



# Occupational Medicine Specialty Training

## Curriculum Transition

Implemented August 2022

This document outlines the framework adopted by the Faculty of Occupational Medicine for transition from the 2017 competency-based curriculum to the 2022 outcomes-based curriculum.

This is version 1.0. Should there be a future curriculum change, approved by the GMC, this framework will be updated and applied. As the document is updated, version numbers will be changed, and content changes noted in the table below.

<b>Version number</b>	<b>Summary of changes</b>	<b>Date issued</b>

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## 1. Introduction

This transition plan provides detail of the management of the introduction of the Occupational Medicine Specialty Training (OMST) 2022 Curriculum and transfer from the 2017 Curriculum. The **OMST 2022 Curriculum** will be implemented from 1st August 2022, subject to GMC approval.

This document sets out a plan to ensure that trainees experience a smooth transition period and that no trainee will be disadvantaged because of the changes to the OMST curriculum.

Although the curricular content has not altered, the OMST 2022 Curriculum structure represents a significant change and therefore it is vital that any plan of transition minimises disruption, reduces anxiety for trainees, trainers and supervisors and ensures a seamless and planned move from the old curriculum to the new.

## 2. Purpose

The purpose of the curriculum transition plan is to ensure that there is continuity, clear transfer of evidence and smooth transitioning of assessment.

## 3. Which trainees need to transfer to the OMST 2022 Curriculum?

When the OMST 2022 Curriculum has been approved by the GMC and is in place, trainees at ST5 and ST6 will have the choice to either opt in and move to the OMST 2022 Curriculum, or to complete their training on the 2017 Curriculum. This decision has been taken after careful consideration and is focused on minimising disruption to training for those in the latter stages. Several other methods of transition were considered by the Curriculum Review Task and Finish Group, including a large scale move and more staggered approaches. However, the final model was decided by consensus.

## 4. When do trainees have to transfer to the OMST 2022 Curriculum?

Trainees and trainers are recommended to familiarise themselves with the OMST 2022 Curriculum, as soon as it has been approved by the GMC to optimise a seamless transition process.

Following the Annual Review of Competency Progression (ARCP) in the summer of 2022, ST3 and ST4 trainees should begin to align their current progression with the requirements

of the OMST 2022 Curriculum and start to identify gaps in learning and evidence. Guidance will be given to support this.

Trainees in ST5 or ST6 will be given the decision to opt in, or opt out, of the OMST 2022 Curriculum. Their decision must be declared in writing to the National School of Occupational Health (NSOH), or equivalent bodies in the devolved administrations and military, and the Faculty, within 8 weeks of the OMST 2022 Curriculum being implemented.

Trainees who take a break for any reason, such as maternity leave, out of programme or sick leave, may be given the option to opt out, depending on their training level at the point of starting their break. Thus, a trainee who was at ST3 or ST4 when the break in their training started will need to move to the OMST 2022 Curriculum. However, trainees who were at ST5 or ST6 at the time that their breaks started will be given the choice to either switch to the 2022 Curriculum or complete their training on the 2017 Curriculum.

Trainees at ST5 and ST6 who decide to stay on the 2017 Curriculum must complete their training within 24 months of the OMST 2022 Curriculum being implemented. If they do not complete their training within 23 months, they will automatically be moved to the OMST 2022 Curriculum.

The Faculty and the NSOH and equivalent bodies will support educational supervisors and trainers with resources and through awareness-raising events.

## **5. When is transition not required?**

Trainees entering occupational medicine after the OMST 2022 Curriculum has been approved by the GMC and is in place, will start their training on the OMST 2022 Curriculum, so transition will not be required.

## **6. How are transition plans developed and by whom?**

Individual transition plans should be developed through agreement between the trainees and their supervisors. Plans should be, as far as possible, individualised but need to consider the requirements and regulations provided by the GMC and the Faculty.

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The trainee's transition plan should be documented by the trainee and supervisor at the first supervision meeting following the OMST 2022 Curriculum implementation date. Support for both trainees and trainers will be provided by the Faculty and the NSOH.

## **7. What will be impact of transferring to the OMST 2022 Curriculum?**

Moving away from a curriculum that was based on lists of competencies to one that is learning outcomes focused will require a culture shift. The Faculty has worked closely with stakeholders and the regulatory body to minimise impact by careful planning, clear communication and support. The Faculty believes it unlikely, based on stakeholder engagement, that occupational medicine specialists or sectors will be disadvantaged by the OMST 2022 Curriculum, but this will be monitored closely during implementation and beyond.

Generic Professional Capabilities (GPCs) are embedded throughout all levels of training within the OMST 2022 Curriculum. It is felt that this will produce consultants who are better equipped to deal with their new roles, and will help to smooth the transition from trainee to consultant. Likewise, all assessors will need to consider GPCs as part of the assessment process.

