Training using the Combined Programme

# The Combined Programme

Some trainees can join the public health specialist training programme having previously undertaken training or gained experience in posts that weren’t prospectively approved by the GMC. The *Combined Programme[[1]](#footnote-1)* (combining retrospective and prospective elements) provides a pathway through which this previous experience can be recognised and lead to less than the indicative training time spent in an approved programme.

For public health, the trainee can enter into an approved training programme above the usual entry point[[2]](#footnote-2) if they have already completed DFPH and have gained a number of learning outcomes. They go on to complete the remainder of the programme within approved posts. For example, a trainee could be recruited into ST3, having demonstrated through their previous training and/or experience that they hold the competencies we would expect a trainee to hold at the end of ST2.

Once appointed onto an approved training programme, the training of those on a Combined Programme is managed following the same processes as a standard CCT trainee. These trainees can make an application for entry to the specialist register, at the completion of the Combined Programme.

# Identifying suitable trainees

All trainees with DFPH should be considered for the Combined Programme. An assessment of previous experience should be made with particular reference to learning outcomes already covered. There is not a specified number that must have been previously covered but most should have covered about 25% overall.

The initial decision of applying for CP is taken by the Deanery in discussion with the TPD and trainee. The TPD may wish to discuss with the Faculty’s Director of Training for Registration in advance.

# How to enrol onto the Combined Programme

Appointment to the appropriate level is dependent on the following:

* **ST3**: a trainee has passed DFPH examination, normally within the last seven years, and achieved (fully or partially) around 25% of learning outcomes, with majority have been fully achieved, through previous experience. Partially achieved learning outcomes should just need a top-up and should be fully achieved within the first year of training.
* **ST4**: a trainee has passed MFPH examination, normally within the last seven years. They should have normally achieved (fully or partially) around 50% of the learning outcomes (including all Phase 1 learning outcomes) with majority have been fully achieved. Partially achieved learning outcomes should just need a top-up and should be fully achieved within the first year of training.
* **ST5** exceptionally if a trainee has all exams and most LOs and just needs a top-up in a small number of areas.

Enrolment will be completed in 2 stages.

**Provisional enrolment** on joining the training programme, the Deanery will provide the following evidence:

* A completed enrolment form (including the ST level)
* CV
* Evidence of passing exam/s
* Competency grid indicating the learning outcomes which are fully or partially agreed as part of the initial discussion / mapping

It should be made clear to the trainee that the enrolment at this stage is provisional. The ST applied during the provisional enrolment is determined by the local Deanery.

**Full enrolment**: The Deanery will complete the assessment of previous work and confirm by the first ARCP (latest) whether the eligibility criteria in relation to learning outcomes is met or not met. If the eligibility criteria is met, the FPH will confirm that the trainee is enrolled on a combined programme. If the eligibility criteria is not met, the trainee will follow the CCT pathway. At the ARCP, the ST appropriate to the full enrolment and the CCT date will be determined by the panel.

# Requirements during training

The training programme should make an assessment of what Learning Outcomes and Exams have already been covered before enrolment. The grid in Appendix 2 should be completed and submitted at enrolment. After enrolment the LOs that have been fully covered can be signed off in the ePortfolio once access has been granted. The registrar will work through the remaining LOs in the normal way but can use evidence from previous work in support of other LOs, even if there was not enough to sign off completely at outset.

Registrars following the CP route will follow the public health [Curriculum - FPH](https://www.fph.org.uk/training-careers/specialty-training/curriculum/) and be required to have signed off remaining LOs and to have passed the outstanding exams ([the Diplomate (DFPH) and Final Membership Examination (MFPH) - FPH](https://www.fph.org.uk/training-careers/the-diplomate-dfph-and-final-membership-examination-mfph/)). However, there is no minimum time that a registrar must spend on the Combined Programme. Progress is monitored via the ARCP process in the same way as registrars following a standard CCT route.

# Requirements at the end of training

Training is complete when all Learning Outcomes, exams and assessments are signed off. We would expect there normally to be at least two ARCPs.

Currently all registrars are required to gain experience in at least two different training locations, in addition to health protection experience, to be exposed to a wide range of organisational cultures and public health issues. This will not be a requirement for trainee on Combined Programme due to the reduced length of training. HoS and TPDs will work with trainees to develop a training plan to meet the remaining learning outcomes and training needs.

FPH will recommend entry to the specialist register (GMC and UKPHR) in the same way as the standard programme.

