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HEE London and KSS

COVID-19 Trainee Update – 9 April 2020

“A marathon, not a sprint”

How many times have you heard this in recent weeks? As you are all aware, the response to COVID-19 is complex and challenging, and developing very rapidly at present. HEE continue to be committed to supporting all trainees during this period of uncertainty and have been working with key stakeholders to resolve the many challenges you are all facing within your training. We are writing to update you on developments.

Please note: these communications should be read in conjunction with the National HEE COVID-19 webpage here and a section of FAQs. The information in this update will change over time and we ask that you bear with us if guidance changes.

CLARIFICATION: In a recent communication there was reference to trainees who have NOT transferred to their planned training rotation but were due to receive a higher payment rate and that they will still receive payment at the higher rate as planned. We would like to clarify that pay arrangements remain under discussion between the BMA and NHS Employers - we will provide an update in due course

In this bulletin we will provide information on:

Support for trainees during the COVID-19

Further changes in redistribution and redeployment

Changes to revalidation

Recruitment update

ARCP update

Study leave update

Other education and training updates

Signposting to useful resources

Please note: the next trainee update will contain information on ARCPs

Support for trainees during the COVID-19

PSU support during the COVID-19 pandemic

The Professional Support Unit (PSU) is a service primarily dedicated to supporting the progression of postgraduate medical and dental trainees through their training. We know that you are having to work in unprecedented circumstances during the COVID-19 pandemic and wish to provide you with all the support we can. We are continuing one-to-one educational support including coaching remotely and are actively working on new ways of providing our group programmes.

We will keep the website updated and are planning to launch a new site on Wednesday 15 April, along with a wellbeing hub of resources including brand new webinars and podcasts on a wide range of COVID-19 related topics – currently the signposting below will help you to find the most appropriate services:

Advice During COVID-19 Outbreak

Useful information on staying well for trainees and educators can be found at: Mental Health and Psychosocial Considerations During COVID-19 Outbreak

Advice for Sustaining Staff Wellbeing in Critical Care During and Beyond Covid-19

Information on COVID-19 and COVID-19 expert App

Individual Support Team One-to-one confidential telephone or Skype call with our clinical team to understand the situation as fully as possible and discuss possible ways forward, including making use of the range of resources we can offer.

Careers Advice and Coaching

A range of 1:1 careers support sessions, all currently provided by telephone or Skype, from brief careers guidance to in-depth career counselling.

The Coaching Service provides 1:1 coaching (also by telephone or Skype) and is particularly designed to help trainees and learners in challenging situations that could prevent them from getting the most from their careers.

The Trainee Doctor & Dentist’s Support Service provides free, confidential psychoeducation and support for trainees on programmes managed by HEE in London & KSS.

Practitioner Health is a free, NHS service for all doctors and dentists across England with mental illness and addiction problems.

Supporting your return to training and clinical practice

Many trainees currently out-of-programme (OOP) are returning to work as part of the NHS COVID-19 response. The Supported Return to Training (SuppoRTT) programme continues to assist all trainees to safely and confidently return to training during this period.

We recognise that returning to training after a period of absence can be daunting and difficult at any time, and that many trainees and other returners will be feeling apprehensive. Our experience is that most trainees successfully return to training within two or three weeks with modest support. We expect that during COVID-19 this will be similar, and trainees will return equally (or likely more) quickly.

Alongside Trust-based bootcamps to refresh knowledge and skills, we have several resources to support returners and other healthcare staff:

Funding for increased clinical supervision and support, for example doubling up on rotas

Return to Work (RTW) online resource with links to COVID-19 e-learning, online clinical updates and refresher courses in a variety of specialties

Professional Support Unit (PSU) wellbeing hub for returners and other healthcare staff (this is currently being developed and will be available soon on the PSU page)

We are very grateful to all trainees who are being extremely pro-active in planning their return, given this unprecedented demand on clinical services, when everyone is under additional pressure.

Other advice and guidance can be found on the SuppoRTT website or contacting the SuppoRTT team at srtt.lase@hee.nhs.uk.

