillofacial		0.0%	0
Otolaryngology (ENT)		0.0%	0
Paediatric Cardiology		0.0%	0
Paediatrics		16.6%	29
Paediatrics Surgery		0.6%	1
Palliative medicine		1.7%	3
Plastic Surgery		0.6%	1
Psychiatry		3.4%	6
Public Health		3.4%	6
Rehabilitation Medicine		0.6%	1






Renal Medicine		0.0%	0
Respiratory Medicine		1.7%	3
Rheumatology		1.7%	3
Trauma & Orthopaedic Surgery		0.0%	0
Urology		0.6%	1
Decline to say		0.0%	0

Other (please specify) 10

answered question 175

skipped question 15

**15. What have you found to be the major advantages of training less-than full time? Feel free to expand in the text box below.**

		Response Percent	Response Count
Spending more time with loved ones		82.9%	145
<b>Better work/life balance</b>		<b>90.9%</b>	<b>159</b>
Enjoy time at work more		50.9%	89
Skilled in managing/prioritising workload		28.6%	50
Ability to work supernumerary (i.e. extra team member)		8.6%	15

Other (please specify) 29

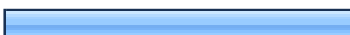

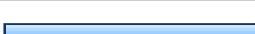




answered question 175

skipped question 15

## 16. What personal skills have you gained or feel you contribute when working as LTFT?

		Response Percent	Response Count
Good written and verbal communication		36.8%	60
Efficient time management		68.7%	112
Good at prioritising		65.0%	106
<b>Work efficiently during working day</b>		<b>75.5%</b>	<b>123</b>
Able to quickly grasp patient situations, jobs and start working quickly		32.5%	53
Dedicated to achieve best quality of work in time available		57.1%	93
	Other (please specify)		26
<b>answered question</b>			<b>163</b>
<b>skipped question</b>			<b>27</b>

**17. What have you found to be the major disadvantages to working less-than full time?  
Feel free to expand in the text box below.**

		<b>Response Percent</b>	<b>Response Count</b>
Longer training		56.0%	93
Lower pay		54.2%	90
Not feeling part of the team		40.4%	67
Limited out-of-hours experience		13.3%	22
<b>Less continuity with patients/handover issues</b>		<b>60.8%</b>	<b>101</b>
Few slot sharing opportunities		12.0%	20
Reduced study leave/access to training courses.		21.1%	35
	Other (please specify)		61
<b>answered question</b>			<b>166</b>
<b>skipped question</b>			<b>24</b>






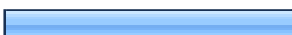




**18. What negative experiences have you had training LTFT? Please feel free to expand in the box below.**

		Response Percent	Response Count
None		34.4%	53
Felt alienated/not part of team		29.9%	46
Not gained opportunities available to other FT staff		24.7%	38
<b>Issues with self-confidence</b>		<b>40.9%</b>	<b>63</b>
Experienced discrimination as a result of being LTFT		16.2%	25
Been bullied as a result of being LTFT		3.9%	6
	Other (please specify)		45
<b>answered question</b>			<b>154</b>
<b>skipped question</b>			<b>36</b>

## 19. Have you felt supported in your LTFT role by the following:

	Very supported	Supported	Neutral	Unsupported	Very unsupported	Response Count
Peers of same grade	23.6% (41)	<b>47.7% (83)</b>	24.1% (42)	5.7% (10)	0.0% (0)	174
Juniors	15.4% (25)	37.0% (60)	<b>42.0% (68)</b>	5.6% (9)	0.0% (0)	162
Consultants/seniors	25.6% (44)	<b>45.9% (79)</b>	22.7% (39)	5.2% (9)	2.9% (5)	172
Multi-professional team	19.5% (34)	<b>48.9% (85)</b>	29.3% (51)	2.3% (4)	0.0% (0)	174
Postgraduate office team	17.6% (30)	<b>41.8% (71)</b>	35.9% (61)	3.5% (6)	1.2% (2)	170
Trust	14.2% (24)	31.4% (53)	<b>44.4% (75)</b>	7.7% (13)	2.4% (4)	169
Deanery	20.2% (35)	<b>43.4% (75)</b>	30.1% (52)	6.4% (11)	0.6% (1)	173
				Other (please specify)		14
				<b>answered question</b>		<b>174</b>
				<b>skipped question</b>		<b>16</b>

## 20. When you need support in your professional and personal life, where do you turn?



		Response Percent	Response Count
Spouse/partner		89.1%	156
Family		57.1%	100
Friends - non-medical professional		43.4%	76
Friends - medical professional		59.4%	104
Employer		2.9%	5
Supervisors		46.3%	81
Deanery		8.6%	15
Postgraduate office staff		3.4%	6
Internet		17.7%	31
Books		10.9%	19
	Other (please specify)		11
<b>answered question</b>			<b>175</b>
<b>skipped question</b>			<b>15</b>




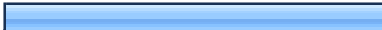

## 21. As a LTFT employee working as part of a team, do you feel...

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Rating Average	Response Count
Valued team member	30.8% (52)	<b>48.5% (82)</b>	14.2% (24)	5.3% (9)	1.2% (2)	4.02	169
Respected team member	32.3% (54)	<b>49.1% (82)</b>	13.8% (23)	3.6% (6)	1.2% (2)	4.08	167
'Heard' as a team member	28.9% (48)	<b>49.4% (82)</b>	14.5% (24)	7.2% (12)	0.0% (0)	4.00	166
					Other (please specify)		11
					<b>answered question</b>		<b>170</b>
					<b>skipped question</b>		<b>20</b>

## 22. With regards to work-place based assessments (WPBA) such as, MSF, DOPs, Mini-CEX, CEX etc and your professional portfolio, have you?

		Response Percent	Response Count
Completed the same number of WPBA as other full-time trainees		58.6%	82
Completed the 'pro-rated' proportional number of WPBA		42.1%	59
		Other (please specify)	47
		<b>answered question</b>	<b>140</b>
		<b>skipped question</b>	<b>50</b>

**23. Due to your LTFT status, have you had any difficulties in getting WPBA or required training/supervisory meetings completed? If so, please describe.**

		Response Percent	Response Count
Yes		33.5%	54
No		60.9%	98
Uncertain		5.6%	9

Other (please specify) 47

answered question 161

skipped question 29

**24. During your LTFT work have you been able participate in other projects such as audit, research, presentations, teaching and publications?**





	Fully participated	Some participation	No participation	Response Count
Audit	58.3% (98)	24.4% (41)	17.3% (29)	168
Service Improvement Projects	32.5% (53)	22.7% (37)	44.8% (73)	163
Research	23.3% (38)	19.0% (31)	57.7% (94)	163
Presentations	50.0% (84)	36.3% (61)	13.7% (23)	168
Teaching	52.4% (89)	38.8% (66)	8.8% (15)	170
Publications	22.8% (36)	21.5% (34)	55.7% (88)	158

Other (please specify) 15






answered question 170

skipped question 20




**25. With regards to your LTFT status, how often do you attend compulsory training when 'not at work'?**

		Response Percent	Response Count
Never		20.1%	33
<b>Rarely</b>		<b>46.3%</b>	<b>76</b>
At least once per month		30.5%	50
At least once per week		3.0%	5
	Other (please specify)		15
<b>answered question</b>			<b>164</b>
<b>skipped question</b>			<b>26</b>

**26. How often do you finish later than planned? Please describe your experiences or difficulties below.**

		Response Percent	Response Count
Never		2.4%	4
Unable to finish late due to personal commitments (e.g. childcare)		13.0%	22
At least once per month		23.1%	39
<b>At least once per week</b>		<b>50.3%</b>	<b>85</b>
Everyday		11.2%	19
	Other (please specify)		27
<b>answered question</b>			<b>169</b>
<b>skipped question</b>			<b>21</b>

**27. Has your LTFT experience changed your career goals? Feel free to expand on your answer below.**

		Response Percent	Response Count
Yes		29.1%	50
No		59.3%	102
Undecided		11.6%	20
Other (please specify)			31
answered question			172
skipped question			18

**28. If applicable, how has your LTFT experience been viewed at job interview/recruitment/selection procedures overall? Feel free to explain.**

	Very negatively	Negatively	Neutral	Positively	Very positively	Rating Average	Response Count
	2.0% (2)	5.0% (5)	75.0% (75)	13.0% (13)	5.0% (5)	3.14	
Other (please specify)							
answered question							
skipped question							

**29. For you personally, how would you rate your overall experience as working LTFT?**

	Very Negatively	Negatively	Neutral	Positively	Very positively	Rating Average	Response Count
	0.6% (1)	5.3% (9)	14.2% (24)	50.3% (85)	29.6% (50)	4.03	
answered question							
skipped question							

**30. What information and support would you like to see for LTFT doctors?**

	<b>Response Count</b>
	75
answered question	75
skipped question	115

**31. Do you have any other comments or experiences you would like to share with us?**

	<b>Response Count</b>
	36
answered question	36
skipped question	154

**32. If you would like to receive the results of this survey, please add your email below.  
Many thanks!**

	<b>Response Count</b>
	92
answered question	92
skipped question	98

**Page 1, Q1. Please select your deanery.**

1	Currently in research, FT experience was 2003-2006 age 30-33	May 31, 2012 5:36 AM
---	--	----------------------

**Page 2, Q4. Are you a current, former or applicant in Less-Than-Full-Time (LTFT) training/work?**

1	Currently on OOPC (career break)	Jun 8, 2012 1:13 AM
2	On maternity leave at present	Jun 2, 2012 1:18 AM
3	Was ltft for health reasons, then went back full time, now applying again as have had a baby	Jun 1, 2012 10:19 AM

**Page 2, Q6. If LTFT due to childcare responsibilities, what best describes your caring arrangements?**

1	not currently doing oncalls or nights but will be doing evening clinics in a few months, my husband will do childcare then	Jun 29, 2012 5:14 AM
2	I don't work out of hours	Jun 23, 2012 5:54 AM
3	child is school age	Jun 13, 2012 1:40 AM
4	No longer do nights or on-calls as in ST3	Jun 12, 2012 2:48 AM
5	Friends, NWD	Jun 12, 2012 12:54 AM
6	Not doing on call, weekends or nights since LTFT	Jun 10, 2012 4:24 AM
7	My spouse is a full time acute medical registrar	Jun 8, 2012 8:53 PM
8	ON call days mixture of family and spouse cover	Jun 6, 2012 12:30 PM
9	husband has also gone less than full time (0.8 - non-medic)	Jun 5, 2012 8:38 AM
10	am a single mum, I rely on my father to look after my daughter when I work later than nursery and weekend OOH shifts.	Jun 3, 2012 12:09 PM
11	Husband = shift worker	Jun 3, 2012 11:49 AM
12	Depends on partners rota	Jun 3, 2012 8:26 AM
13	Complex mix of childcare - also preschool for my 3 year old	Jun 2, 2012 1:18 AM
14	friends during summer holiday	Jun 1, 2012 11:18 AM
15	Use combination of methods -predominantly very flexible nanny. Husband in RAF, so have to rely on all methods (husband mainly for on-call however)	Jun 1, 2012 8:10 AM
16	Nanny= Au Pair	Jun 1, 2012 7:08 AM
17	no out of hours work	May 31, 2012 5:14 AM
18	both work part time child half day school 5/7	May 31, 2012 5:08 AM

**Page 2, Q7. How long have you/did you work Less-Than Full Time? Mean average 30 months**

1	18 months	Jul 10, 2012 2:55 AM
2	Since November 2009	Jul 6, 2012 8:47 AM
3	2 years	Jun 29, 2012 5:14 AM
4	3 years	Jun 26, 2012 11:01 PM
5	5 years	Jun 26, 2012 8:40 AM
6	8 months	Jun 26, 2012 7:55 AM
7	2 years	Jun 24, 2012 9:36 PM
8	3 years	Jun 24, 2012 1:45 PM
9	21 months so far	Jun 23, 2012 5:54 AM
10	Will start as of August for the first time, currently on mat leave for 1st time.	Jun 22, 2012 8:28 AM
11	3 years	Jun 22, 2012 3:35 AM
12	18 months	Jun 21, 2012 8:06 AM
13	18 months	Jun 21, 2012 5:05 AM
14	3 years	Jun 20, 2012 8:14 AM
15	1 year	Jun 20, 2012 6:14 AM
16	since 2003	Jun 20, 2012 5:21 AM
17	5 yrs	Jun 19, 2012 2:02 PM
18	since 2006	Jun 19, 2012 1:14 PM
19	6 years	Jun 19, 2012 12:08 PM
20	6 weeks	Jun 19, 2012 8:24 AM
21	10 months	Jun 19, 2012 6:09 AM
22	15 months	Jun 19, 2012 4:34 AM
23	7 years	Jun 19, 2012 3:50 AM
24	4 years	Jun 19, 2012 3:41 AM
25	3 years	Jun 19, 2012 3:19 AM
26	last 7 months	Jun 19, 2012 12:34 AM
27	1	Jun 18, 2012 3:30 PM
28	4 months	Jun 18, 2012 1:49 PM
29	1 year	Jun 18, 2012 4:24 AM
30	3	Jun 17, 2012 2:43 PM



