

Supported Return to Training

Dr Antonia Calogeras – *Associate Dean for SuppoRTT,
Thames Valley and Wessex and Lead for SuppoRTT
Fellows & National Coordination Network*

Karina George – *Programme Manager for SuppoRTT
Wessex*

Aims

- Background
- Local & national
- Discussion

Supported Return to Training



Developing people
for health and
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www.hee.nhs.uk



Supported Return to Training

- <https://www.hee.nhs.uk/sites/default/files/documents/Supported%20Return%20to%20Training.pdf>

Supported Return to Training (SuppoRTT)

- Approximately 50,000 doctors in England who are currently undertaking postgraduate medical training. Approx 10% taking approved time out of programme, at any given time.
- A diverse group of doctors, facing wide-ranging challenges
- HEE commitment in Junior Doctor's Contract agreement

What do returners say?

- Confidence/'resilience'
- Pastoral support (mentorship, peer support, etc)
- Knowledge – own; current practice
- Clinical competence
- Culture
- Adjusting to new personal circumstances/requirements
- Organisational knowledge/induction

Supported Return to Training (SuppoRTT)

HEE commitment in Junior Doctor's Contract agreement:

... to remove as far as possible the disadvantage of those who take time out due to, for example, caring responsibilities. This approach would include targeted learning and support with the prime intention to enable the person who has taken time out to catch up. This will include access to mentorship, study leave funding and specially developed training inputs.

ACAS Agreement, May 2016

Supported Return to Training (SuppoRTT)

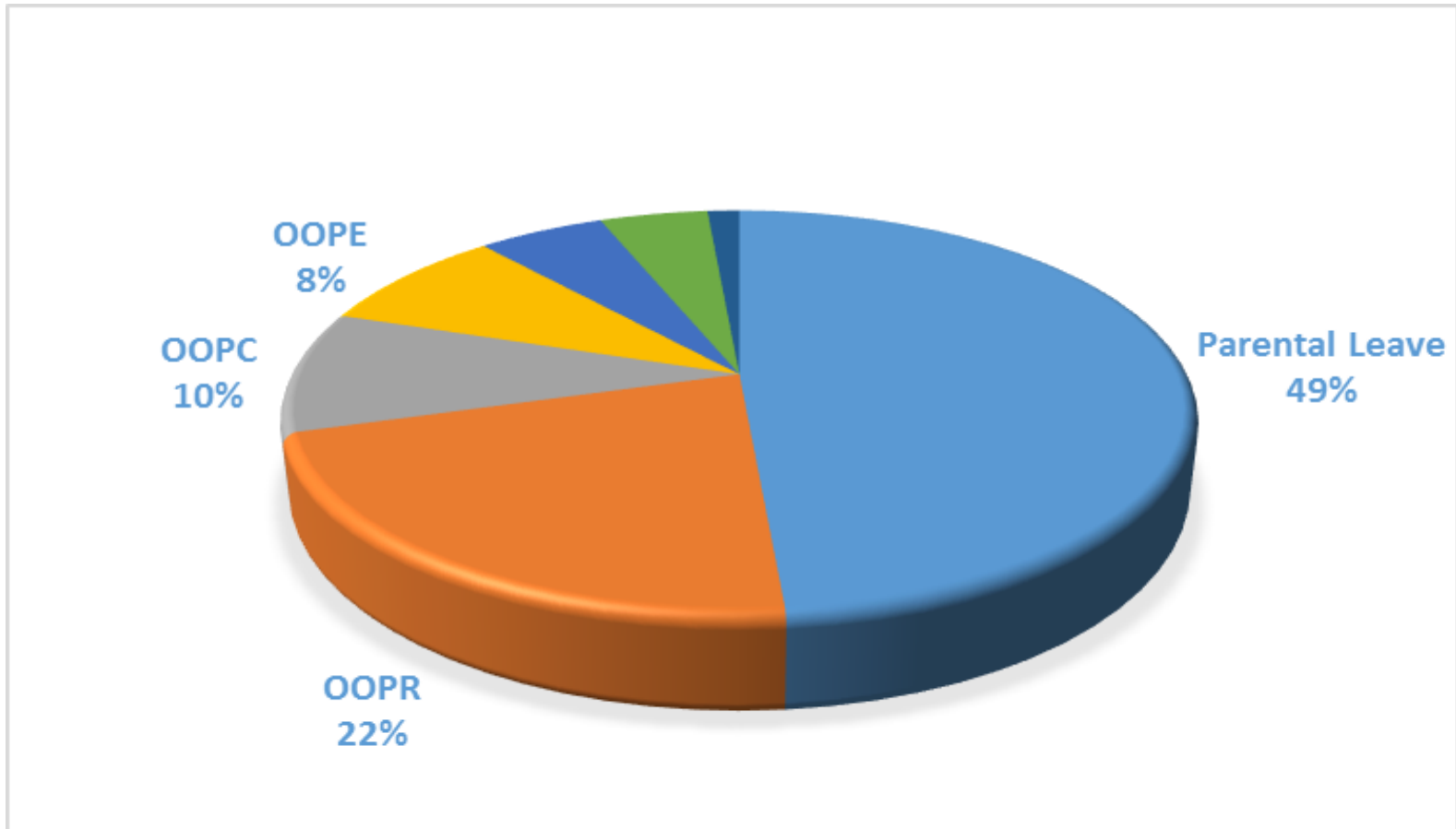
- HEE Strategy and investment plan - £10 million per year across HEE Local offices
- Ring-fenced funding for junior doctors to access activities and resources to support their return
- Access to a menu of bespoke return to training approaches
- A defined exit, time-out & re-entry process to be followed, co-ordinated centrally by HEE