The national SuppoRTT team have also collated resources and are running a series of webinars on clinical topics and wellbeing support that can be accessed here and FAQs here

Finally, if you didn't get a chance to see it live, the webinar from #Caring4NHSpeople is now available on YouTube. Link here https://www.youtube.com/watch?v=4bG8q81jZ1U

Please remember there is support available for ALL trainees, should you need it

Practical support for trainees and the NHS workforce during COVID-19

TfL have recently launched free parking for NHS staff – users are asked to display evidence of NHS working from their employer in their windscreen. A list of all the car parks owned by TfL, including the number of spaces, is available online: tfl.gov.uk/modes/driving/station-car-parks

For Santander bikes, please use the code THANKSNHS which covers the cost of a 24-hour access period everyday\*, normally costs £2. Each access period includes all journeys under 30 minutes for free, no matter how many journeys you take. - Single journeys over 30 minutes will incur a £2 extra ride charge per 30-minute segment used, to avoid this please ensure you dock your bike and then hire another.

\*offer runs till 30 April, expiry date to be reviewed 27 April

Further changes in redistribution and redeployment

We would like to extend sincere thanks to everyone who has been able to contribute to the COVID-19 response so far, for which we are very grateful. We understand that each trainee’s situation is different, and ask that you liaise with your specialty school, director of medical education or a member of their team to discuss any requirements you have, so that these can be addressed.

Plans for Management of Medical Training Rotations

Postgraduate medical trainees continue to provide a significant contribution to service and are an essential part of plans to support the response to COVID-19. Therefore, it has been agreed to cease all planned rotations in May, June and July. Download the letter here.

The Faculty of Occupational Medicine have published guidance “COVID-19 Keeping our Workforce Safe: Healthcare staff with underlying health conditions: implications and adjustments”

Guidance on facilitating the return of trainees on flexible training pathways (out of programme (OOP), maternity and paternity leave) to support trainees on flexible training pathways, many want to return or have returned to the frontline available here

LTFT trainees: guidance on working arrangements during the COVID-19 pandemic

Trainees currently working and training on a Less Than Full Time (LTFT) basis have been asking how they can provide additional support.

Guidance on Management of Less Than Full Time Trainees - 9 April 2020

Updated guidance on principles to facilitate LTFT trainees into frontline service supports you, your supervisor and your employer to facilitate this. HEE are contacting trainees to enable this process with trusts to ensure training records are maintained.

Please note LTFT Category 3 is still open as an opportunity for Emergency Medicine trainees.

Academic trainees: letters to trainees from HEE London can be found here

Multi-organisation guidance for clinical academics can be found here

Guidance for Acting up as a Consultant (AUC) during Covid-19 can be found in this paper

Enabling GP registrars to contribute fully to assistance in the COVID -19 pandemic: facilitating swaps for trainees unable to work in patient facing roles

A new process aimed to support our GP trainee workforce during the COVID-19 pandemic, assuring the safety of trainees with medical conditions that affect their ability to offer patient facing roles is being introduced.

The Heads of School and GP programme directors (PDs) will work with GP trainees in hospital placements who cannot work in patient facing roles to see if they are able to deliver remote consultations in GP practices through a redeployment process. In return, GP trainees in practice with appropriate skill mix can be released back to the acute trusts. Trainees should liaise with their GP PDs in the first instance – more details will follow.

Changes to revalidation

COPMeD have published guidance on managing revalidation arrangements for doctors in postgraduate training during the GMC’s 6-month deferral of revalidation recommendations.

All revalidation recommendations due between now and the end of September 2020 will be deferred by one year. This applies doctors in training moving through the routine five-year cycle as well as the additional revalidation recommendation associated with CCT.

The medical schools council (MSC) have issued a statement detailing registration arrangements for final year medical students and F1 doctors.

Recruitment Update

Following the cancellation of all face-to-face recruitment, contingency plans have been reviewed for all medical and surgical specialties by senior clinical representatives from across the four nations, and junior doctor representatives from the BMA JDC and AoMRC trainees’ committee, supported by the Medical and Dental Recruitment and Selection (MDRS) Team. A number of general principles have been agreed to support the appointment of doctors to medical training programmes, which will allow August 2020 start dates to be maintained.