**Page 2, Q7. How long have you/did you work Less-Than Full Time?**

31	3 years	Jun 17, 2012 2:02 PM
32	3 years (2 working, 1 mat leave)	Jun 17, 2012 1:15 PM
33	2y	Jun 16, 2012 2:56 PM
34	3 years	Jun 16, 2012 2:18 AM
35	2 years	Jun 15, 2012 2:24 PM
36	1 year 1 month	Jun 14, 2012 12:54 PM
37	6 months	Jun 14, 2012 6:01 AM
38	6months	Jun 14, 2012 2:59 AM
39	8 years and still going!	Jun 14, 2012 2:08 AM
40	9 months	Jun 13, 2012 12:30 PM
41	4 years	Jun 13, 2012 9:26 AM
42	Since Jan 2010	Jun 13, 2012 2:58 AM
43	2010 (approx. 2 years)	Jun 13, 2012 1:43 AM
44	10 years	Jun 13, 2012 1:40 AM
45	4 years	Jun 12, 2012 4:10 PM
46	2 years	Jun 12, 2012 10:06 AM
47	4 months	Jun 12, 2012 8:13 AM
48	4 months	Jun 12, 2012 8:05 AM
49	7 months	Jun 12, 2012 7:03 AM
50	6 years	Jun 12, 2012 6:23 AM
51	3 years	Jun 12, 2012 5:21 AM
52	18 months	Jun 12, 2012 4:41 AM
53	9 years	Jun 12, 2012 4:18 AM
54	Eight years now (children are now 9 years) including previous roles.	Jun 12, 2012 3:26 AM
55	One year	Jun 12, 2012 2:54 AM
56	4 years	Jun 12, 2012 2:48 AM
57	7 months	Jun 12, 2012 12:54 AM
58	4 years	Jun 11, 2012 1:32 PM
59	6 months	Jun 11, 2012 10:58 AM
60	6 months	Jun 10, 2012 4:52 AM

**Page 2, Q7. How long have you/did you work Less-Than Full Time?**

61	since 2006	Jun 10, 2012 4:24 AM
62	2yrs	Jun 10, 2012 2:49 AM
63	3 months	Jun 9, 2012 7:55 AM
64	3 years	Jun 9, 2012 6:13 AM
65	4 years	Jun 9, 2012 1:23 AM
66	3 months	Jun 8, 2012 8:53 PM
67	3 years	Jun 8, 2012 11:55 AM
68	1 year	Jun 8, 2012 8:59 AM
69	18/12	Jun 8, 2012 5:25 AM
70	3 years	Jun 8, 2012 4:56 AM
71	4yrs. Initially LTFT for health reasons. Subsequently had baby, returned to work LTFT after mat leave. Now on career break	Jun 8, 2012 1:13 AM
72	5 year	Jun 7, 2012 1:53 PM
73	Since April 2010	Jun 7, 2012 1:38 PM
74	for the last 15 months	Jun 7, 2012 12:00 PM
75	2 years	Jun 7, 2012 9:37 AM
76	6 years	Jun 7, 2012 8:17 AM
77	6 months	Jun 7, 2012 8:16 AM
78	18 months	Jun 7, 2012 6:11 AM
79	12 months	Jun 7, 2012 6:06 AM
80	1 1/2 years	Jun 7, 2012 4:53 AM
81	3 yrs	Jun 7, 2012 2:03 AM
82	One year	Jun 7, 2012 1:50 AM
83	6 months	Jun 7, 2012 12:54 AM
84	26 months	Jun 6, 2012 10:35 PM
85	since may 2011	Jun 6, 2012 1:22 PM
86	5 years	Jun 6, 2012 1:19 PM
87	4 years	Jun 6, 2012 1:12 PM
88	15 months	Jun 6, 2012 1:08 PM
89	2and half years	Jun 6, 2012 1:03 PM

**Page 2, Q7. How long have you/did you work Less-Than Full Time?**

90	7 months	Jun 6, 2012 12:58 PM
91	2months	Jun 6, 2012 12:52 PM
92	3years	Jun 6, 2012 12:38 PM
93	Since FEb 2012	Jun 6, 2012 12:30 PM
94	since february 2011	Jun 6, 2012 12:25 PM
95	2 yrs	Jun 6, 2012 11:42 AM
96	6 months	Jun 6, 2012 9:49 AM
97	1 yr	Jun 6, 2012 9:37 AM
98	5 years	Jun 6, 2012 9:34 AM
99	8 months	Jun 6, 2012 8:55 AM
100	22 months	Jun 6, 2012 8:37 AM
101	I started LTFT 7 months ago after 3 and a half years out of program.	Jun 6, 2012 8:36 AM
102	2 yrs	Jun 6, 2012 8:22 AM
103	2yrs including 1yr mat leave	Jun 6, 2012 8:07 AM
104	1 year	Jun 6, 2012 7:54 AM
105	5 years	Jun 6, 2012 7:38 AM
106	2 years	Jun 6, 2012 7:32 AM
107	Just over 1 year so far	Jun 6, 2012 2:13 AM
108	for the past 3 years	Jun 6, 2012 1:50 AM
109	1 and a half years now	Jun 6, 2012 12:58 AM
110	6 years	Jun 6, 2012 12:54 AM
111	Since March 2011	Jun 5, 2012 2:08 PM
112	7 months	Jun 5, 2012 10:25 AM
113	14 months	Jun 5, 2012 8:38 AM
114	3 years	Jun 5, 2012 8:04 AM
115	2.5 yrs	Jun 5, 2012 7:08 AM
116	Past 4 months	Jun 5, 2012 3:33 AM
117	5 years	Jun 4, 2012 2:01 PM
118	1 year	Jun 4, 2012 11:44 AM
119	9 years	Jun 4, 2012 8:01 AM

**Page 2, Q7. How long have you/did you work Less-Than Full Time?**

120	nearly 2 years	Jun 4, 2012 6:04 AM
121	18/12	Jun 4, 2012 4:20 AM
122	Since Feb 2009	Jun 4, 2012 2:24 AM
123	1 yr	Jun 3, 2012 12:09 PM
124	8 months	Jun 3, 2012 11:49 AM
125	1 year so far	Jun 3, 2012 8:26 AM
126	3 years	Jun 3, 2012 4:27 AM
127	18 months	Jun 2, 2012 2:51 PM
128	6m	Jun 2, 2012 6:51 AM
129	5 years	Jun 2, 2012 1:18 AM
130	10 months	Jun 1, 2012 3:29 PM
131	7 years	Jun 1, 2012 2:43 PM
132	3 months	Jun 1, 2012 2:17 PM
133	2 months	Jun 1, 2012 1:36 PM
134	3years	Jun 1, 2012 1:12 PM
135	15 months	Jun 1, 2012 12:50 PM
136	2 years	Jun 1, 2012 12:04 PM
137	24 months	Jun 1, 2012 11:54 AM
138	9 months	Jun 1, 2012 11:29 AM
139	3 years	Jun 1, 2012 11:25 AM
140	7 years	Jun 1, 2012 11:18 AM
141	2 years	Jun 1, 2012 10:56 AM
142	4years	Jun 1, 2012 10:24 AM
143	18 months initially, now hopefully until kids are at school	Jun 1, 2012 10:19 AM
144	6 years	Jun 1, 2012 10:18 AM
145	2 yrs	Jun 1, 2012 9:59 AM
146	5 months	Jun 1, 2012 9:50 AM
147	since 2006	Jun 1, 2012 9:45 AM
148	5y	Jun 1, 2012 8:10 AM
149	4 years	Jun 1, 2012 8:09 AM

**Page 2, Q7. How long have you/did you work Less-Than Full Time?**

150	5 years	Jun 1, 2012 8:08 AM
151	4 years	Jun 1, 2012 8:02 AM
152	less than one year	Jun 1, 2012 7:08 AM
153	1 month	Jun 1, 2012 6:55 AM
154	4 years	Jun 1, 2012 6:35 AM
155	10 months	Jun 1, 2012 6:32 AM
156	10 months	Jun 1, 2012 6:27 AM
157	24 months	Jun 1, 2012 6:22 AM
158	12 months	Jun 1, 2012 5:48 AM
159	7 years	Jun 1, 2012 5:28 AM
160	1 year	Jun 1, 2012 5:26 AM
161	8 months	Jun 1, 2012 5:23 AM
162	10 months	Jun 1, 2012 5:14 AM
163	2years	Jun 1, 2012 5:02 AM
164	Five years so far	Jun 1, 2012 4:53 AM
165	4 months	Jun 1, 2012 4:51 AM
166	8months	Jun 1, 2012 4:45 AM
167	2years	Jun 1, 2012 1:32 AM
168	About to start	Jun 1, 2012 12:15 AM
169	5 months to date	May 31, 2012 11:52 AM
170	15 years	May 31, 2012 11:41 AM
171	7 years	May 31, 2012 11:26 AM
172	3 months	May 31, 2012 6:54 AM
173	2 years	May 31, 2012 6:36 AM
174	One year	May 31, 2012 6:05 AM
175	2 years - max funded - plus 3 months halftime extension post maternity leave	May 31, 2012 5:38 AM
176	7/12	May 31, 2012 5:37 AM
177	2 years	May 31, 2012 5:15 AM
178	2y	May 31, 2012 5:14 AM
179	4 years	May 31, 2012 5:08 AM

180 2 years

May 31, 2012 4:01 AM

**Page 2, Q8. Which best describes your status?**

1	did a full time job in LTFT slot!!!!	Jul 10, 2012 2:55 AM
2	LTFT in a FT post	Jun 26, 2012 11:01 PM
3	less than full time in a full time post	Jun 26, 2012 8:40 AM
4	Part time in a full-time slot	Jun 23, 2012 5:54 AM
5	above initially, now reduced hours in a full time post	Jun 19, 2012 12:08 PM
6	80% GPST3 in general practice	Jun 19, 2012 6:09 AM
7	LTFT hours in a full time post	Jun 19, 2012 3:41 AM
8	Part time in a full time slot	Jun 14, 2012 12:54 PM
9	currently supernumerary but have largely job shared	Jun 14, 2012 2:08 AM
10	Reduced hours in fulltime post (colleagues cover my absence) and use annual leave to reduce by one further day per week	Jun 12, 2012 8:05 AM
11	Work in public health, which is 'technically' supernumerary	Jun 12, 2012 3:26 AM
12	LTFT in own post	Jun 12, 2012 2:54 AM
13	I am an additional ST3 at a practice	Jun 12, 2012 2:48 AM
14	Though I have worked supernummery and LTFT in a full time slot too.	Jun 8, 2012 11:55 AM
15	Part-time in a full-time slot	Jun 8, 2012 8:59 AM
16	Career break	Jun 8, 2012 1:13 AM
17	St3 GP	Jun 7, 2012 1:38 PM
18	neither, currently in a general practice	Jun 7, 2012 9:37 AM
19	working part time in a full time slot	Jun 7, 2012 6:06 AM
20	LTFTT in a Full Time Post	Jun 7, 2012 4:53 AM
21	currently on maternity leave	Jun 6, 2012 12:58 PM
22	but I have no job share!	Jun 6, 2012 12:52 PM
23	Occupy a NTN in a less than full time capacity	Jun 6, 2012 12:30 PM
24	LTFT in full time post	Jun 6, 2012 11:42 AM
25	Working part time in full time job	Jun 6, 2012 9:49 AM
26	ltft in a whole time slot	Jun 6, 2012 8:37 AM
27	GP Registrar (ST3) so not included in numbers like a hospital trainee.	Jun 6, 2012 8:36 AM
28	60% with no one filling the gap.	Jun 6, 2012 8:22 AM
29	part timer in full time slot	Jun 6, 2012 8:07 AM

**Page 2, Q8. Which best describes your status?**

30	in full time post	Jun 6, 2012 7:32 AM
31	GP Registrar	Jun 6, 2012 2:13 AM
32	LTFT GP Reg post	Jun 5, 2012 2:08 PM
33	AND supernumery when no other to slot share with	Jun 5, 2012 8:04 AM
34	0.7 of my own slot on the rota. The rest covered by full timers	Jun 4, 2012 6:04 AM
35	Not sharing or supernumeracy	Jun 4, 2012 2:24 AM
36	GP registrar	Jun 3, 2012 12:09 PM
37	Part time in full time posr	Jun 2, 2012 2:51 PM
38	LTFT in a FT post (no slot share partner available)	Jun 2, 2012 6:51 AM
39	I have mostly worked in jobshare posts but since working as a GP registrar I am supernumery	Jun 2, 2012 1:18 AM
40	Currently, have done all 3 at various times	Jun 1, 2012 1:12 PM
41	but I also did slot share for 18 months	Jun 1, 2012 11:18 AM
42	Have also been slot share at points	Jun 1, 2012 10:56 AM
43	Don't know what difference between job and slot sharer is, but have done that as well as supernumery	Jun 1, 2012 10:19 AM
44	Don't really know difference with slot share /job share	Jun 1, 2012 8:10 AM
45	Currently none of above	Jun 1, 2012 5:14 AM
46	GP registrar in post I was already planned to do as full time	Jun 1, 2012 4:45 AM
47	Part time in whole time slot - rest of on calls made up with locums	May 31, 2012 11:52 AM
48	I was supernumerary and now part time	May 31, 2012 11:41 AM
49	Currently no-one doing the other half of the week tho it's 60% so both work Wed	May 31, 2012 6:54 AM
50	Although it was made clear that as a LTFT trainee in GP I was causing them lots of problems despite being 'supernumerary'	May 31, 2012 6:05 AM
51	LTFT in full time slot	May 31, 2012 5:14 AM
52	have done all 3, currentl ST3 GP so extra registrar.	May 31, 2012 5:08 AM



