

TRAINEES UNDER AGENDA FOR CHANGE

The guidance on the handling of Trainees is predicated on the following text, which reflects the thinking at the time that Annex U of the NHS Terms and Conditions Handbook covering the application of Agenda for Change to trainees was developed.

Section 2(i) was envisaged as covering circumstances in which the period of traineeship could be covered by a single profile (where it exists) or the post could be job evaluated. This would be consistent with the length of the traineeship being relatively short typically usually less than two years.

Section 2(ii) was envisaged as covering circumstances in which the post requires on the job training, usually less than 12 months, and therefore should be job evaluated as part of the normal post. Typically, these staff enter whilst already in possession of the basic skills and knowledge to undertake the role. This type of trainee can also be evaluated using the NHS Job Evaluation Scheme. If profiles for this role exists, it is expected that the lowest banded profile will be appropriate. During the period of traineeship the post holder should not move through the KSF foundation gateway. An example of this type of trainee is a trainee secretary.

Section 2(iii) was envisaged as covering circumstances in which the period of traineeship could not be covered by a single profile. This would be demonstrated by significant differences in the role undertaken at the beginning of the training period as opposed to the role at the end of the training period. This would be consistent with the length of the traineeship being over a longer period typically of three years or more. It is thought likely that a profile would be needed for each year of training/wide variation.

The percentages referred to in section 3 are only applicable to posts covered by 2(iii). They are not applicable to 2(i) or 2(ii).

In relation to trainees who are in effect secondees - both pre and post registration – for example where a healthcare assistant is working towards becoming a qualified nurse, standard arrangements apply as now.

Annex A provides a number of examples of how Annex U might apply in particular circumstances depending on the route of entry to training. It is by no means completely comprehensive and may not reflect local routes that are progressive. This Annex can apply to both pre and post registration trainees.

Examples of how Annex U would apply

Type of Trainee	Registration requirements	Current training arrangements	SUGGESTED ANNEX U APPROACH
Biomedical Scientists	1. Exit from approved BMS BSc degree programme plus 1 year IST (log book completion) 2. Exit from part time approved BMS degree plus completion of log book 3. Fast track arrangements for non accredited degree graduates which usually involves PGD or equivalent plus In service training 4. Exit from new co terminus BMS degree where professional practice is integrated	1. Have acquired background knowledge during as part of approved degree programme acquiring NHS skills and completing logbook during employment as trainee MLSO under the enhanced rates 2. Employed as trainee MLSO and undertaking part time study at the same time as receiving in service training 3. same as for part time degree students as there is both further study required and in-service training (BMS) 4. Enter service with training completed as part of degree	Paragraph 2 ii Paragraph 2 iii Paragraph 2iii Match to band 5 profile
Clinical Perfusionists	Similar to Clinical Physiologists – will be regulated during 2006 1st degree in clinical perfusion science or fast track PGD	Most are employed in NHS trusts, undergo IST, and attend an academic programme. – level of employment varies but most are paid at MTO3 or 2 as a minimum	Paragraph 2 iii
Clinical Physiology - Audiologists	1. Will be regulated during 2006 under the Clinical Physiology banner but with current requirement for degree in Audiology although some exceptions during transitional period.	Generally full time degree with integral professional practice for 12 months in year 3 although some ad hoc arrangements exist in various parts of the country	Should match band 5 profile or be covered by 2ii (to be consistent with BMSs)