The guidance is available here, Further details including answers to FAQs and a timeline are now available here

Information on a process for managing possible deferrals prior to starting in post is available in the FAQs section.

ARCP Update

Over the last few weeks, the NHS has faced unprecedented challenges due to the Coronavirus pandemic. However, the response of all healthcare professionals has been remarkable, not least the courage and determination of doctors in training to continue to provide the best care they possibly can in difficult circumstances to those under their care. Read the letter and management of ARCP update.

Study Leave

COVID-19 Event Cancellations

Information for trainees who are affected by event cancellations due to COVID-19 is available here. Trainees should endeavour to obtain a refund for any pre-booked expenses. If you are unable to do so HEE will honour the claim, but please provide evidence when you submit the claim that the expense was non-refundable.

Funding for online and distance learning during COVID-19 guidance

Trainees may utilise study leave funding for on-line/distance learning resources. Trainees should enrol for such activity and claim the costs back in the usual way from the employing authority (approval code ONLINE0001). Trainees will be able to claim up to £200 between April 2020 and August 2020 to support such activity.

All HR Departments and Medical Education departments are working diligently to process any claims they receive for study leave and relocation as quickly as possible but please bear with them during this extremely busy period

Other Education and Training Updates

Publication of the Gold Guide 8

COPMeD published the updated Gold Guide 8 – the reference guide for Postgraduate Foundation and Specialty Training in the UK. The guide is available in full as well as a summary of key changes on the COPMeD website.

Quality management during the COVID-19 pandemic

HEE have stopped all routine education quality activities during the COVID-19 pandemic. Our focus remains on the quality of the clinical learning environment and its impact on the safety of learners and patients. Our principles, expectations and information on how to raise concerns during this time are set out in the documents below:

· HEE statement on stopping quality visits during COVID-19

· Escalating concerns process during COVID-19

· Quality Principles during COVID-19

· Our Quality Framework & Strategy, which underpins our approach

Useful Resources:

Training specific

HEE guidance for trainees in the COVID-19 pandemic

Letter to London and KSS Trainees from HET and PG Deans available here:

GMC guidance for trainees

Supporting pregnant trainees who are well to work and learn during the COVID-19 pandemic.

Royal College of Obstetrics and Gynaecology Guidance

Specialty organisations

The Royal College of Anaesthetists have a clinical information hub in collaboration with the Faculty of Intensive Care Medicine, association of anaesthetists and the intensive care society

The Federation of Royal Colleges of Physicians have created an information hub to support examination candidates and trainees with links to the latest guidance, advice and resources in the areas of MRCP(UK) examinations, training and other CPD.

The Joint Committee for Surgical Training (JCST) have released a statement on training issues in surgery available here. The Royal College of Surgeons of England have published good practice guidance

Resources are available free here from The Royal College of General Practitioners

The Royal College of Paediatrics and Child Health COVID-19 resources for clinical learning and wellbeing needs are available here

Information for clinicians and training issues are available on the Royal College of Psychiatrists website

Royal College of Radiologists have published their response to COVID-19 on their website

Royal College of Pathologists information for trainees

Royal College of Obstetrics and Gynaecology information on education and training

General

A number of COVID-19 related BMJ blogs have been published – two available here and here

e-learning for health have created a suite of online learning modules to support clinical staff during the COVID-19 response, available here

Wellbeing

NHS England and NHS Improvement offer a number of wellbeing apps to all NHS staff for free. Visit the NHS Employers website to access them. More will be made available over the coming weeks.

The BMA’s Wellbeing support services are available to all UK medical students and doctors, regardless of membership, 24/7 and free of charge. These services are also open to spouses, partners and children of those doctors and medical students. Confidential counselling and peer support is offered.

The Intensive Care Society have created a wellbeing resource library here

Practitioner Health Resources for wellbeing support are available here

The Well and Resilient Doctor (WARD) programme has COVID-19 focused resources on their website https://www.welldoctors.org/

https://anaesthetists.org/ has extensive clinical and wellbeing resources including webinar recordings

Thank you again for your support. We will be in touch again soon further updates.