**Page 2, Q9. What percentage of full time do you work (excluding on call, weekends and out-of-hours)?**

1	50%	Jun 26, 2012 8:40 AM
2	50%	Jun 20, 2012 8:14 AM
3	In the past year also 60%	Jun 20, 2012 6:14 AM
4	50%	Jun 19, 2012 1:14 PM
5	50%	Jun 19, 2012 12:34 AM
6	50%	Jun 17, 2012 2:02 PM
7	60% until 1 month ago, now 70%	Jun 17, 2012 1:15 PM
8	50% hospital posts and 60% gp posts	Jun 16, 2012 2:18 AM
9	50% WTE (whole time equivalent)	Jun 13, 2012 2:58 AM
10	50%	Jun 12, 2012 7:03 AM
11	Always have been 0.6	Jun 8, 2012 1:13 AM
12	I worked 80% in the past when possible and that would be ideal for me	Jun 7, 2012 12:00 PM
13	50%	Jun 7, 2012 9:37 AM
14	50%	Jun 6, 2012 8:36 AM
15	50%	Jun 6, 2012 7:38 AM
16	50%	Jun 3, 2012 8:26 AM
17	Currently have also worked 70 & 80 at various points	Jun 1, 2012 1:12 PM
18	50%	Jun 1, 2012 10:56 AM
19	50%	Jun 1, 2012 10:18 AM
20	Recently increased to 80%, from 60%, when job share partner commenced mat leave, leaving rota gap. 80% initiated by me for number of reasons (finances / working at home anyway on days off / approaching CCT and intend to work full time as consultant)	Jun 1, 2012 8:10 AM
21	50% - 70%	May 31, 2012 11:41 AM
22	When I did it 60% was minimum for training	May 31, 2012 5:38 AM

**Page 2, Q10. What percentage of rota on-call/take/nights/weekends etc do you work?**

1	not applicable in histopathology	Jun 26, 2012 8:40 AM
2	We have no rota-ed out of hours work on my rotation	Jun 23, 2012 5:54 AM
3	90%	Jun 19, 2012 3:41 AM
4	60% pro rata	Jun 19, 2012 3:19 AM
5	GP trainee, out of hours training is the same as full time trainee pro rata	Jun 13, 2012 12:30 PM
6	60%	Jun 12, 2012 4:41 AM
7	I just select my OOH sessions to complete my required hours	Jun 12, 2012 2:48 AM
8	However I am FA banded and have to let every medical staffing know that my max working hours are 28 hours per week	Jun 8, 2012 8:53 PM
9	50- 60%	Jun 8, 2012 1:13 AM
10	I will be working 50% pro-rata Out Of Hours session so that over my 24 months at 50% training I will do the same number of OOH sessions as a full time trainee does in 12 months (educational requirement).	Jun 6, 2012 8:36 AM
11	GP Out of Hours as per our training requirements	Jun 6, 2012 2:13 AM
12	pro rata	Jun 5, 2012 2:08 PM
13	60%	Jun 4, 2012 2:24 AM
14	No on calls but I do GP out of hours on a pro rata basis (80%)	Jun 2, 2012 1:18 AM
15	Registrar - so pro-rotata out of hours	Jun 1, 2012 11:29 AM
16	Has varied greatly	Jun 1, 2012 10:19 AM
17	75%, previously 50%	Jun 1, 2012 8:10 AM
18	I do OOH pro rata	Jun 1, 2012 4:45 AM
19	I worked pro rata as a trainee and do none as a consultant	May 31, 2012 11:41 AM
20	One session a month OOH work	May 31, 2012 6:05 AM
21	was supposed to be a representative 60% but complicated when doing neonates	May 31, 2012 5:38 AM
22	pro rata 60%	May 31, 2012 5:08 AM

**Page 2, Q11. Do you tend to work whole or half days?**

1	2 whole days, 1 half day	Jun 26, 2012 8:40 AM
2	a mix to cater for school hours	Jun 19, 2012 3:41 AM
3	both- 2 whole and one half	Jun 19, 2012 1:54 AM
4	varies between 2 and a half and 2 and 3 days	Jun 17, 2012 2:02 PM
5	flexibly	Jun 13, 2012 1:40 AM
6	Mixture of both, on fixed days which gives both children and work a balance.	Jun 12, 2012 3:26 AM
7	2 whole 1 half	Jun 7, 2012 9:37 AM
8	half days after an on call day	Jun 6, 2012 12:52 PM
9	And one half	Jun 1, 2012 10:56 AM
10	both	May 31, 2012 11:41 AM
11	Mixture - 2 full days and 3 half days	May 31, 2012 6:05 AM

**Page 3, Q13. What is your current grade?**

1	Old style SpR	Jun 20, 2012 5:59 AM
2	SpR	Jun 14, 2012 2:08 AM
3	SpR year 3	Jun 12, 2012 4:19 AM
4	SpR Yr 8	Jun 10, 2012 2:50 AM
5	SpR	Jun 7, 2012 2:03 AM
6	also Freelance GP	Jun 6, 2012 8:37 AM
7	Specialist registrar, SpR	Jun 1, 2012 2:44 PM
8	SpR year 4	Jun 1, 2012 9:45 AM
9	Essentially got to equivalent of St3-ish	May 31, 2012 5:40 AM
10	gp st3	May 31, 2012 5:09 AM

**Page 3, Q14. What specialty are you currently in? If your option is not listed below, please answer in other. Many thanks.**

1	dual accredited with General Internal Medicine	Jun 20, 2012 5:59 AM
2	Old Age Psychiatry	Jun 19, 2012 3:41 AM
3	Microbiology	Jun 13, 2012 9:26 AM
4	not currently working	Jun 12, 2012 12:55 AM
5	Maternity leave now	Jun 6, 2012 7:56 AM
6	neonatal medicine	Jun 6, 2012 1:56 AM
7	Microbiology	Jun 5, 2012 3:34 AM
8	medical psychotherapy (sub speciality of advanced training in psychiatry)	Jun 1, 2012 2:18 PM
9	i am also a subspecialty stroke trainee	Jun 1, 2012 8:10 AM
10	Have been out of clinical work for 6 years; may not have been able to proceed in paediatrics; not sure if I will try to get back into anything when my thesis finally gets done; will be looking at parttime non-training if anything	May 31, 2012 5:40 AM

**Page 4, Q15. What have you found to be the major advantages of training less-than full time? Feel free to expand in the text box below.**

1	Ability to prioritise my health needs	Jul 6, 2012 1:29 PM
2	Seeing my 2 children grow up in their early years, even though both have been at school for the last 18 months. On my days off I (& they) value the fact that I do the dropoff/pickup & can take them to the odd extracurricular activity which they would otherwise not be able to attend (eg cubs & swimming).	Jun 20, 2012 5:59 AM
3	Completing further studies (Masters) in a related area in my own time (nanny employed for extra hours)	Jun 19, 2012 1:21 PM
4	I have been a registrar for a long time as I have been LTFT for most of my higher training. I find that I have much more experience than my equivalent full time colleagues	Jun 14, 2012 2:13 AM
5	I feel less pressured and stressed due to a better work/life balance and therefore when am at work I feel that I can be a better doctor.	Jun 13, 2012 12:32 PM
6	I would hardly spend any time with my small children if I worked full time. Even a LTFT job is more than a typical "part time job" when you compare to peers at a similar life stage.	Jun 13, 2012 3:09 AM
7	Allows me to live in a way more in line with my principles, ie more sustainably (eg time to use public transport, to grow food, to volunteer in my community)	Jun 13, 2012 1:44 AM
8	I find that if things are under control at home, I can focus on work better. Doesn't always work as a perfect balance during busy work times (i.e. end up working in the evenings and days off at times), but at least if you are only committed to part time, you can pull it back when necessary!	Jun 12, 2012 3:38 AM
9	I love being able to spend time with my children but continue with my career.	Jun 12, 2012 2:52 AM
10	Wouldn't be able to physically manage work full-time. Commute to work and whole balance would be really hard.	Jun 10, 2012 2:52 AM
11	Spending time with my child	Jun 8, 2012 8:56 PM
12	Paediatrics is the speciality with the most experience of LTFT trainees	Jun 8, 2012 1:27 AM
13	the only reason is to be able to see my child regularly! There is no other advantage to me	Jun 7, 2012 12:02 PM
14	50% of my timetable is dedicated to research	Jun 6, 2012 9:02 AM
15	Excellent to allow you time to consider which aspects of the job you really enjoy	Jun 6, 2012 8:42 AM
16	I have major health problems, working LTFT is physically very difficult for me, there is no-way that I could cope with working full time.	Jun 6, 2012 8:40 AM
17	Now able to exercise.	Jun 6, 2012 8:24 AM
18	Managing to develop in my other career area at a national level (forensic medicine)	Jun 6, 2012 7:39 AM
19	Better health, less stress when on sick leave as not a burden on colleagues	Jun 5, 2012 7:10 AM

**Page 4, Q15. What have you found to be the major advantages of training less-than full time? Feel free to expand in the text box below.**

20	I feel more in control of my life when working part time and as such, for the time I am at work, I am able to give my full concentration to work matters, which to me makes a much more committed trainee.	Jun 4, 2012 8:06 AM
21	Limit time children are with other people/ dependence of others.	Jun 3, 2012 8:31 AM
22	Able to be the enthusiastic one when others are overworked and burnt out	Jun 1, 2012 10:29 AM
23	When first had kids, husband away lots -would not have managed the out of hours commitments with the required childcare arrangements.	Jun 1, 2012 8:15 AM
24	time to boost cv with research,audit, teaching. build good relationships in a dept	Jun 1, 2012 8:09 AM
25	Focus more on work days as aware it is my only opportunity to learn. Have time to look after domestic admin & be involved in my children's learning.	Jun 1, 2012 6:41 AM
26	More time for research projects	Jun 1, 2012 6:34 AM
27	Able to be involved in service improvement and other extracurricular work that enhances cv which I could not do if I was full time	Jun 1, 2012 1:38 AM
28	being able to continue working when ill	May 31, 2012 11:45 AM
29	When I was supernumerary - specialty paediatrics - it was really great. Could play a useful role, plan a sensible timetable, learn loads. Often worked "full" position when I was there if we needed to cross cover for leave etc. On neonates they wanted me to work equivalent shifts to everyone else - see below! I couldn't have coped with full time, and trying to do research "full time" after my 2nd has been a disaster.	May 31, 2012 5:57 AM

**Page 4, Q16. What personal skills have you gained or feel you contribute when working as LTFT?**

1	more maturity and ability to see big picture	Jun 24, 2012 1:47 PM
2	However, I think these are not specific to working LTFT	Jun 22, 2012 3:37 AM
3	my written and verbal skills are not related to LTFT	Jun 21, 2012 8:09 AM
4	developing a mature attitude towards patient care & colleague relationships	Jun 20, 2012 5:59 AM
5	Greater understanding of where people are coming from/understand life for many is much more complicated. More empathetic with patients lives. Maybe I have had more time to reflect on this. While I was working FT I found it harder to see the bigger picture.	Jun 19, 2012 1:21 PM
6	Provide a broad mature view to problems. Less likely to get flustered over a problem., as am used to tackling all sorts of problem scenarios and knowing that anything can be solved.	Jun 19, 2012 12:21 PM
7	Much more efficient than full time colleagues. Much calmer, and more able to diffuse difficult situations as more balanced, motivated and with wider view and skill set.	Jun 19, 2012 3:53 AM
8	reflecting back to what i have done.	Jun 14, 2012 3:01 AM
9	I'm not sure that I've gained any of these due to LTFT working.	Jun 13, 2012 3:09 AM
10	still early days!	Jun 12, 2012 8:15 AM
11	No different to full time	Jun 8, 2012 8:56 PM
12	None	Jun 6, 2012 9:02 AM
13	experience as a mum very valuable in GP!	Jun 6, 2012 2:18 AM
14	Longer training time therefore more time to acquire courses, publications etc on cv	Jun 6, 2012 2:04 AM
15	Better able to contribute to team work when supernumery	Jun 5, 2012 8:06 AM
16	Good communication with staff and patients of all age ranges	Jun 3, 2012 8:31 AM
17	Longer training scheme has actually enabled me to achieve more (eg publications, audits, clinical experience) than many of my full time colleagues.	Jun 2, 2012 1:29 AM
18	i was previously working less than full time as a specialty doctor	Jun 1, 2012 2:24 PM
19	I think I had these skills when working full time	Jun 1, 2012 11:20 AM
20	All the above needed both full or part time. Have learnt more about beurocracy of nhs and funding and deaneries etc	Jun 1, 2012 10:29 AM
21	Much better at working with children. Less tired at work. More mature approach to problem solving and managing juniors.	Jun 1, 2012 6:41 AM
22	I achieve all of the above when working full or part time. Working part time does not make you a better or worse doctor and this question is very biased towards trying to say that. If I was reviewing this question from a research point of view I would suggest modification to this question	Jun 1, 2012 6:34 AM

**Page 4, Q16. What personal skills have you gained or feel you contribute when working as LTFT?**

23	Can get better continuity of care in community work as spend longer in each post. Also able to see time course of chronic disease.	Jun 1, 2012 1:38 AM
24	don't think there is anything specific to being LTFT	May 31, 2012 11:45 AM
25	None, I am more tired than I've ever been, but that is not to do with being LTFT, that is because of a child who doesn't sleep	May 31, 2012 6:57 AM
26	I felt I gained this in the jobs where I was valued and supported; in neonates they managed to undermine me and constantly tell me I couldn't do it.	May 31, 2012 5:57 AM



**Page 4, Q17. What have you found to be the major disadvantages to working less-than full time? Feel free to expand in the text box below.**

