What is a training post?

This details the typical features of a normal training post. Other non-training or ad hoc posts will share some of the features.

- **GMC ID**
  - has
  - **Programme**
    - is associated with
    - Rotation
    - is part of a

- **Trainee**
  - has
  - **Placement or placements**
    - is associated with
  - **Trainer / educator**
    - is linked to
    - **Deanery**
      - created through a formal Deanery process

- **Training Post**
  - has
  - **Specialty, GP, Public Health**
    - created as part of a GMC approved programme
  - **Foundation**
    - created through local School determination in conjunction with UKFPO
  - **Dental**
    - locally defined
  - **Other**
    - locally defined (e.g. non medical Public Health)

  - **identified funding**
    - from
    - DH, local or other sources

  - A reason for existing i.e. fulfils a defined output e.g. against a curriculum

  - Must be
  - Dean approved
Programme hierarchy

This details the association between Programme, Rotation, Post, Placement and Trainee and offers a common interpretation.

A programme:
- is a collection of posts (or a single post) which are part of one or more rotations
- has been approved (has GMC ID) and therefore has a defined educational purpose with stated outcomes.

A rotation:
- is a way of managing trainees through posts to obtain a stated outcome

A post:
- is a stable entity created to deliver a Programme’s outputs
- is associated with a rotation
- a post has certain prerequisites

An incidence of a Post being occupied is called a Placement

A placement:
- is an event relating to the trainee in a post and provides unique / pertinent detail to that incidence.
- is any period of time relating to education with should be recorded – e.g. Out of programme, remedial training, sickness et al

The trainee is a person

Belongs to a

Is part of a
determines max number of trainees

Is associated with a

Undertakes a
Trainees move through managed placements which are attached to one or more posts and therefore associated with a rotation as part of a programme.

Deanery / school / local stakeholders develop options to deliver X via an educational programme.

GMC approves programme agreed with X in mind.

Deanery manages programme to deliver X e.g. School mechanisms, funding, recruitment, assessments etc.

Posts attached to rotation.

Trainees move through managed placements which are attached to one or more posts and therefore associated with a rotation as part of a programme.

X = is an outcome, such as a workforce demand.
This provides an overview of the activities linked with workforce planning and approvals which define how posts are managed and administered.
This details the complicated funding arrangements of a post and linkage between funding sources and local financial arrangements.
This details the aspects of QM which impact programme management. QM is a sub-process permeating Post Management, Assessment Management and People Management.
Educator role

- An educator is anyone involved in training and education
- There is recognition that there are is not a "common language" regarding educators across the Deaneries
- The precise relationships between an educator and post / trainee needs to be clarified

Common terminology

Programme

Trainer / representative?

Funding or costs see Funding sub-process

Educator

People Group

May have

Placement

Placement

Post

Trainee

Educators are integral to Post Management and their role requires integration

Example educator associations / relationships

Trainee

Noted

College

Supervision

Site / Trust / location

Programme

Educational supervisor

Clinical Tutor

Programme Director

Head of School

Dean

F2 Educational supervisor

Clinical supervisor

Educator needs

Has a

Quality managed see QM sub-process

Educator role

needs

Funding or costs see Funding sub-process

Is associated to / has a relationship with
The term “rotations” should be adopted as the common reference as the word “Programme” is a confused term covering multiple meanings and context. A rotation is part of a Programme and there may be one or more rotations associated with a Programme.

Types of rotation

Rigid (or sequential)
Where a trainee moves to the next post in a pre-planned sequence

Flexible rotation
Where a trainee moves to any one of a number of posts based on educational and service need at the time