

Covid-19 Training Recovery Programme – Joint Commitments

The Covid-19 Training Recovery Programme Interim Report outlines the approach taken to define, manage and reduce risks to medical workforce wellbeing, numbers and future supply. It also sets out our commitments - in partnership with system partners, for continuing to build upon and embed the progress we have made to facilitate training recovery and secure future improvements to postgraduate medical education.

Our Joint Commitments

System engagement

Aligning training and service recovery

- 1) HEE, NHSEI and NHS Employers will continue to work with national and regional system partners to promote the unification of training and service recovery, providing practical information and resources to support the service with this aim.

Mitigating against further disruption

- 2) HEE will minimise the risk of further disruption to PGME education and training by working with NHSEI, NHS Employers, the GMC and AoMRC¹ to maintain education and training progression, and trainee and patient wellbeing and safety.

Funding

- 3) The DHSC and NHSEI will work with HEE to ensure funding for training recovery.

Increasing opportunities for training recovery

Individualised solutions

- 4) HEE, the GMC and AoMRC² will provide focused support for trainees, educators and the service to encourage the development of individualised training solutions and provision of time for training.

Facilitating trainee movement between employers

- 5) HEE will upscale portability agreements across England to facilitate the acquisition of curriculum competencies. NHSEI and NHS Employers will support this effort by promoting the benefits and encouraging trusts to engage while we work together to accelerate digital staff passporting.

Accessing training in the independent sector

- 6) NHSEI will promote the need for service commissioners to support training recovery by requiring the IS to adhere to HEE's guidance regarding PGME in IS settings, outlined in NHSEI contract guidance.

¹ The AoMRC is an umbrella organisation for the 23 Medical Royal Colleges and Faculties

² Including the individual Colleges and Faculties

- 7) HEE will support the development of educational expertise in local IS if this is a barrier to training.

Virtual working, including clinics

- 8) HEE will develop and signpost learning resources and materials for working and teaching virtually, including in a clinic setting.
- 9) HEE will explore the development of digital solutions for increasing access to teaching clinics, working with representatives from NHSEI and NHS Employers and AoMRC.

Ensuring wellbeing for training recovery and future resilience

Personal recovery

- 10) HEE will continue to extend its flexible offers for trainees in England, and will conduct a full impact analysis and evaluation of the flexible training offer, working with system partners to resolve any issues.

Vulnerable and shielding trainees

- 11) Local PGME teams will support TPDs and DMEs in identifying lower risk placements, and enabling vulnerable trainees to be placed in these posts if needed in future pandemic surges. Learning from this, we will develop future plans for more personalised training that include the identification of placements that support trainees with specific needs.

Embedding improvements to training

Supporting trainees at critical progression points

- 12) HEE and the AoMRC will promote high quality training planning conversations between trainees and trainers, to enable competency catch up and progression.

Supporting the educator workforce

- 13) The NHSEI People Directorate, supported by NHS Employers, is leading a workforce-wide retention programme, including updated pensions and flexible working policies and guidance, which will support the retention of mature clinicians to support training catch-up.
- 14) NHSEI, NHS Employers, the AoMRC and HEE will encourage providers to engage the SAS workforce in training recovery.

Study Leave

- 15) HEE will monitor study leave expenditure, provide guidance on optimising activity based on this expenditure, and work with partners to develop solutions to issues raised through the Study Leave group.

Dynamic Recruitment

- 16) HEE will continue to develop recruitment processes that support new ways of working and are fair, flexible and transparent.

Trainee rotations

- 17) HEE will explore how changes to the management of rotations in training can enable faster training recovery.

Sharing best practice

- 18) HEE will share best practice in training recovery across providers, partners and the HEE education faculty, and collect feedback and embed improvements into the education reform programme.

Read more on our website

www.hee.nhs.uk