1	Less time at work means less time to attend teaching sessions/work on audits	Jul 6, 2012 1:29 PM
2	fitting everything to three days, ie audits, research. worry that unable to keep up with full time trainees and therefore will be compared negatively to them	Jun 29, 2012 5:16 AM
3	I spend much of my 'day off' also doing admin for work!	Jun 26, 2012 11:03 PM
4	reduced confidence	Jun 24, 2012 1:47 PM
5	In GP, good communication skills are important, which should largely prevent continuity/handover issues.	Jun 21, 2012 5:07 AM
6	being paid to work 50% but ending up working more than 50% due to coming in on days off for r/vs, meetings etc. Some consultants not really understanding/looking down on being parttime, lots of time spent explaining why you should have a day off in leu of going to a course on your day off etc, dividing the rota fairly between job share partner.	Jun 20, 2012 8:19 AM
7	My training will have taken me 10 years to complete when I finish next year, which has included 2yrs maternity leave & a year in New Zealand. One other major disadvantage will be the reduced pension we will get when we retire. Also, fellow colleagues who started out as an SpR at the same time as myself have 'overtaken' me & become consultants a few years ahead of me; finally, younger colleagues not being quite 'aware' of the experiences one has gained over the years & being respectful of that.	Jun 20, 2012 5:59 AM
8	Having to take on responsibilities that is similar to that of full timers despite working less hours.	Jun 19, 2012 2:07 PM
9	I accept lower pay and appreciate the flexibility. Perhaps feeling it takes me longer to learn things on the job/come to grips with some of the specialist things I need to know for the job. If I was working FT I think I would be more confident in this.	Jun 19, 2012 1:21 PM
10	Previously have worked at 60%. Now at 80% feel more part of the team. I felt unable to cover the wards and know the pts well at 60%. I decided instead to work for a short period full time whilst covering the wards and this worked much better.	Jun 19, 2012 12:21 PM
11	but not really disadvantage, as to be expected. Arguing with HR over pay at each hospital I've ever been to and on calls not being pensioned a major headache.	Jun 19, 2012 3:53 AM
12	None of the above! I have better access to study leave than full timers as I can attend in days I don't normally work.	Jun 19, 2012 3:21 AM
13	Often have to do more work, assessments, out of hours etc.. Than full time trainees.	Jun 14, 2012 6:04 AM
14	Only working 2 or three days a week I don't get to know the patients so ward rounds are slower than I would like. It takes longer to get used to each hospital rotation compared to full timers.	Jun 13, 2012 3:09 AM
15	Timescales for work delivery is often not respected.	Jun 13, 2012 1:48 AM

**Page 4, Q17. What have you found to be the major disadvantages to working less-than full time? Feel free to expand in the text box below.**

16	I don't experience any disadvantages	Jun 13, 2012 1:44 AM
17	Being expected to fit a full working week into fewer days. Colleagues being asked to cover for my absence leading me to feel guilty and as if I owe them.	Jun 12, 2012 8:06 AM
18	Still having the same amount of work to complete in less time. Having to be the flexible one.	Jun 12, 2012 6:25 AM
19	Difficult to learn new practical skills as not doing as frequently	Jun 12, 2012 4:43 AM
20	Found myself hitting a bit of a low point over past year as it feels that I have been /will be in training forever! On the other hand, you do get more exposure over a longer period which can be a positive thing too.	Jun 12, 2012 3:38 AM
21	My hospital jobs were very hard to arrange and did have difficulties with handover and teamworking. However, now I am in a practice it is more like being a parttime partner - it just takes longer to finish!!!	Jun 12, 2012 2:52 AM
22	I don't feel it works when have a ward job. Patient care can't be as good as only taking care of them for a day maybe two at a time, due to on-calls and working part time.	Jun 12, 2012 12:57 AM
23	Sometimes feels like the best of both worlds, often feels like the worst! At work sometimes not treated the same as the rest of the team as not there all the time. Miss training opportunities that don't happen often.	Jun 11, 2012 1:38 PM
24	Feel you have to prove yourself to full-time team members, particularly Consultants. Think you still feel you aren't giving 100% to either role (home/work) and find some peers have pre-conceived ideas that as a group we are 'inflexible' which irritates me no end.	Jun 10, 2012 2:52 AM
25	1. Lack of flexibility in no. of hours- all LTFT trainees I know work 0.6 of FT. 2. ARCP & educational supervision process not geared at all to LTFT trainees in terms of timing or Ed supervisors understanding we cannot do as much audit, teaching, presentations as full timers & that we can't necessarily pop in on our days off! 3. Continuity is major issue, both with patients & colleagues & secretaries wanting clinic letters when we are on our days off. 4. You do miss training opportunities that fall on your days off. 5.	Jun 8, 2012 1:27 AM
26	Often feel that infrequent exposure, leads to relearning a skill rather than consolidation.	Jun 7, 2012 1:55 PM
27	Not able to attend specialist clinics if scheduled for days I am not working, nursery not flexible enough to allow ad hoc training experiences, eg: training days.	Jun 7, 2012 8:20 AM
28	often the additional extra activities i.e. research and audit are the same expected of those that are full time but I have less scheduled work time to complete these activities and a busier home life due to child care to complete them.	Jun 7, 2012 6:14 AM
29	Because I do a lot of locum shifts to make up for the lower pay I have gained more out of hours experience but I still hate arriving in the middle of the week and not knowing what's going on	Jun 6, 2012 1:07 PM
30	When working on a ward I have felt like the member of the team letting the side down as I have no job share partner and so when I am not there it is	Jun 6, 2012 12:54 PM

**Page 4, Q17. What have you found to be the major disadvantages to working less-than full time? Feel free to expand in the text box below.**

	more work for the others	
31	Difficult to get back into work after maternity leave. Time pressures of trying to fit all the training in to essentially 5 sessions and 1 session study	Jun 6, 2012 12:33 PM
32	Try and only do courses on my fixed work days which limits choice	Jun 6, 2012 9:36 AM
33	i work a 3 month on/ 3 month off academic and clinical rotation with a colleague. I am declared colorectal and he is declared HPB. Sharing a clinical post does lead to conflicting training needs. Also, clinical surgical consultants are not always keen on part time trainees. Surgery is still an apprentice profession and repeated exposure to the same operation and trainer gives the best improvement in technique. Three months is not long enough to get the benefit from a good clinical post. Six months/six months could be a better arrangement.	Jun 6, 2012 9:02 AM
34	Being Male, very few in deanery	Jun 6, 2012 8:42 AM
35	Miss out on opportunities due to fixed days.	Jun 6, 2012 8:24 AM
36	I feel these disadvantages are with supernumery posts	Jun 6, 2012 8:00 AM
37	Difficulty with study leave as being in a full time post I'm overloaded with clinical care	Jun 6, 2012 7:39 AM
38	longer training time can be both an advantage and disadvantage! - It can feel frustrating to watch others going past you but this is just something you come to adapt to as part of the job - other team members tend to view you as a slightly more senior team member anyway because you have been around for so long. I definately feel that 6 month posts are not ideal for LTF trainees due to not feeling part of the team - I now do only 12 month posts and this definately helps. "Serving 2 masters" is another conflict - not quite feeling part of the home or the work team but again this is another compromise of the opportunity of being LTF time and you find ways of adapting.	Jun 6, 2012 2:04 AM
39	feeling totally unvalued (and at times invisible) by senior colleagues	Jun 5, 2012 8:40 AM
40	Continuity of training time	Jun 4, 2012 2:03 PM
41	The main disadvantages in my current job (old age psychiatry) is that the ward round day is not one of the days I'm in. Therefore I miss out on a huge part of learning. I have come in for the ward round but this was out of my own time.	Jun 4, 2012 11:51 AM
42	Have to go to work on my days off. Expectation from employers to do so. Regional training days compulsory but in my own time. Not able to attend local teaching as not during my rota'd hours.	Jun 4, 2012 6:07 AM
43	Feeling like the duff registrar, it's someone else full time or me part time, I can't be as good no matter how hard I work in 3 days	Jun 4, 2012 2:27 AM
44	difficult to say, as is the only option for me to be able to look after my daughter as a lone parent.	Jun 3, 2012 12:11 PM
45	Not having the study afternoons as part of my training that my full time colleagues offer An expectation to attend same training sessions on days I	Jun 3, 2012 8:31 AM

**Page 4, Q17. What have you found to be the major disadvantages to working less-than full time? Feel free to expand in the text box below.**

	don't normally work in my 'free time' and not get given back a day from the study leave budget!	
46	I consider longer training to be a real advantage in my specialty Disadvantages - difficulty in others re-adjusting their expectations of a reasonable work load for a LTFT	Jun 1, 2012 2:24 PM
47	Pressure to complete and stay up to date with paperwork, often staying late to complete tasks, constantly changing rooms.	Jun 1, 2012 11:31 AM
48	Longer training-don't mind. Training too rushed normally. Admin massively increased eg writing to certification units, meeting with consultants re rota share, meeting hr cos pay is wrong etc etc endless! Equivalent of a day a fortnights work, each new job in a rots needs new negotiations.	Jun 1, 2012 10:29 AM
49	Lack of understanding of just how hard it is from lots of colleagues	Jun 1, 2012 9:46 AM
50	Working more than agreed hours (often voluntarily from home to complete managerial roles or going in during non working days for further training opportunities)	Jun 1, 2012 8:15 AM
51	Complications of attending courses on non-work days when no childcare arrangements in place (all the courses I want/need to go to seem to be on Thurs/Fris which are not usually working days for me and cause all kinds of childcare havoc involving grandparents coming by train from miles away.	Jun 1, 2012 6:59 AM
52	I am a year 7, who is 15years. Out of medical school. I do feel lft struggle with getting operating and out of hours experience	Jun 1, 2012 6:34 AM
53	Lack of understanding from medical colleagues, particularly seniors.	Jun 1, 2012 6:29 AM
54	Not able to achieve as much in working week	Jun 1, 2012 5:19 AM
55	Reduced study leave money	Jun 1, 2012 4:54 AM
56	none	May 31, 2012 11:45 AM
57	Due to oncalls I can go 2 weeks and only work 1 normal day.	May 31, 2012 6:57 AM
58	Attitudes of staff - ie that I was being lazy working less than full time	May 31, 2012 6:09 AM
59	Continuity needed to master intensive care jobs - I wasn't given the support I needed to master the required work in NICU. They appeared to be very supportive but in retrospect did nothing at any point to help me, and what they did do undermined my confidence. The BIGGEST disadvantage was that I was told I could have funding for 2 years part-time only at SHO level, not 2 years full-time equivalent to complete the rotation I had been appointed to. This was because SHO training was supposed to be 2 years. However, in paediatrics pretty much everyone did 3 years and the post MMC structure confirmed this. I wouldn't have struggled with trying to start a neonatal job with a non-sleeping 10 month old at home if I hadn't had the pressure of limited time in which to "tick off" that training requirement.	May 31, 2012 5:57 AM
60	need to occasionally use days off to attend courses	May 31, 2012 5:39 AM
61	Fitting everything in. Meetings etc take up larger proportion of time.	May 31, 2012 5:16 AM

**Page 4, Q18. What negative experiences have you had training LTFT? Please feel free to expand in the box below.**

1	as for Q17	Jun 20, 2012 8:19 AM
2	Judgement as to why you are part time, if not for children.	Jun 20, 2012 6:16 AM
3	Other fellow full time trainee colleagues seeing LTFT training as being an 'easy' option with comments such as "must be so nice to have 2 days off per week" - not that they quite realise that it takes twice as long!	Jun 20, 2012 5:59 AM
4	Some consultants fail to remember that I am LTFT and occasionally there is criticism if I am not aware of something that had happened with a patient	Jun 19, 2012 2:07 PM
5	But will accept these as part of the pay-off	Jun 19, 2012 1:21 PM
6	Not anyone's fault. Tend to be very busy all day due to the need to leave on time. rest of team will go for drinks elsewhere, so can miss out socially- which can be quite a problem as it is the people at work who make a job enjoyable.	Jun 19, 2012 12:21 PM
7	I was unable to go to gain further experience out of deanery in a slot that was available to people from our deanery in a neighbouring cardiothoracic centre as I was LTFT	Jun 19, 2012 4:36 AM
8	see above	Jun 19, 2012 3:53 AM
9	Although working at 60% FT I have increased my hours as the clinical load has never matched 60% of FT and my past CT1 colleagues have joined me at my now training level which I find frustrating personally.	Jun 19, 2012 3:43 AM
10	Less access to departmental teaching - mostly falls on days I don't work	Jun 18, 2012 4:26 AM
11	Other GP trainees were given opportunity to compete on merit for registrar surgeries, but it was proposed that they 'fit me in where they had space' as a part timer. Had to fight my corner, and it wasn't until I highlighted the fact that I felt was being treated 'differently' from the full timers that they allowed me to have some input.	Jun 17, 2012 1:19 PM
12	Often need to work harder to prove your skills	Jun 14, 2012 6:04 AM
13	I think the self confidence issue is a problem for many LTFT trainees as you feel your colleagues are rapidly progressing. It is important to remember what your priorities are and now I am coming to the end of my training, myself confidence is probably better than my full time colleagues.	Jun 14, 2012 2:13 AM
14	It is hard not knowing whether there will be a LTFT post/slot share available for each post i.e uncertainty. LTFT is not necessarily an easy option- sometimes I feel i am not doing either job well (being a mum/being a doctor). Peers overtake you.....	Jun 13, 2012 3:09 AM
15	Expected to deliver same amount of work as a full time member of staff in same timescales	Jun 13, 2012 1:48 AM
16	As above	Jun 12, 2012 8:06 AM
17	Sometimes difficult fitting in study times around fixed hours, so few opportunities have been missed there.	Jun 12, 2012 3:38 AM
18	SOMe of my hospital jobs were difficult - job share partners reflected on you,	Jun 12, 2012 2:52 AM