	2. The other arrangements during transitional period means that some students will need to be treated as for clinical physiology students (including those fast track non audiology graduates	Ad hoc arrangements will include part time study for HNC or PGD or top or academic training plus IST	dependent on training required Paragraph 2 iii
Clinical Physiologists: Excluding Audiology but including Cardiology, Neurophysiology, Respiratory Physiology, GI physiology	Will be regulated during 2006 – application to HPC approved DH preparing public consultation document Requires 1 st degree in clinical physiology with some fast track routes but with specified professional practice requirement of 2 years	Variety of employment grades utilised from trainee MTO to MTO 1 or 2 (which is the most usual). Most individuals are employed in NHS Trusts and receive IST as part of ongoing 4 year education and training programmes with the academic component delivered by a HEI	Paragraph 2 iii
Clinical Scientists: Audiology Clinical Biochemistry and Toxicology Clinical Immunology Haematology and Blood transfusion Clinical Embryology Clinical Cytogenetics Clinical Microbiology Molecular Genetics Medical Physics and Engineering Clinical Physiology (Molecular Pathology)	4 years pre registration education and training for modalities with recognised training programmes and 6 years for those modalities without	Enter IST with min of 1 st science degree – usually employed for 2 years on CS grade A post and then for further 2 or 4 years on lower grade B post (points 8 to 10) Some fast tracking of high calibre graduates or those entering from other labour markets who require relatively short periods of training for registration purposes	Paragraph 2 iii
Clinical Technologists includes nuclear and engineering based disciplines, equipment managements and renal care technologists	Similar to Clinical Physiologists – will be regulated during 2006 Will require 1 st degree in clinical technology although some exceptions during transitional period	Currently most training done IST and at the same time trainees attend a variety of academic programmes Move to part time degree with integrated professional practice	Paragraph 2 iii Some clinical engineering disciplines will be covered by paragraph 2 i

Clinical Photography /Medical Illustration Maxillo facial prosthetics Mortuary technician Cytoscreeners	Clinical Photographers will be regulated in 2006 Only voluntary registration schemes exist at the moment but to practice requires formal certification	Med illustrators/clinical photo variety of routes Max fac = 4 year Dental Technology Sciences Degree + 2 year Professional Studies Diploma in Maxillofacial Prosthetics + 2 years Vocational training to include completion of log book and portfolio of evidence covering practice, OR: 4 year Dental Technology Sciences Degree + 2 year MSc in Craniomaxillofacial Prosthetics + 1 year vocational training to include portfolio of evidence covering practice Employed as trainees within the NHS and undergo theoretical and practical training	2 i or ii or iii depending on route of entry Paragraph 2 iii
Child Psychotherapy			Paragraph 2 i
Dental Nurses	BTEC (dental nursing) Usually 2 years full time	NHS Employed student dental nurses paid on current MTO or similar "training" grade	Paragraph 2 iii
Estate Apprentice		Undertakes training over 3 or 4 years to become a craftsperson	paragraph 2 iii
Estate officers Trainee		Eligible for BTEC/SCOTVEC etc +in training for entry to more senior post; or Eligible for entry to appropriate degree course which will lead to appropriate professional qualification. Length – related to training course followed; or requirement of professional body.	Paragraph 2 i Or Paragraph 2 iii
Nurses & Midwives		Those training to be a nurse or midwife are paid a bursary – not funded by the employer. Qualified nurse training to become a midwife or health visitor is normally seconded to the training post and should be paid as per the organisations secondment arrangements	Seconded
Midwives & Health Visitor		Qualified nurse training to become a midwife or health visitor is normally seconded to the training	Seconded

		post and paid as per the organisations secondment arrangements.	
Pre – Registration Pharmacist		Pre registration graduate or University and college based sandwich course students undergoing approved pre-registration training in pharmacy departments	Paragraph 2i band 5 profile
Operating Department Practitioner	Dip(HE) ODP (HPC) Usually 2 or 3 years	Bursary route full time students who undertake 3000 clinical practice hours	Not covered by AFC
		<u>NHS employed student ODPs paid on current MTO or similar “training” grade</u>	<u>Paragraph 2.iii</u>
		NHS employed staff seconded	Normal secondment rules apply
Pharmacy Technicians	BTEC (pharmacy Technician) plus NVQ3 usually 2 or 3 years	NHS Employed student pharmacy technicians paid on current MTO or similar “training” grade	Paragraph 2 iii
Public Health (non-medical)		Entry is possible from a number of professions (nursing, social work, scientific). Training usually lasts five years, full-time. Trainees are likely to spend a year in a part or full-time academic course that will usually lead to a Masters in Public Health, and give most of the basic training to take the Diploma and Part 1 Membership Examination of the Faculty of Public Health. After further experience the Trainees will then take Part 11 Examination. In addition to this the Trainees are signed off for successful completion of 109 competencies by their Trainers. Trainees are also formally assessed on a yearly basis by a panel to ensure that they are meeting their targets and that their training will be completed within the time allocated.	Paragraph 2 iii