Out of Training Numbers in Wessex

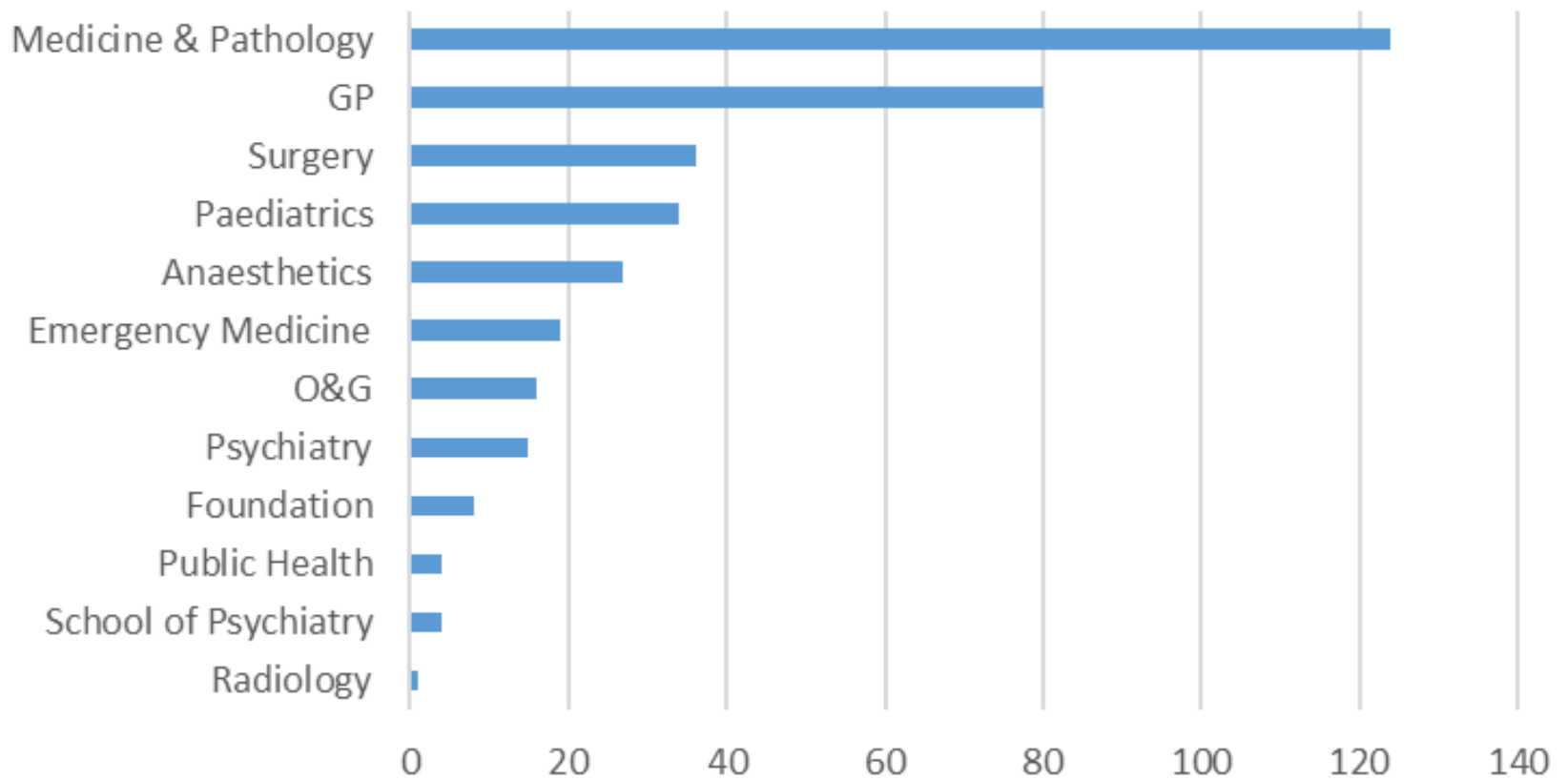
- 368 trainees currently out of training in Wessex
- Equates to 14% of overall trainee headcount in Wessex

Parental Leave	179
OOPR	80
OOPC	36
OOPE	31
Long-term sick leave	20
OOPT	17
Deferred start	5