**Page 4, Q18. What negative experiences have you had training LTFT? Please feel free to expand in the box below.**

	consultants not keen to have you as part of the team. ACtually ended up having to go full time fr about 8 months because there was no jobshare available. But now I am in ST3 and in a practice I have no problems.	
19	See above! Generally good experience, but not always easy to feel part of the team. And definitely miss training opps occasionally.	Jun 11, 2012 1:38 PM
20	Occasional logistical issues- like having to go in on a non-working day evenign to see patients for the next day's theatre list. If I didn't go in, I would always get the training opportunity "leftovers"	Jun 11, 2012 11:00 AM
21	Not been having much bronchoscopy slots	Jun 8, 2012 8:56 PM
22	The general attitude that you are less than committed is one I've experienced in both units I've worked in. Told I was "hardly here" or to be careful not to come across as be unenthusiatic compared to the full time trainees!	Jun 8, 2012 11:59 AM
23	As above lack of understanding from colleagues, consultants etc. that I will not be at work on certain days	Jun 8, 2012 1:27 AM
24	not doing on calls pro rota. doing same number of assessments as a full time trainee therefore doing more assessments during my training instead of doing the same over a longer period of time	Jun 7, 2012 8:19 AM
25	Knowing that most colleagues perceive part timers to be having a great time and doing less work than themselves!	Jun 7, 2012 6:09 AM
26	Feeling presurised to work 60% or full time as the Deanery was resistant to 80% working, and now refuses it completely to new applicants	Jun 7, 2012 4:56 AM
27	I would have liked certain subspeciality jobs which I missed out on.. maybe not just because I was LTFT but it certainly was not an advantage	Jun 6, 2012 1:07 PM
28	Mainly due to returning to work after maternity leave, but after 4 months or so felt confidence level had returned.	Jun 6, 2012 1:01 PM
29	very disappointed that I could not get the preferred subspecialty and hence could not apply for GRID training. This is even after repeated requests to programme director over 2 year period	Jun 6, 2012 10:27 AM
30	lack of understanding and apathy towards learning to understand training needs of LTFT trainees from educational supervisors and program directors	Jun 6, 2012 8:42 AM
31	If you are both part time and a geriatrician most people in my experience assume that you are very poor at your job.	Jun 6, 2012 12:57 AM
32	Problems finding apprrropriate post to return to	Jun 5, 2012 2:09 PM
33	Not feeling 'useful'	Jun 5, 2012 8:06 AM
34	Often feel that I'm not doing either my job or looking after my daughter that brilliantly. I think the issues with self confidence are more due to having time out for maternity leave than from being LTFT - after a long period away from training you really can feel quite rusty.	Jun 4, 2012 11:51 AM
35	Difficult to build a rapport with team - part of large team that changes regularly	Jun 3, 2012 11:51 AM

**Page 4, Q18. What negative experiences have you had training LTFT? Please feel free to expand in the box below.**

36	Not met all members of department despite being there for a year!	Jun 3, 2012 8:31 AM
37	Pay issues have been a recurrent problem. I have used BMA guidelines on several occasions with employers to ensure I have been paid correctly. For example in one job we were told we would not get any time off after on call shifts like our full time colleagues because we were part time. After demonstrating using BMA guidelines that this would be equivalent to us working 70% of FT not 60% this was overturned eventually. Also during my previous maternity leave I was told a part time job could not be secured for me on my return to work unless I personally contacted consultants and HR departments to arrange my own training post. Again after much stress and seeking support of some senior mentors this was overturned and a jobshare slot was arranged for me. I have found these experiences stressful and have had negative comments about part time trainees being a 'problem for patient care' from some senior doctors which is upsetting when I have always been 100% dedicated to my work.	Jun 2, 2012 1:29 AM
38	As above, difficulty in adjusting expectations for capacity, both my own difficulty and others	Jun 1, 2012 2:24 PM
39	Supernumery in hospital job a total waste of time as not paid to do on calls- therefore massive reduction in responsibility and can get very boring This varies massively from job to job and specialty to specialty Have had to "fight!" for work but most full timers happy to sit back as are knackered.	Jun 1, 2012 10:29 AM
40	I have often not had a defined role & each working day am there to 'fill a gap'. This means new patients and a new team and no continuity. This results in poor job satisfaction.	Jun 1, 2012 9:54 AM
41	It has actually afforded me huge opportunities	Jun 1, 2012 9:43 AM
42	Feelings of guilt about time not spent at work	Jun 1, 2012 5:19 AM
43	Confidence knocked, but that is to do with being off for 9 months, not working LTFT.	May 31, 2012 6:57 AM
44	As above - lots of comments about 'hardly being here' and that if I 'couldn't handle' full time work I shouldn't be a doctor. (I went LTFT after having time off with severe depression)	May 31, 2012 6:09 AM
45	Paediatricians were great, neonatal staff were not, as above. Poor support at home didn't help (only really recognised that problem in retrospect ...). The number of other trainees who were working full time with grandparents having moved to UK to look after babies was jaw-dropping (and sad). I was expected to get "up to speed" with aspects of the job that were more of an art than book-learning, as quickly as full timers. My attempts to get help with decision making were misinterpreted. I had two goes at doing neonates, and unfortunately during the second attempt was pregnant. The tiredness I had as a result was completely ignored; and I was told I had no hope of mastering the job and being pregnant was nothing to do with it whatsoever. I was given support to arrange a research project which I then started post maternity leave - but in retrospect that was seriously unfair, because it forced me into doing something I wanted to succeed at, at the wrong time, and it has not worked out as it should have done.	May 31, 2012 5:57 AM

**Page 5, Q19. Have you felt supported in your LTFT role by the following:**

1	Consultant asked me to come in on days off for "educational purposes". It was as if I don't have another job when I'm not being a doctor!	Jun 13, 2012 3:13 AM
2	The hr and deanery paperwork is a nightmare!	Jun 12, 2012 4:44 AM
3	Generally juniors and peers did not like that I was only around part of the time - I think this reflected the fact that my jobshare was not as good and so they ended up doing the work for her. I have had a mixture of consultant opinions, but overall they have been supportive. It tends to be the nursing and support staff that are the most supportive - as they tend to understand other commitments outside of work!	Jun 12, 2012 2:55 AM
4	some consultants more supportive than others	Jun 9, 2012 6:16 AM
5	None	Jun 8, 2012 8:56 PM
6	There have been supportive and unsupportive individuals in each group, therefore I have chosen the neutral option.	Jun 8, 2012 12:01 PM
7	Mixed. Meet people that are very unsupportive or very supportive at every grade.	Jun 8, 2012 1:30 AM
8	Always seems more difficult for HR to give correct pay for flexi trainees	Jun 7, 2012 8:21 AM
9	unsupported by programme director	Jun 6, 2012 10:28 AM
10	I have had 2 very supportive senior mentors throughout my training, without whom I would have struggled to make my training work.	Jun 2, 2012 1:31 AM
11	Most consultants very supportive, but occasional difficulties from some comprehending the issues of juggling work /home	Jun 1, 2012 8:17 AM
12	Experience of consultants at current hospital excellent. previous hospital, less good	Jun 1, 2012 8:05 AM
13	Hasn't been an issue at all	Jun 1, 2012 7:00 AM
14	My experiences with consultants and registrars were very mixed hence ticking both extremes as most accurate!	May 31, 2012 5:59 AM



**Page 5, Q20. When you need support in your professional and personal life, where do you turn?**

1	BMA, MedNet, Occie Health	Jul 6, 2012 1:31 PM
2	mentor	Jun 24, 2012 1:47 PM
3	for work related problems-my jobshare or other part time VTS SHOs who are usually experiencing the same problems	Jun 20, 2012 8:21 AM
4	My Christian faith	Jun 20, 2012 5:59 AM
5	My previous job share and other LTFT trainees	Jun 14, 2012 2:14 AM
6	church	Jun 13, 2012 3:13 AM
7	Mentor	Jun 11, 2012 11:01 AM
8	Psychologist	Jun 2, 2012 2:53 PM
9	Senior mentors	Jun 2, 2012 1:31 AM
10	Who is our employer? Is it the deanery or the trust?	Jun 1, 2012 10:30 AM
11	what has this got to do with anything?	May 31, 2012 11:46 AM

**Page 6, Q21. As a LTFT employee working as part of a team, do you feel...**

1	it depends whom you are working with	Jun 21, 2012 8:14 AM
2	I have been fortunate to have had positive experiences in this area. I believe that as a conscientious worker with years of experiences, I have proven my abilities as a good doctor, which other members of my team have valued over the years. As a result, I have never been 'looked down' upon as being LTFT - in fact, I have had comments like "she may be part time but she certainly works harder than a full time equivalent!" I suppose this might not be the case for every LTFT trainee, so the moral of the story I guess is to give your best effort at work & you will gain the respect that you deserve.	Jun 20, 2012 6:01 AM
3	See previous comments	Jun 11, 2012 1:41 PM
4	I feel I am judged on my capabilities & achievements more than my LTFT status	Jun 8, 2012 1:45 AM
5	I probably am valued, respected and heard (although it is much harder when working LTFT to find out whether I am!), but I find it hard to ease into it, because I am unhappy with the situation and don't feel I am as good as I can be.	Jun 7, 2012 12:10 PM
6	Paediatrics is I think different because so many of us are LTFT that it is more accepted and we are treated the same as other trainees	Jun 6, 2012 1:12 PM
7	Depends so much on job and specialty and even day to day as skill mix of team varies	Jun 1, 2012 10:34 AM
8	at current work place	Jun 1, 2012 8:17 AM
9	yes I am the consultant!	May 31, 2012 11:49 AM
10	But only once they were used to it - it took a good 6months before the practice staff including my supervisor accepted that my working part time was the right thing for everyone	May 31, 2012 6:14 AM
11	hard to answer this one, sorry	May 31, 2012 6:05 AM

**Page 6, Q22. With regards to work-place based assessments (WPBA) such as, MSF, DOPs, Mini-CEX, CEX etc and your professional portfolio, have you?**

1	not applicable	Jul 10, 2012 2:58 AM
2	difficult to say as not finished the year	Jun 29, 2012 5:20 AM
3	dont know	Jun 24, 2012 1:49 PM
4	too early to judge	Jun 22, 2012 8:32 AM
5	less	Jun 21, 2012 8:14 AM
6	Recently changed to pro rata though	Jun 20, 2012 6:18 AM
7	Just in a pro-rata duration of time.	Jun 20, 2012 6:01 AM
8	by choice	Jun 19, 2012 3:45 AM
9	I am not required to complete	Jun 14, 2012 2:19 AM
10	The rules have only just changed so from now on we only need to do a pro-rata amount- thank goodness.	Jun 13, 2012 3:18 AM
11	N/A	Jun 13, 2012 1:47 AM
12	the bare minimum!	Jun 12, 2012 8:19 AM
13	not required as SpR	Jun 12, 2012 4:21 AM
14	Hopefully...	Jun 11, 2012 1:41 PM
15	NA as SpR training not ARCP	Jun 10, 2012 4:29 AM
16	Not applicable as still in 'old' system	Jun 10, 2012 2:54 AM
17	never did any	Jun 8, 2012 5:02 AM
18	Lots of confusion here! I have always done pro-rata but Ed supervisors often don't understand this	Jun 8, 2012 1:45 AM
19	Have done the first until jan 2012 then the second option	Jun 7, 2012 1:47 PM
20	For some of them have completed the same number of WBA	Jun 7, 2012 6:20 AM
21	I don't do them - I am an SpR	Jun 6, 2012 1:22 PM
22	None of the above.. I'm lucky to have escaped .. old style SpR	Jun 6, 2012 1:12 PM
23	not applicable	Jun 6, 2012 12:43 PM
24	not applicable I started training in 2007 and do not need to complete the eportfolio	Jun 6, 2012 12:36 PM
25	Will be pro-rated when back from current sick leave and manage to catch up.	Jun 6, 2012 8:50 AM
26	since change in guidelines by RCGP recently	Jun 6, 2012 2:20 AM
27	dont need to complete these	Jun 6, 2012 12:59 AM

**Page 6, Q22. With regards to work-place based assessments (WPBA) such as, MSF, DOPs, Mini-CEX, CEX etc and your professional portfolio, have you?**

28	Although at the start of my training this year we had to do full time WPBA	Jun 4, 2012 11:56 AM
29	very difficult to achieve as in ED most of my hours are unsupervised	Jun 4, 2012 6:11 AM
30	NTN so don't do these	Jun 4, 2012 2:30 AM
31	just moved from same amount to pro-rata.	Jun 3, 2012 12:15 PM
32	Completed more as advised the requirements are likely to change before I complete my training!	Jun 3, 2012 8:35 AM
33	i am an SpR so do not officially have to complete	Jun 2, 2012 11:49 AM
34	I have actually completed far more WBPA than any full time trainee as my training has taken much longer. Thankfully the RCGP have now decided (at last) that these can be done pro rata for LTFT trainees	Jun 2, 2012 1:34 AM
35	I'm an SpR so I don't do these	Jun 1, 2012 2:47 PM
36	I will aim to complete the same number for my ARCP - my ARCP is in Dec which will only be 10 months as opposed to the 20 months which would be my 'full time year'. This seems unfair but I feel I don't want to give any 'cause for concern'	Jun 1, 2012 2:28 PM
37	Not applicable on old SpR contract	Jun 1, 2012 11:22 AM
38	Don't have to do as on old curriculum	Jun 1, 2012 11:00 AM
39	Don't need to complete these as on old curriculum.	Jun 1, 2012 6:45 AM
40	currently switching to pro rata	Jun 1, 2012 6:32 AM
41	I know the situation with regards to this has just changed	Jun 1, 2012 4:48 AM
42	Completed less probably....	May 31, 2012 11:56 AM
43	part time consultants need full time cpd equivalent	May 31, 2012 11:49 AM
44	SpR so do not complete WPBA	May 31, 2012 11:29 AM
45	Actually as a GP trainee you have to complete more WBPA - one each month of COT and CBD whether full or PT hence as LTFT you end up doing more	May 31, 2012 6:14 AM
46	NA - haven't worked since this nightmare system came in!	May 31, 2012 6:05 AM
47	until recently	May 31, 2012 5:11 AM