Those involved in supporting trainees will be provided with specific training on how to use the OMST 2022 Curriculum, Curriculum Guidance and assessment of the learning outcomes. The streamlined OMST 2022 Curriculum will lend itself to a better user experience and we will ensure that the process for demonstrating achievement will be straightforward, but also flexible. Once the OMST 2022 Curriculum is operational, the Faculty will seek feedback from those involved in supporting training to capture their views on the use of learning outcomes, and the content and structure of the 2022 Curriculum and its use in the ePortfolio.

## **8. Support available for trainees and trainers**

Guidance literature and resources will be produced, and awareness raising events across the sectors of occupational medicine will support both trainees and trainers. Advice and guidance will be offered across a range of media, including social media, online guidance, webinars, and videos.

## 9. Summary of transition arrangements for trainees and CESR applicants

Stage of training	Required to transfer	Deadline for transfer	Impact: will trainees have to take new assessments or learn new procedures?)	Support available for trainees and trainers
<b>ST3 FT</b> full time	Yes	Immediately, once the OMST 2022 Curriculum is approved and live.	No	<ul style="list-style-type: none"> <li>• On-line training</li> <li>• Face-to- face training</li> <li>• Written materials</li> <li>• Frequently asked questions</li> <li>• Access to tailored advice and individual support provided by the NSOH or equivalent bodies and the Faculty.</li> </ul>
<b>ST3 LTFT</b> less than full time	Yes	Immediately, once the OMST 2022 Curriculum is approved and live.	No	<ul style="list-style-type: none"> <li>• On-line training</li> <li>• Face-to- face training</li> <li>• Written materials</li> <li>• Frequently asked questions</li> <li>• Access to tailored advice and individual support provided by the NSOH or equivalent bodies and the Faculty.</li> </ul>



Stage of training	Required to transfer	Deadline for transfer	Impact: will trainees have to take new assessments or learn new procedures?)	Support available for trainees and trainers
<b>ST4 FT</b> full time	Yes	Immediately once the OMST 2022 Curriculum is approved and live.	No	<ul style="list-style-type: none"> <li>• On-line training</li> <li>• Face-to- face training</li> <li>• Written materials</li> <li>• Frequently asked questions</li> <li>• Access to tailored advice and individual support provided by the NSOH or equivalent bodies and the Faculty.</li> </ul>
<b>ST4 LTFT</b> less than full time	Yes	Immediately, once the OMST 2022 Curriculum is approved and live.	No	<ul style="list-style-type: none"> <li>• On-line training</li> <li>• Face-to- face training</li> <li>• Written materials</li> <li>• Frequently asked questions</li> <li>• Access to tailored advice and individual support provided by the NSOH or equivalent bodies and the Faculty.</li> </ul>



Stage of training	Required to transfer	Deadline for transfer	Impact: will trainees have to take new assessments or learn new procedures?)	Support available for trainees and trainers
<b>ST4 OOP</b> Out of Programme	Yes	Immediately, once the OMST 2022 Curriculum is approved and live.	No	<ul style="list-style-type: none"> <li>• On-line training</li> <li>• Face-to- face training</li> <li>• Written materials</li> <li>• Frequently asked questions</li> <li>• Access to tailored advice and individual support provided by the NSOH or equivalent bodies and the Faculty.</li> </ul>
<b>ST5 FT</b> full time	No	<ul style="list-style-type: none"> <li>• Option to transfer once the OMST 2022 Curriculum goes live.</li> <li>• Must decide whether to transfer to the OMST 2022 Curriculum within 8 weeks of it going live.</li> </ul>	No, but will have the option to achieve research methods learning outcomes by means other than a dissertation.	<ul style="list-style-type: none"> <li>• On-line training</li> <li>• Face-to- face training</li> <li>• Written materials</li> <li>• Frequently asked questions</li> <li>• Access to tailored advice and individual support provided by the NSOH or equivalent bodies and the Faculty.</li> </ul>

Stage of training	Required to transfer	Deadline for transfer	Impact: will trainees have to take new assessments or learn new procedures?)	Support available for trainees and trainers
<b>ST5 FT</b> full time  <i>continued</i>	As above	Must transfer to the OMST 2022 Curriculum if still in training 24 months after the OMST 2022 Curriculum goes live.	As above	As above
<b>ST5 LTFT</b>  less than full time	No	<ul style="list-style-type: none"> <li>• Option to transfer once the OMST 2022 Curriculum goes live.</li> <li>• Must decide whether to transfer to the OMST 2022 Curriculum within 8 weeks of it being live.</li> <li>• Must transfer to the OMST 2022 Curriculum if still in training 24 months after it goes live.</li> </ul>	No, but will have the option to achieve research methods learning outcomes by means other than a dissertation.	<ul style="list-style-type: none"> <li>• On-line training</li> <li>• Face-to- face training</li> <li>• Written materials</li> <li>• Frequently asked questions</li> <li>• Access to tailored advice and individual support provided by the NSOH or equivalent bodies and the Faculty.</li> </ul>