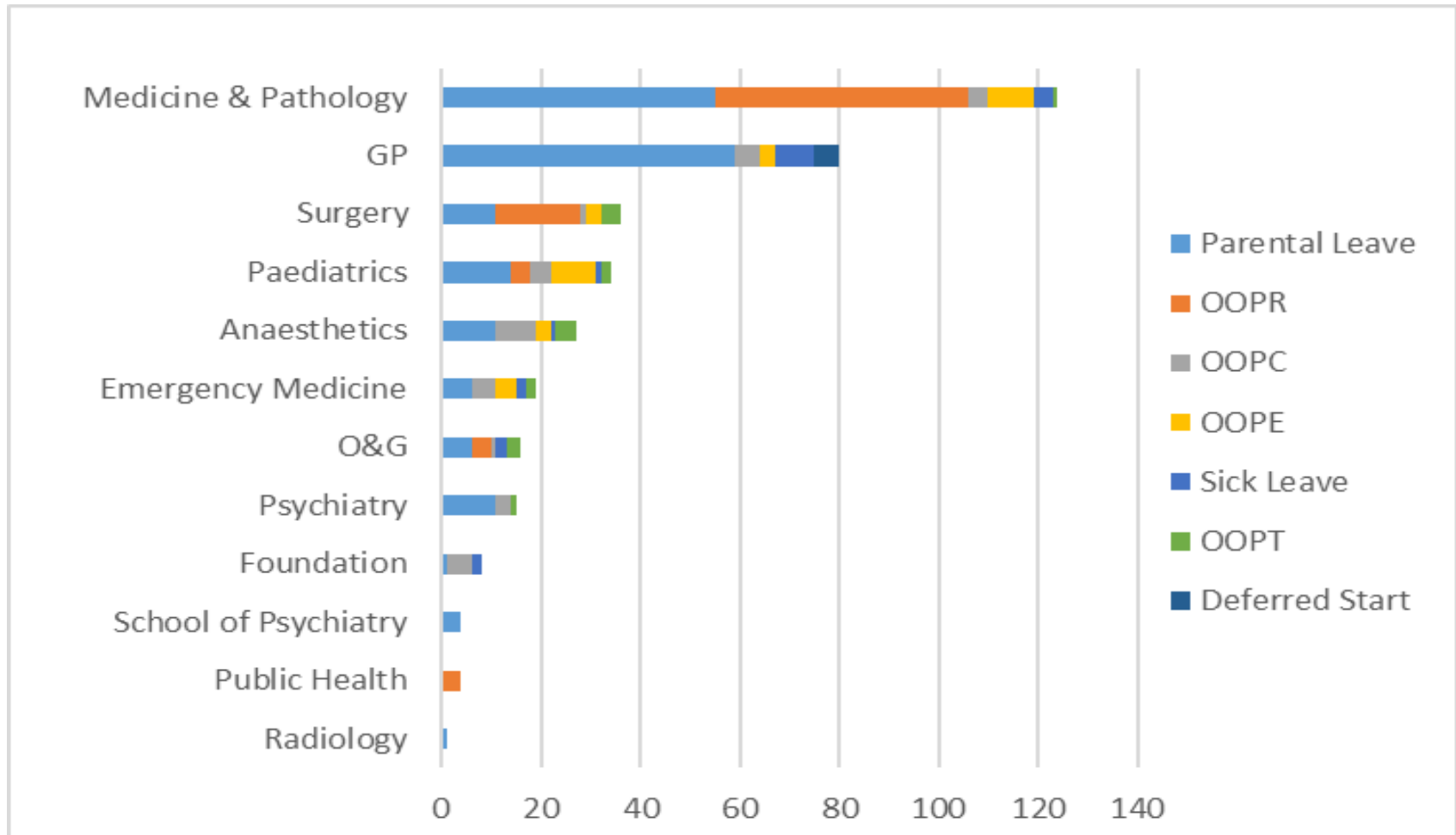
Out of training by type of 'OOP'



Numbers out of training by School



Overview of out of training numbers by School



Eligibility

- Junior doctors holding a training number (NTN/FP) – or appointed to a training post/number

Where have we got to in Wessex?

- Database of all trainees OOP
- Raising awareness of RTT
- ES development
- Forms/meetings with ES/TPD/HoS/AD
- Targeted invitations to returners
- Simulation (Nicola Finneran)
- Clinical Fellow (Kate Shepherd)

Where have we got to in Wessex?

- Mentoring; coaching
- RTT Conferences
- KIT days
- Other courses eg. resilience, career planning
- Funding of supernumerary period
- Website
- National liaison & co-ordination

What can you do?

- Identify trainees on OOP or due to return (NB sick leave; deferred start)
- Ensure meetings (esp pre-return) occur - & plan documented
- Raise awareness
- Ideas

Wessex SuppoRTT Contacts

- Associate Dean: Antonia Calogeras
- Programme Manager: Karina George
- Programme Administrator: Letti Gilbert
- SuppoRTT Clinical Fellow: Kate Shepherd
- SuppoRTT Sim Lead: Nicola Finneran

- Email: suppoRTT.wx@hee.nhs.uk
- Website:
http://www.wessexdeanery.nhs.uk/guidance_resources/supported_return_to_training.aspx

Thank you

- Discussion/questions