**Page 6, Q23. Due to your LTFT status, have you had any difficulties in getting WPBA or required training/supervisory meetings completed? If so, please describe.**

1	Difficult to pursue colleagues to complete forms when not around them daily!	Jul 6, 2012 1:32 PM
2	so far ok but only just come back after mat leave	Jun 29, 2012 5:20 AM
3	Can be difficult but with planning ahead it works	Jun 19, 2012 2:09 PM
4	sometimes have to go in on my days off to complete certain tasks as these sessions only run on these days	Jun 19, 2012 4:39 AM
5	No more that full timers	Jun 19, 2012 3:55 AM
6	Hard to get full number of WBPA in part time hours.	Jun 17, 2012 1:25 PM
7	Unwilling to do as part time - don'r know me well enough + fewer opportunities as theref less time	Jun 15, 2012 2:27 PM
8	having less time to complete assessments also effected by availability of supervisors	Jun 14, 2012 3:07 AM
9	I have had to come in on days I dont work	Jun 14, 2012 2:19 AM
10	I have felt the need to do my educational supervisor meetings in my own time.	Jun 13, 2012 3:18 AM
11	N/A	Jun 13, 2012 1:47 AM
12	Can be a challenge to fit them in - am basically doing some form of assessment every other week - but my trainer is very understanding and it is timetabled in. When I was in hospital jobs this was a lot harder.	Jun 12, 2012 2:58 AM
13	difficult as not there full time and factor in on-calls and nights it makes it very hard.	Jun 12, 2012 1:03 AM
14	Is just difficult!	Jun 11, 2012 1:41 PM
15	Difficult to meet up with my educational supervisor as our timetables are at odds	Jun 11, 2012 11:02 AM
16	NA as SpR training not ARCP	Jun 10, 2012 4:29 AM
17	Getting the opportunities to attend theatre or specialist sessions has been difficult and so have had to come in on days off to attend and get procedures signed off.	Jun 8, 2012 12:04 PM
18	never did any	Jun 8, 2012 5:02 AM
19	As not in on certain days unable to arrange to see consultants at a suitable time. Takes longer to get to know staff in new environments therefore takes longer to gain confidence etc to ask especially within shift system. I have previously had a MSF completed talking about my job share partner (though using my name) referring to a critical incident in which she was involved. This was particularly difficult to ex l	Jun 8, 2012 1:45 AM
20	When I was expected to complete the same as a full timer I struggled	Jun 7, 2012 1:47 PM
21	I usually come in on days off to have meetings/WBAs and arrange separate child care	Jun 7, 2012 12:10 PM

**Page 6, Q23. Due to your LTFT status, have you had any difficulties in getting WPBA or required training/supervisory meetings completed? If so, please describe.**

22	mainly due to having to complete the same number of WPBA as other full time trainees- if not completing more.	Jun 7, 2012 8:21 AM
23	had to come in on day off	Jun 6, 2012 1:04 PM
24	not applicable	Jun 6, 2012 12:43 PM
25	Less time.	Jun 6, 2012 10:00 AM
26	For a long time I didn't have proper tutorial sessions.	Jun 6, 2012 8:50 AM
27	less days to meet up on.	Jun 6, 2012 8:43 AM
28	eportfolio tends to dominate tutorial time	Jun 6, 2012 2:20 AM
29	occasionally difficult to find a time to meet with supervisors due to nights/ time off etc but this just requires organisation and planning and recognising that you can't leave things to the last minute	Jun 6, 2012 2:09 AM
30	Means all tutorial time is taken up doing WPBA and no time for anything else	Jun 5, 2012 2:12 PM
31	supernumery work gives you the opportunity to do the extra bits	Jun 5, 2012 8:10 AM
32	I was working in a GP surgery at the beginning of the year and had to do the same number of WPBA as full time trainees. With one day a week taken up for teaching that left 2 days a week to be at work and get WPBA done at the same time.	Jun 4, 2012 11:56 AM
33	as above my work is largely unsupervised	Jun 4, 2012 6:11 AM
34	Don't do these	Jun 4, 2012 2:30 AM
35	have still had to come in on days off etc.	Jun 3, 2012 12:15 PM
36	Not all opportunities available on days I work	Jun 3, 2012 8:35 AM
37	meetings difficult to arrange	Jun 2, 2012 11:49 AM
38	Not applicable	Jun 1, 2012 11:00 AM
39	No but have come in on days off but don't think this is any different to full timers	Jun 1, 2012 10:34 AM
40	Often have not worked with the supervisor enough for a meaningful meeting	Jun 1, 2012 10:23 AM
41	Not currently doing on calls therefore very difficult to get ACATs done.	Jun 1, 2012 10:00 AM
42	not at current hosp	Jun 1, 2012 8:17 AM
43	As I am only part time and often have days off after working weekends or nights etc, I have found it difficult to meet with my clinical supervisor	Jun 1, 2012 6:53 AM
44	Come in on off days	Jun 1, 2012 5:52 AM
45	Tricky to get WBAs as senior trainee and LTFT	May 31, 2012 11:56 AM
46	n/a	May 31, 2012 11:29 AM

**Page 6, Q23. Due to your LTFT status, have you had any difficulties in getting WPBA or required training/supervisory meetings completed? If so, please describe.**

47      Difficult to meet rotating staff unless in days off, may only work with once.

May 31, 2012 4:06 AM

**Page 6, Q24. During your LTFT work have you been able participate in other projects such as audit, research, presentations, teaching and publications?**

1	i do feel that i miss out on some things ie management meetings are on another day, and sometimes because you are not there you don't get asked to do things	Jun 29, 2012 5:20 AM
2	Majority of my project work has been done outside of work time - mainly in the evenings when the kids are in bed!	Jun 20, 2012 6:01 AM
3	less involvement partly as I am studying also	Jun 19, 2012 1:24 PM
4	Not affected by LTFT status , although everything takes longer!	Jun 19, 2012 12:28 PM
5	A lot of audit work is done in my own time	Jun 8, 2012 12:04 PM
6	Very difficult area for LTFT trainees	Jun 8, 2012 1:45 AM
7	Need to be motivated and create opportunities	Jun 7, 2012 8:23 AM
8	Have participated but do not get as much allocated time during the normal working day to complete these activities. I frequently end up doing them at home and not really getting paid for them.	Jun 7, 2012 6:20 AM
9	but all out of scheduled hours	Jun 7, 2012 2:15 AM
10	it is up to the individual to make sure they are involved though it does often mean working in your own time	Jun 6, 2012 12:43 PM
11	I have needed to do this in my own time	Jun 6, 2012 7:43 AM
12	Hard as audit etc on day I don't work	Jun 4, 2012 2:30 AM
13	Have been able to do as much or as little as I have wanted.	Jun 1, 2012 10:34 AM
14	at current hosp	Jun 1, 2012 8:17 AM
15	The no participations comments are nothing to do with working LTFT tho	May 31, 2012 7:00 AM



**Page 6, Q25. With regards to your LTFT status, how often do you attend compulsory training when 'not at work'?**

1	Occasionallu if a compulsory event takes place on my day off, I may swap my days of work to accomodate it.	Jun 20, 2012 6:01 AM
2	also teaching on life support courses usually in own time	Jun 19, 2012 3:55 AM
3	It is difficult to secure childcare on non working days and I have to pay extra for this and not get paid so relcutant to do this unless really important	Jun 10, 2012 4:29 AM
4	Depends on childcare	Jun 8, 2012 1:45 AM
5	Unable to get childcare	Jun 7, 2012 8:23 AM
6	rota includes the teaching	Jun 7, 2012 2:15 AM
7	n/a	Jun 7, 2012 1:57 AM
8	I attend all compulsory sessions (monthly half-day release and monthly rolling half-day) even on days off except when on sick leave.	Jun 6, 2012 8:50 AM
9	As supernumary I try to swap days to attend	Jun 5, 2012 7:12 AM
10	Probably once every 2 months or so - but I do so on a voluntary basis as I am the one that benefits	Jun 4, 2012 8:12 AM
11	Compulsory training day is tuesday in our trust and I work in first half of week, Ihave never missed my education.	Jun 1, 2012 3:40 PM
12	compulsory: once per alt month, but do "non-compulsory stuff I feel I have to do to secure a decent consultant job about once or twice per month	Jun 1, 2012 8:17 AM
13	Occasionally but not as often as once per month	Jun 1, 2012 4:57 AM
14	always made sure they co-incided	May 31, 2012 11:49 AM
15	Can't recall what I managed, got to a bit and did get some teaching for my clinical exam which i did while FT	May 31, 2012 6:05 AM

**Page 6, Q26. How often do you finish later than planned? Please describe your experiences or difficulties below.**

1	Depends of level of need on the ward & which particular job you are doing. I have often been late finishing due to sick patients on the ward - but am often able to make up for lost time by driving home faster! (& being a bit late - I'm lucky to have a forgiving childminder)	Jun 20, 2012 6:01 AM
2	only during on-call weekends which as pro-rata (FT 1 in 5)	Jun 19, 2012 1:24 PM
3	Less as training has progressed. But do a lot of work on trains and at home.	Jun 19, 2012 12:28 PM
4	Usually Fridays	Jun 19, 2012 6:12 AM
5	Although i think this would be the same if i was full or part time	Jun 17, 2012 2:11 PM
6	I will leave on time around once a month! It is easier to do the extra work at work rather than bring it home and juggle arround kids. I have a very supportive husband!!	Jun 14, 2012 2:19 AM
7	Most days, which is very problematic with childcare, but if leave on time, face discrimination etc.	Jun 12, 2012 1:03 AM
8	Late everyday unless I really ham it home to colleagues that I have no childcare & need to leave at 5pm & even then they are often late for handovers etc.	Jun 8, 2012 1:45 AM
9	I find that often little things pop up late in the day, or referrals get made toward the end of the afternoon. If that happens on a day when I am not working the next, rather than leaving it for my slot-share colleague to do (who does not know the patients and therefore will have a busy day already), I finish everything before I go home.	Jun 7, 2012 12:10 PM
10	In a busy post at present	Jun 7, 2012 8:23 AM
11	Can only stay late when partner able to collect child from nursery, otherwise work piles up and just has to wait	Jun 7, 2012 6:20 AM
12	This is no different than when I worked full time	Jun 7, 2012 5:00 AM
13	Consultants v good at letting go on time. V rare to finish late	Jun 6, 2012 1:04 PM
14	almost everyday during this job	Jun 6, 2012 12:56 PM
15	has to do audits/presentations by staying extra time	Jun 6, 2012 10:33 AM
16	My GP surgery session seldom finish on time (waiting to see a Gzp to ask for advice can add 30 mins to a consultation). I have no admin session so after clinic I need to write my referrals and do other admin tasks before going home.	Jun 6, 2012 8:50 AM
17	I have become more organised at handover and time management because I know I have to leave on time to collect my children	Jun 6, 2012 2:09 AM
18	I have to wrap up my cases and make certain that everything is either sorted out or passed on to the relevant consultant - it is a bit like going on annual leave each week. It is important, though, not to leave anything undone as I have no wish for anyone to be able to criticize or point out any draw backs about part time trainees.	Jun 4, 2012 8:12 AM

**Page 6, Q26. How often do you finish later than planned? Please describe your experiences or difficulties below.**

19	I did when I was full time though as department always very busy	Jun 4, 2012 6:11 AM
20	Arrange child care once a week so can finish late and wrap up my work	Jun 4, 2012 2:30 AM
21	i have 1 day a week i always stay late as do not have to do nursery pick up - it is the only way i can get all my admin done	Jun 2, 2012 11:49 AM
22	Occasionally, you can't always leave a situation with a patient, just means I incur a bill for late collection from childcare	Jun 1, 2012 1:21 PM
23	Impossible to finish half day on time	Jun 1, 2012 11:00 AM
24	All the above depending on job!	Jun 1, 2012 10:34 AM
25	Need to My work load is heavier than full time staff as 1. hand over, or sort stuff properly so doesn't need hand over, 2. I get proportionately less admin time than full timers 3. three breaks from training for family leading to a fragmented training means I now have a year at 60% to squeeze in all the extra stuff like audit and completing research that my full time colleagues have spent a proportionately longer time preparing. Now I am through the early years with the kids and they are sleeping better, I realise I spent 4 years exhausted and so less motivated to do these "non-essential" things on a day to day basis. I would appreciate deanery lead understanding that my training might need to be elongated even more than it already has, so I can sort these issues (and my confidence with clinical work) out.	Jun 1, 2012 8:17 AM
26	much harder as a consultant to leave on time	May 31, 2012 11:49 AM
27	I recall I was always rushing, frequently finished late if on long shifts due to writing up or handover; was always rushing to collect daughter on time.	May 31, 2012 6:05 AM