Stage of training	Required to transfer	Deadline for transfer	Impact: will trainees have to take new assessments or learn new procedures?)	Support available for trainees and trainers
<p><b>ST5 OOP</b></p> <p>Out of Programme</p>	No	<ul style="list-style-type: none"> <li>• Option to transfer once the OMST 2022 Curriculum goes live.</li> <li>• Must decide whether to transfer to the OMST 2022 Curriculum within 8 weeks of it being live.</li> <li>• Must transfer to the OMST 2022 Curriculum if still in training 24 months after it becomes live.</li> </ul>	No, but will have the option to achieve research methods learning outcomes by means other than via a dissertation.	<ul style="list-style-type: none"> <li>• On-line training</li> <li>• Face-to- face training</li> <li>• Written materials</li> <li>• Frequently asked questions</li> <li>• Access to tailored advice and individual support provided by the NSOH or equivalent bodies and the Faculty.</li> </ul>

Stage of training	Required to transfer	Deadline for transfer	Impact: will trainees have to take new assessments or learn new procedures?)	Support available for trainees and trainers
<p><b>ST6 FT</b></p> <p>full time</p>	<p>No</p>	<ul style="list-style-type: none"> <li>• Option to transfer once the OMST 2022 Curriculum is live.</li> <li>• Must decide whether to transfer to the OMST 2022 Curriculum within 8 weeks of it being live.</li> <li>• Must transfer to the OMST 2022 Curriculum if still in training 24 months after the OMST 2022 Curriculum becomes live.</li> </ul>	<p>No, but will have the option to achieve research methods learning outcomes by means other than a dissertation.</p>	<ul style="list-style-type: none"> <li>• On-line training</li> <li>• Face-to- face training</li> <li>• Written materials</li> <li>• Frequently asked questions</li> <li>• Access to tailored advice and individual support provided by the NSOH or equivalent bodies and the Faculty.</li> </ul>

Stage of training	Required to transfer	Deadline for transfer	Impact: will trainees have to take new assessments or learn new procedures?)	Support available for trainees and trainers
<p><b>ST6 LTFT</b></p> <p>less than full time</p>	No	<ul style="list-style-type: none"> <li>• Option to transfer once the OMST 2022 Curriculum is live.</li> <li>• Must decide on whether to transfer to the 2022 OMST Curriculum within 8 weeks of it being live.</li> <li>• Must transfer to OMST 2022 Curriculum if still in training 24 months after the OMST 2022 curriculum becomes live.</li> </ul>	No, but will have the option to achieve research methods learning outcomes by means other than a dissertation.	<ul style="list-style-type: none"> <li>• On-line training</li> <li>• Face-to- face training</li> <li>• Written materials</li> <li>• Frequently asked questions</li> <li>• Access to tailored advice and individual support provided by the NSOH or equivalent bodies, and the Faculty.</li> </ul>

Stage of training	Required to transfer	Deadline for transfer	Impact: will trainees have to take new assessments or learn new procedures?)	Support available for trainees and trainers
<p><b>ST6 OOP</b></p> <p>Out of Programme</p>	No	<ul style="list-style-type: none"> <li>• Option to transfer once the OMST 2022 Curriculum is approved and live.</li> <li>• Must decide on whether to transfer to the OMST 2022 Curriculum within 8 weeks of it being live.</li> <li>• Must transfer to the OMST 2022 Curriculum if still in training 24 months after the 2022 curriculum becomes live.</li> </ul>	No, but will have the option to achieve research methods learning outcomes by means other than a dissertation.	<ul style="list-style-type: none"> <li>• On-line training</li> <li>• Face-to- face training</li> <li>• Written materials</li> <li>• Frequently asked questions</li> <li>• Access to tailored advice and individual support provided by the NSOH or equivalent bodies and the Faculty.</li> </ul>

Stage of training	Required to transfer	Deadline for transfer	Impact: will trainees have to take new assessments or learn new procedures?)	Support available for trainees and trainers
<p><b>CESR Applicants:</b> due to complete within 24 months of the OMST 2022 Curriculum going live.</p>	<p>No</p>	<p>CESR applicants are <u>not</u> required to transfer from the 2017 Curriculum to the OMST 2022 Curriculum, but may opt to do so.</p>	<p>No</p>	<ul style="list-style-type: none"> <li>• No additional support will be required for CESR applicants following the 2017 Curriculum and who are due to complete within 24 months.</li> <li>• For CESR applicants opting to transfer to the OMST 2022 Curriculum, training, support and updated guidance will be provided.</li> </ul>



Stage of training	Required to transfer	Deadline for transfer	Impact: will trainees have to take new assessments or learn new procedures?)	Support available for trainees and trainers
<p><b>CESR Applicants:</b> due to complete more than 24 months after the OMST 2022 Curriculum goes live.</p>	<p>Yes</p>	<p>Application must align with the OMST 2022 Curriculum.</p>	<p>Evidence will need to be referenced to the OMST 2022 curricular framework.</p>	<p>Training, support and updated guidance will be provided.</p>



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