About the Scheme
The NHS Graduate Management Training Scheme (GMTS) exists to recruit and develop talented individuals who have potential to become future leaders within the NHS. At any one time, there are approximately 300+ trainees across England, spanning four specialisms – Finance, General Management, HR and Informatics. The Scheme is a blend of education, NHS work placements, action learning, experiential learning and a flexi placement.

About flexi placements
The flexi placement provides an opportunity for trainees to gain experience of organisations other than their planned NHS accredited work placements. For the trainee, the flexi placement will provide personal and professional development; for the NHS, the flexi placement will provide the means of exposure to best practice, innovation, specialism norms, creative industry practices, different styles of management and new business practices and the transfer of these experiences to benefit the NHS.

Flexi placements are for eight weeks during trainees' second year on the Scheme. Finance trainees have their flexi placements from June to July; flexi placements for the other specialisms are from September to October. Education days are a compulsory part of the Scheme and trainees must attend any education days which fall during the flexi placement.

Who can host a flexi placement?
To achieve maximum benefit, there are no constraints on the type of organisation in which flexi placement may take place. Hence the trainee and NHS could benefit from a flexi placement in any of the following: other NHS organisations, voluntary sector, independent sector, social enterprise, public sector or private sector (healthcare related or not). Ideally the placement should be specialism specific, although this is not always the case; for example, Finance trainees can sometimes do more general placements in order to sign off particular competencies.

Costs and insurance
During their time with a flexi placement organisation, trainees will continue to be NHS employees and are paid a salary but they are not able to claim expenses such as accommodation or travel; therefore, if an organisation is able to support these costs, they should negotiated prior to the trainee starting the placement.

The NHS Business Services Authority (BSA) hosts the employment of all NHS Graduate Management Trainees. Any employers' liability or public claims will be the responsibility of the NHS GMTS.