**Page 6, Q27. Has your LTFT experience changed your career goals? Feel free to expand on your answer below.**

1	Planning to leave medicine as soon as reasonably possible	Jul 6, 2012 1:32 PM
2	At one point early in my training I was asked by a consultant colleague if I would consider doing a non-career grade post in order to finish quicker (so that they could take me on board as an equivalent consultant colleague) - I resisted the temptation & persevered with my ambition to become a consultant.	Jun 20, 2012 6:01 AM
3	but having children changes your goals!	Jun 19, 2012 4:39 AM
4	Considering pursuing research-based career or possibly changing specialties to facilitate more family friendly working pattern	Jun 18, 2012 4:29 AM
5	yes i have more time to thinking reflect what i am achieving in life and how good i am to society that i am not doing things for sale of doing them , is there any meaning to my life .it helped me deciding what are my piroritis in life and made me well balanced person not a robot	Jun 14, 2012 3:07 AM
6	only when I'll complete my training. I'm applying for a career break of 2 years currently.	Jun 13, 2012 3:18 AM
7	Less focused on Consultant role or high career aspirations. Would like to continue in part time role so that our home/work balance is maintained as our children grow older.	Jun 12, 2012 3:43 AM
8	Left medicine as felt unable to balance work and children well.	Jun 12, 2012 1:03 AM
9	I have less ambitious career goals as a result	Jun 10, 2012 4:29 AM
10	did not feel able to continue training with what was on offer and 3 children	Jun 8, 2012 5:02 AM
11	I am either going to become a staff grade or leave medicine. I cannot make this career work for me & my family	Jun 8, 2012 1:45 AM
12	Will need to fit my career round my childcare	Jun 7, 2012 1:47 PM
13	Always wanted to be a general Paed.. that's what I am	Jun 6, 2012 1:12 PM
14	children more important	Jun 6, 2012 1:04 PM
15	Made me sure I wanted to be a part-time consultant to	Jun 6, 2012 9:38 AM
16	Aiming for academic surgery	Jun 6, 2012 9:04 AM
17	was going to dual certify cct but take too long and now at top pay band. fed up with training now so settling for cct i have.	Jun 6, 2012 8:27 AM
18	If I could find a decent staff grade post I would take it like a shot!	Jun 6, 2012 12:59 AM
19	More careful consideration of subspeciality choice	Jun 5, 2012 8:10 AM
20	I've always been quite relaxed about when I will finish my training	Jun 4, 2012 11:56 AM
21	But not sure I will get a consultant job as LTFT	Jun 4, 2012 2:30 AM
22	Feel that there is a perception that I am less dedicated to my work and therefore less likely to get most competitive jobs as reputation is a key	Jun 1, 2012 10:23 AM

**Page 6, Q27. Has your LTFT experience changed your career goals? Feel free to expand on your answer below.**

	element	
23	Finding it more difficult to complete exams therefore considering staff grade positions.	Jun 1, 2012 10:00 AM
24	Although potentially would be more keen to work in teaching hospital if no child commitments	Jun 1, 2012 8:20 AM
25	But its been having the children thats done it rather than the LTFT working. I would like to continue in a part time consultant job. Also, I want a job that allows me to keep my children as a high priority in a family of two consultant doctors.	Jun 1, 2012 8:17 AM
26	but want to continue to work part time	Jun 1, 2012 4:57 AM
27	I also had a 2 year career break,	May 31, 2012 11:49 AM
28	Working LTFT IS my career goal	May 31, 2012 7:00 AM
29	I recognise that I am happier and more able to work to my best when working part time hence have decided to remain part-time	May 31, 2012 6:14 AM
30	Career goals have now gone completely out the window. Don't currently know what I am capable of doing - which is a serious waste of my previous abilities + education.	May 31, 2012 6:05 AM
31	Feel some specialties are not suited to family life	May 31, 2012 4:06 AM

**Page 6, Q28. If applicable, how has your LTFT experience been viewed at job interview/recruitment/selection procedures overall? Feel free to explain.**

1	not had to apply for any jobs as yet during my ltft	Jun 29, 2012 5:20 AM
2	Not applicable	Jun 20, 2012 6:18 AM
3	N/A as yet - though consultant colleagues in the trust where I hope to work eventually have mentioned that they are keen to create a LTFT consultant post for me in order to suit my needs - which is high honour indeed!	Jun 20, 2012 6:01 AM
4	N/A	Jun 19, 2012 1:24 PM
5	Not sure as have not been in those positions. However am looking for consultant posts and feel people will assume how I want to work in the future.	Jun 19, 2012 12:28 PM
6	N/A	Jun 19, 2012 3:45 AM
7	not attended any interview after starting LTFT	Jun 19, 2012 2:04 AM
8	not had any interviews since	Jun 17, 2012 2:11 PM
9	Not applicable	Jun 17, 2012 1:25 PM
10	I haven't yet applied for a job LTFT	Jun 14, 2012 12:58 PM
11	Not applied for anything	Jun 14, 2012 6:07 AM
12	I believe I can convince a panal that it is a positive thing.	Jun 14, 2012 2:19 AM
13	Not applicable	Jun 13, 2012 1:53 AM
14	not had a job interview since being a f2	Jun 12, 2012 10:09 AM
15	N/A yet	Jun 12, 2012 8:19 AM
16	not applicable	Jun 12, 2012 8:09 AM
17	Haven't had this experience, as we had to apply for LTFT training after successful selection.	Jun 12, 2012 3:43 AM
18	unable to comment	Jun 12, 2012 1:03 AM
19	not applicable	Jun 10, 2012 4:55 AM
20	N/A	Jun 9, 2012 7:58 AM
21	I had a run through post before I became LTFT so it has not affected me	Jun 9, 2012 1:27 AM
22	No experience	Jun 8, 2012 8:58 PM
23	Not applicable as yet	Jun 8, 2012 12:04 PM
24	Went LTFT after gaining training post so no idea about selection process etc. The ARCP process is terrible for LTFT. Often judged on incorrect no. of months completed. Never have correct no. Of WBPA's com	Jun 8, 2012 1:45 AM
25	NA	Jun 7, 2012 6:20 AM

**Page 6, Q28. If applicable, how has your LTFT experience been viewed at job interview/recruitment/selection procedures overall? Feel free to explain.**

26	Unable to comment	Jun 7, 2012 5:00 AM
27	n/a - I am still in training so have not applied for jobs yet	Jun 7, 2012 1:57 AM
28	Again its Paediatrics so its not unusual	Jun 6, 2012 1:12 PM
29	n/a	Jun 6, 2012 1:04 PM
30	not applicable	Jun 6, 2012 12:36 PM
31	as mentioned before	Jun 6, 2012 10:33 AM
32	At a recent interview It was not disclosed to the pannel that I was training less than full time	Jun 6, 2012 2:09 AM
33	No experience yet	Jun 5, 2012 3:38 AM
34	Not applied yet	Jun 4, 2012 2:30 AM
35	n/a as went to LTFT after started GP VTS	Jun 3, 2012 12:15 PM
36	Not applied yet	Jun 3, 2012 8:35 AM
37	Not experienced it	Jun 1, 2012 12:08 PM
38	Not yet been in this situation	Jun 1, 2012 10:34 AM
39	N/A yet	Jun 1, 2012 8:17 AM
40	N/A	Jun 1, 2012 7:14 AM
41	Not been involved in any	Jun 1, 2012 6:45 AM
42	n/a yet	Jun 1, 2012 4:48 AM
43	n/a	May 31, 2012 11:29 AM
44	Am currently a GP locum but I am concerned about the impact my time out of training and then my LTFT training will have on my ability to get a job	May 31, 2012 6:14 AM
45	NA - haven't applied seriously since. Did apply for a clinical genetics post during first MMC round but not taken seriously. Having to include tickbox reference from non-supportive consultants sealed my fate i expect.	May 31, 2012 6:05 AM
46	Went LTFT in training post. Had to apply to FT consultant post, but then allowed to drop hours in Trust financial crisis!	May 31, 2012 5:18 AM
47	n/a	May 31, 2012 5:11 AM
48	N/A	May 31, 2012 4:06 AM

**Page 7, Q30. What information and support would you like to see for LTFT doctors?**

1	More support networks needed! It's very lonely.	Jul 6, 2012 1:33 PM
2	at ltft regional meetings, creches available!	Jun 29, 2012 5:22 AM
3	Not sure...but I am sure a single document (used by all the deaneries and post graduate institutions), rather than a different one for each	Jun 26, 2012 11:06 PM
4	Advice on time management, how to work efficiently, work/life balance.	Jun 22, 2012 8:33 AM
5	To have clear curriculum adjusted for LTFT, more support from consultants, deanery, maybe meeting at least twice a year with all other LFTS trainees from Deanery and a Programme Director	Jun 21, 2012 8:17 AM
6	A good network with other similar trainees eg a google group, as in NW deanery.	Jun 21, 2012 5:10 AM
7	Information at an early stage of training as to the process of applying for a LTFT post; info on rules & regulations of eg on-call commitments, salary, childcare vouchers etc - essentially what was covered at the Bristol LTFT day, which my slot-share partner attended & said was brilliant! Perhaps also having a LTFT trainee 'meeting/ workshop' at events such as the National British Geriatric Society meetings (in the case of my speciality). Finally, perhaps a 'buddy' system for new trainees setting out on LTFT training - pairing with a more senior trainee in the same speciality - this would involve having to keep a prospective list of LTFT trainees throughout the country.	Jun 20, 2012 6:01 AM
8	WMDeanery do a very good job of providing online info. Hope all deaneries have similar access. LTFT trainees need to be aware that they still need to be adaptable in arranging their work patterns.	Jun 19, 2012 12:33 PM
9	surgical specialities tend to be more resistant and work needs to be done at a deanery level to overcome this.	Jun 19, 2012 3:57 AM
10	Clear pathways and explanation. Recognition and support on ward that you will not be treated the same as other members of the team. Mentor / support person to discuss LTFT issues with as not applicable to other trainees	Jun 15, 2012 2:28 PM
11	A more straightforward application process	Jun 14, 2012 12:58 PM
12	i think people do make you feel that ur not as hard working as they are ,which is wrong because they are just working and we are enjoying and working and more productive for our families and society as a whole .I strongly feel employers and colleagues should support people in LTFT as they might have clear reasons for working less and might be having tougher life than them.	Jun 14, 2012 3:12 AM
13	Online networks/support groups for LTFT trainees in the area	Jun 13, 2012 12:42 PM
14	Better way of networking with other LTFT trainees. Info re career breaks. I only discovered this was an option on writing to the deanery. When children are very small it might be better than LTFT which is still hard work with eportfolio/exams etc to do. (see gold guide)	Jun 13, 2012 3:24 AM
15	Firmer control and monitoring to ensure that LTFT workers are expected to work or delivery to the same timescales as a FT worker.	Jun 13, 2012 1:54 AM
16	Not so much as an LTFT trainee but would be useful to have a more structured return to work programme following maternity leave!	Jun 12, 2012 8:20 AM



**Page 7, Q30. What information and support would you like to see for LTFT doctors?**

17	Organising the post was really difficult. I wasn't sure I would want to come back full/ part time before having my baby so obviously had to set it up whilst on maternity leave. There was no-one senior who was willing to look into it for me or take on the responsibility so I was told to "speak to my colleagues" and see if I could work out a plan for them covering my absence for one day and I was allowed to take accrued annual leave for the second day. Neurology is a small specialty so little scope for slot share. There had not been any LTFT trainees previously so it was uncharted waters. It would be good to have a national guideline for who should be in charge of looking into LTFT on behalf of the trainee and ways in which it can be successful (guidance for the employer).	Jun 12, 2012 8:12 AM
18	I'm a non-medic in public health, paying for training before being reimbursed is difficult when LTFT paid.	Jun 12, 2012 6:28 AM
19	less tha full time doctors are sort of sidelined and treated as supernumery at times which is demoralising . GP practice ,psychiaty and peadiatrics have been the most less tha full time friendly placements . Acute surgery and medicine do not really appreciate LTFT workers in my experience and it is important that it should be understood that for women with kids or any body who wants to work part time , to be treated as an equal to full time workers is very essential for learning and growth of the trainee .	Jun 12, 2012 5:29 AM
20	More about hr and paperwork. Guidelines etc.	Jun 12, 2012 4:46 AM
21	on line forum may be beneficial LTFE based requirement should be taken into acount to complete mandatory training and WBA; have appraisals as there is alot of pressure to have same number of supervision meetings/meet mandatory training completed within same time scale as full time person	Jun 12, 2012 4:26 AM
22	More support /advice in how to apply for LTFT when applying for new posts. This is often a bit of a difficult or even 'taboo' area with new prospective employers.	Jun 12, 2012 3:47 AM
23	More local guidance about how to go about it - useful information, people interested in jobshare, support, etc. Relaxed WPBA for LTFT - only pro-rotas numbers	Jun 12, 2012 3:00 AM
24	Support from all depts or team members. Difficult balance as sometimes need to leave on time for childcare, but it means others have to pick up your work, which is unfair on them. If you leave on time or earlier than others at a clinic etc, seniors have lower opinion of you. Seniors told me I had to get a nanny, which is unaffordable on my salary. I had to stop work as I felt I was unable to fully do job well or home life well. It is not a 9-5 regular hours job where you are able to leave on time.	Jun 12, 2012 1:09 AM
25	More practical advice how to achieve work life balance Role models for LTFT	Jun 10, 2012 4:31 AM
26	Know our deanery provide LTFT training days that are very useful and informative.	Jun 10, 2012 2:55 AM
27	Clearer pay scale	Jun 9, 2012 6:18 AM
28	Mentoring schemes Joined up examples of current good practice and information on a nationally based website	Jun 9, 2012 1:28 AM
29	Educate rota staff regarding correct max hours for oncalls . It has always been above the max hours!	Jun 8, 2012 9:00 PM