# Further information

* For GMC applicants more guidance is at [GMC Council 180107 (gmc-uk.org)](https://www.gmc-uk.org/-/media/documents/guidance---sat---guidance-for-deaneries-and-letbs-re-cp-route---dc5811_pdf-65428220.pdf)
* Gold Guide at [Gold Guide - 9th Edition - Conference Of Postgraduate Medical Deans (copmed.org.uk)](https://www.copmed.org.uk/gold-guide/gold-guide-9th-edition)
* Otherwise [educ@fph.org.uk](mailto:educ@fph.org.uk)

# Appendix 1: Summary of Roles and Responsibilities

## Deanery

* The HoS/TPD is responsible for identifying potential applicants to the CP and initiating a discussion between the Trainee, Educational Supervisor and TPD on suitability.
* FPH can be contacted at this stage to discuss criteria, eligibility and processes.
* Before enrolling the Trainee needs to work with the Educational Supervisor and TPD to identify completed Learning Outcomes.
* A CV, evidence of passing exam/s and a signed grid (please see Appendix 2) are provided with the enrolment form to indicate the number of learning outcomes and level of achievement from previous experience. Trainee is informed that the enrolment at this stage is provisional
* After provisional enrolment, the LOs that have been fully or partially covered through previous experience can be signed off in the ePortfolio once access has been granted.
* FPH is notified by the first ARCP whether the eligibility criteria in relation to learning outcome has been met.
* At the end of training, application is made to FPH to confirm to the regulator completion of training.

## Faculty of Public Health

* FPH is responsible for enrolling (provisional and full) trainees on the CP and will provide guidance through Director of Training for Registration.
* FPH is responsible for checking completion of training and notifying the regulators. For UKPHR and GMC the process is the same as standard route trainees.

## GMC

* There are no new procedures for UKPHR in adding to the specialist register.

## UKPHR

* There are no new procedures for UKPHR in adding to the specialist register.

# Appendix 2: Learning Outcome Grid for Enrolment

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  |  |  |  |  |  |  |
| **Key to LO progress** | | **No evidence** | |  |  | **Partial evidence** | | **Full evidence** | |
|  |  |  |  |  |  |  |  |  |  |
| **KA1** | **KA2** | **KA3** | **KA4** | **KA5** | **KA6** | **KA7** | **KA8** | **KA9** | **KA10** |
| 1.1 | 2.1 | 3.1¹ | 4.1 | 5.1 | 6.1¹ | 7.1¹ | 8.1¹ | 9.1 | 10.12 |
| 1.2 | 2.2 | 3.2¹ | 4.2 | 5.2 | 6.2¹ | 7.2 | 8.2 | 9.2 | 10.22 |
|  | 2.3 | 3.3¹ | 4.3 | 5.3 | 6.3¹ | 7.3 | 8.3¹ | 9.3 | 10.32 |
| 1.4 | 2.4 | 3.4 | 4.4 | 5.4 | 6.4¹ | 7.4 | 8.4 | 9.4 | 10.4 |
| 1.5 | 2.5 | 3.5 | 4.5 | 5.5 | 6.5¹ | 7.5 | 8.5 | 9.5 | 10.52 |
| 1.6 | 2.6 | 3.6 | 4.6 | 5.6 | 6.6¹ | 7.6 | 8.6 | 9.6 | 10.62 |
| 1.7 | 2.7 | 3.7 | 4.7 | 5.7 | 6.7 | 7.7 | 8.7 | 9.7 | 10.72 |
| 1.8 |  |  | 4.8 |  | 6.82 | 7.8 | 8.8 | 9.8 | 10.82 |
|  |  |  | 4.9 |  | 6.92 |  | 8.9 | 9.9 | 10.92 |
|  |  |  | 4.10 |  |  |  |  | 9.10 | 10.102 |
|  |  |  | 4.11 |  |  |  |  | 9.11 | 10.112 |
|  |  |  |  |  |  |  |  |  | 10.122 |
|  |  |  |  |  |  |  |  |  |  |
| Total number of Learning outcomes = | | | |  |  |
|  |  |  |  |  |  |  |  |  |  |
| Total LOs with no evidence = | | | |  |  |  |  |  |  |
| = | | | |  |  |  |  |  |  |
| Total LOs with partial evidence = | | | |  |  |  |  |  |  |
| Total LOs with full evidence = | | | |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |
|  | | |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |
| Signature of the Head of School/ Training Programme Director | | | |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |

1. This replaces the term CESR-CP and applies to GMC and UKPHR routes [↑](#footnote-ref-1)
2. Normally ST1. Trainees with pre-existing MPH can enter at ST2 but remain on the standard programme [↑](#footnote-ref-2)