**Page 7, Q30. What information and support would you like to see for LTFT doctors?**

30	Who to turn to locally for informal support or advice	Jun 8, 2012 12:04 PM
31	All doctors (not just LTFT) need to be allowed to leave on time ARCP process needs to be clearly defined Better support from seniors all round More flexibility in the no. of hours you can work & days -v annoying when u have frequent changes of jobshare partner & u both have current childcare on same days.	Jun 8, 2012 1:50 AM
32	The ability to work more than 60% -- 4 days a week would suit me perfectly, but it is not possible in most posts. I find that in Paediatrics we are very well supported by the TPD and consultants. I have never heard any complaints or grumbles.	Jun 7, 2012 12:13 PM
33	Thought that the LTFT training day was very useful organised by the Severn Deanery, that sort of information written in an info pack at beginning of LTFT training would be very useful.	Jun 7, 2012 8:24 AM
34	Ensuring that LTFT dont have more reviews and complete more assessments than full time trainees.	Jun 7, 2012 8:22 AM
35	More national meetings so trainees from one Deanery can see what is the practice elsewhere in the country	Jun 7, 2012 5:03 AM
36	Help getting on the on-call rota if supernumerary and trust refuses to fund. Some compensation for attending compulsory training days when we wouldn't normally be working those days.	Jun 6, 2012 1:27 PM
37	More advice on how to plan your career path to allow you to make the best of the opportunities for training rather than just being given a post because there was a slot share available or they needed to fill in a gap	Jun 6, 2012 1:13 PM
38	more support and info for when first start out as a LTFT trainee	Jun 6, 2012 1:05 PM
39	information on how to start LTFT How the process should work How flexible training works Rights to ask for flexible training	Jun 6, 2012 12:37 PM
40	equal opportunities during allocation of subspecialty posts (registrar grade)	Jun 6, 2012 10:34 AM
41	A growing number want to, but find they can't go part time, as they just want a better work life balance. Improving access would also improve support for ltft working	Jun 6, 2012 8:45 AM
42	LTFT really helps you to balance your personal/work life especially if you have children.	Jun 6, 2012 8:16 AM
43	More education for supervisors & hr staff	Jun 6, 2012 8:11 AM
44	There are good ways to share tips with other LTFTs - our deanery has LTFT days and an online network	Jun 6, 2012 2:11 AM
45	Overall, I really enjoy having the opportunity and support to be able to work LTFT. Other women in non-medical professions have not been similarly encouraged to do so in their roles as I have. I do feel that the reduced experience and exposure has reduced my self-confidence a little and sometimes feel less credible than when I was working FT. However, this is something that I think will develop with time and you just have to 'go with it'! I feel that with so many people choosing/needing to do LTFT training now, that it is much more acceptable than it may have been in previous years and	Jun 6, 2012 1:07 AM

**Page 7, Q30. What information and support would you like to see for LTFT doctors?**

	I have not really had any negative feedback. It is evident that you do miss out on part of the 'team' spirit, especially when also in community.	
46	patch representatives to deal with specific LTFT problems	Jun 5, 2012 2:12 PM
47	Ability to meet other LTFT trainees	Jun 5, 2012 10:28 AM
48	Consultant job opportunities	Jun 5, 2012 8:11 AM
49	More help with job planning - as supervisors often not aware & deanery LTFT consultant felt not their job	Jun 5, 2012 7:13 AM
50	Mentoring and advice from other flexi trainees. In anaesthesia we meet as a group for regular social gatherings which acts as a great forum for sharing good and bad experiences and asking advice.	Jun 4, 2012 2:07 PM
51	I think the information is out there and usually LTFT trainees are willing to help and advise if you are not sure who to contact or where to go to find out more.	Jun 4, 2012 8:20 AM
52	Education of consultant employers as LTFT seen as 'slackers' and I have had to fight for study leave and educational opportunities.	Jun 4, 2012 6:11 AM
53	Job shares are really important so you can still get a full time job done and not disadvantage the department	Jun 4, 2012 2:31 AM
54	Reduced hours available and not reliant on slot share agreement - should not be forced to become supernumerary if slot share unavailable - especially if offering to work more than 60% hours	Jun 3, 2012 11:55 AM
55	Named person within deanery as well as speciality. Opportunity to meet others in same position	Jun 3, 2012 8:38 AM
56	Higher pay	Jun 2, 2012 2:55 PM
57	more specific admin time - it is impossible to fit it all in	Jun 2, 2012 11:50 AM
58	Networks, mentorship, more support with childcare (cheaper options closer to work)	Jun 2, 2012 1:35 AM
59	Contact details of other doctors in my deanery doing my specialty so we could meet informally and work out our own slot shares.	Jun 1, 2012 2:49 PM
60	Clear advice of expectations- for GP trainees this has now recently been published	Jun 1, 2012 11:35 AM
61	Some better consideration of placements within a rotation so that we do not have the added pressure of having to commute long distances. I find it very stressful to have to leave work on time to do nursery pick ups especially during afternoon clinics. When also placed in a hospital that is a substantial distance away this makes things even more stressful. I do not want to have to move my children to a new nursery with every new placement that I am sent to and alternative forms of childcare are too expensive on a LTFT salary. A mentor would be useful to support LTFT trainees to manage feelings of guilt and lack of confidence. I have always felt valued by consultants that I have worked for but it can be difficult to feel like part of the team - this is probably unavoidable.	Jun 1, 2012 11:07 AM

**Page 7, Q30. What information and support would you like to see for LTFT doctors?**

62	A massively simplified admin process! Every rota/job should be examined by hr who should know how this job would be done by a ltft trainee. So often told "don't know" and had to work it out ourselves from wordy websites Could have mentoring scheme as once these answers have been worked out, they are easily passed on Severn has a yearly ltft conference day which is extremely useful but not often enough or advertised enough.	Jun 1, 2012 10:41 AM
63	Biggest thing would be education for non-ltft doctors in the way that Ltft trainees are paid and the hours we work as well as the issues that we face - that is the only way that we might stop being judged as lazy or not committed to our jobs!	Jun 1, 2012 10:27 AM
64	At my level of training there are not many other LTFT doctors, this can feel very isolating. I personally found the transition of coming back to work after mat leave extremely hard & had no idea where to turn for support. Both my educational supervisor and overall cmt tutor were not understanding & even tried to push me to increase my hours and on call commitments. I therefore think information & perhaps a forum to link with other doctors in a similar situation would be really useful. Perhaps more support returning to work (graded return to work days prior to start date etc.) would be useful as well. It is very easy to lose your confidence after a year off looking after a baby & this would really help increase it again.	Jun 1, 2012 10:06 AM
65	Network/group of doctors with young families to provide peer support.	Jun 1, 2012 10:04 AM
66	Support is adequate.	Jun 1, 2012 6:48 AM
67	Self confidence/ retraining after mat leave/ career advice and mentoring/ increased pay.	Jun 1, 2012 5:35 AM
68	Better rota/pay advice. Often the rota co-ordinator has no experience and relies on you to know "the rules"	Jun 1, 2012 5:07 AM
69	Being able to turn to someone when the going gets tough.	Jun 1, 2012 4:54 AM
70	There needs to be more clear guidance about the whole process - how to set it up, and then what is expected, in terms of hours, OOH, sessions etc. Annual leave, study leave entitlements, carers leave.....	Jun 1, 2012 4:49 AM
71	We have more admin than ft. Deaneries should streamline their processes.	Jun 1, 2012 1:54 AM
72	Have enough thanks	May 31, 2012 7:01 AM
73	Generally understanding from employers - I have seen other trainees viewed negatively for being part-time and made to feel they are not contributing enough at work. Understanding and support would be good.	May 31, 2012 6:15 AM
74	Proper recognition of training requirements and ways to achieve these. Sympathetic attitude to those starting out who are still in a mind-set of "I want to progress my training". Less need to personally plan every scrap of the timetable from scratch, although in reality by doing it yourself you at least know where you are and can plan things in a timely manner ...	May 31, 2012 6:08 AM
75	Support and opportunity to network with other LTFTs.	May 31, 2012 5:18 AM

**Page 7, Q31. Do you have any other comments or experiences you would like to share with us?**

1	No	Jun 26, 2012 11:06 PM
2	no	Jun 22, 2012 8:33 AM
3	No thanks :)	Jun 21, 2012 5:10 AM
4	When I get asked about my experience with LTFT training, my advice to potentially LTFT trainees is - if possible, get as much full time training as possible out of the way, such that by the time you are a Registrar, you wouldn't have too many years of training to complete; mine has been a long ride, as I became an SpR then got pregnant just after, which meant that the completion of my training has taken me 10yrs & has included 2yrs mat leave & a year out of programme in New Zealand - which I would thoroughly recommend (for a family with young pre-schoolers) as an amazing thing to do to expand on your life skills; afterall, life isn't all about work, is it?!!	Jun 20, 2012 6:01 AM
5	Trainees at all levels should work out what they want they want to peruse/ what they are good at and what they enjoy and then work it around family and life. Anything is possible with enough determination and becoming a disillusioned GP is not the answer to work life balance.	Jun 19, 2012 3:57 AM
6	Main issues for me are lack of continuity in patient care which decreases learning outcomes and missing regular teaching as it falls on days I don't work.	Jun 18, 2012 4:30 AM
7	I think all working mothers and wives should not work full time .Its good for them for their children and relationships and in long run producing a healthy society as a whole .I can see HUGE difference in my children behaviour and their achievements since i started part time and i am really happy for this to carry on in my future .	Jun 14, 2012 3:12 AM
8	LTFT trainees should be able to pay reduced price mess fund/parking etc. It is hard to not feel 2nd rate compared to full timers as it is hard to "get into the job" when you are only there half the time.	Jun 13, 2012 3:24 AM
9	I subscribe to the view that our society should move towards a part time working culture for the benefit of our wellbeing and economy, see NEF report 21 hours <a href="http://www.neweconomics.org/publications/21-hours">http://www.neweconomics.org/publications/21-hours</a>	Jun 13, 2012 1:50 AM
10	I am working part time in a grid post for paediatrics and in an academic postmy supervisors and the deanery have been very supportive and put together a bespoke training package	Jun 12, 2012 4:26 AM
11	Thanks for doing this, it is nice to have our voice heard! We are lucky in the NHS, but I think it should be made easier to go LTFT, especially for men (some of whom I have seen have to really battle for it!).	Jun 12, 2012 3:47 AM
12	Overall it has been worth the effort!! I have two beautiful children that I get to spend time with and I ma progressing through my training.	Jun 12, 2012 3:00 AM
13	You are looked down upon and miss oportunities like audits and research as you aren't around. Flexible training I didn't feel worked on a ward, but it was fine at A&E as no patient handover the next day etc.	Jun 12, 2012 1:09 AM
14	Very grateful that LTFT is offered as enables me to spend time with my children	Jun 10, 2012 4:31 AM
15	I think there are lots of different views of working LTFT& these can be quite	Jun 8, 2012 1:50 AM

**Page 7, Q31. Do you have any other comments or experiences you would like to share with us?**

	speciality based. For me it has not worked well mainly as I have a non medical partner who works one week a month abroad so we had all kinds of childcare & rota problems making it all much more stressful.	
16	I was expected to do a job share in a&e with another part timer even though I already had experience in a&e, I have experienced problems in courses aimed at full timers not being offered at other times in the meaning they are difficult to assess when we need them at a different time	Jun 7, 2012 1:50 PM
17	I feel the Deanery is being unnecessarily inflexible by only allowing 50-60% LTFTT. I enjoy working at 80% and feel it gives me the perfect work life balance, however colleagues have since had their application for this turned down as the Deanery worries about producing instability in the slot share positions they have.	Jun 7, 2012 5:03 AM
18	Encourage more dads to do it, the rewards are massive	Jun 6, 2012 9:39 AM
19	I've found the Lead Employer (HR) to be totally unhelpful when trying to organise my return to work after a long period out of training, only now 6 months after starting am I getting the equipment that Access to Work said I needed. I have ended up with work-related back pain and only when my GP signed me off sick did HR really start chasing up orders.	Jun 6, 2012 9:00 AM
20	look forward to hearing results	Jun 6, 2012 8:45 AM
21	i applied for ltft in 2007 in east of england deanery. this was rejected and forced to return fulltime while breastfeeding. baby bond seriously affected by experience. mersey better accommodating.	Jun 6, 2012 8:29 AM
22	No	Jun 6, 2012 8:16 AM
23	thanks for doing this - I thought about doing something myself but never got round to it - hope you get it published!	Jun 6, 2012 2:11 AM
24	With so many women in the NHS, LTFT is the way forward and must be fully embraced! I think this has been done in paediatrics, but am not so sure about other specialties (medicine, surgery), where I have heard very interesting stories from colleagues!	Jun 6, 2012 1:07 AM
25	More experience gained over the long term	Jun 5, 2012 8:11 AM
26	The Severn Deanery have always been most helpful to me throughout the whole of my training.	Jun 4, 2012 8:20 AM
27	Nursery placements are not available in many trusts because they don't recognise employment by deanery!	Jun 3, 2012 8:38 AM
28	full time (male) consultants can have unrealistic demands, there are only so many hours in the day!	Jun 2, 2012 11:50 AM
29	I am very grateful to the deanery for making the application process so easy	Jun 1, 2012 11:07 AM
30	Have done full time and ltft jjobs in a wide range of specialties for both health respond and post maternity. Such a huge variety of opportunities and levels of support depending on culture of dept e.g. Paediatrics (ltft v common) v ent (treated v badly)	Jun 1, 2012 10:41 AM

**Page 7, Q31. Do you have any other comments or experiences you would like to share with us?**

31	Please see above!	Jun 1, 2012 10:06 AM
32	May have extend my training as curriculum has changed and have complete modules that last year weren't required when I have little time left in my training to do so. This is purely because I've been training for longer than FT trainees that started at the same time as me.	Jun 1, 2012 6:48 AM
33	4 children - your self confidence and motivation decreases incrementally with each child. Problems with distances in rotations. Pay only covers childcare costs and professional fees. Not well respected.	Jun 1, 2012 5:35 AM
34	No.	Jun 1, 2012 4:54 AM
35	I don't get the experience that FT has improved since I was in it. I was very aware how "lucky" I was to have got funding - those who applied 6 months + after I did went on a ridiculously long "waiting list" for funding- that could take 3 years to get through!	May 31, 2012 6:08 AM
36	I love working part time and find the work life balance great. I really enjoy my days at work, and then really enjoy days off with my son.	May 31, 2012 5:42 AM