

Enhancing Doctors' Working Lives

Annual Report 2023

Summary and Highlights

Introduction

Over the last seven years the Enhancing Doctor's Working Lives (EDWL) programme has delivered improvements in medical education and training, aiming to have a positive impact on the wellbeing and working lives of doctors training in England.

As we explore the new ways to expand our work within the Workforce Training and Education Directorate at NHS England, we are pleased to share this annual update report highlighting some of the work of this programme during the last year.

Flexibility

- Improving flexibility in training has always been a key theme of the programme, recognising that this is important for both wellbeing and retention.
- The expansion of access to [Less Than Full Time training](#), [Flexible Portfolio Training](#) and Out of Programme Pause along with developments in the Supported Return to Training ([SuppoRTT](#)) programme enable a much more individualised approach to the training pathway.

Recruitment

- The Medical and Dental Recruitment and Selection programme has continued its focus on improving the quality, consistency, and equity in recruitment processes and reducing the risks associated with human error, while evaluating the changes to ensure we build better processes.

Inter-Deanery Transfer

- The introduction of Criterion 5 for Inter-deanery transfers (IDT) means trainees no longer have to demonstrate a change in personal circumstances to apply for IDT.

Improving the Quality of Training

- We continue to focus on the quality of training, informed by our [National Education and Training Survey](#) (NETS).
- We also highlight initiatives developed to reduce the impact the pandemic has had on training progression and wellbeing, such as the [Training Recovery Educator Toolkit](#).

Cost of Training

- The report details NHSE initiatives aimed at reducing the financial burden of postgraduate training, such as increasing awareness of the existing [relocation and travel expenses policy](#), and working to improve consistency in the implementation of study budget policy.

Improving information systems

- We continue to focus on work to streamline processes for doctors and reduce the administrative burden in training rotations, for example with the Trainee Self-Service (TSS) application and the Digital Staff Passport (DSP).

Individualised Opportunities

- We spotlight unique opportunities for doctors, such as fellowships in [Population Health](#) and [Clinical Artificial Intelligence](#).

GP Specialty Reform

- The recently published '[Training the future GP](#)' report identifies clear actions on enhancing generalist skills, equity in training, social accountability, improving quality of training, wellbeing, cancer detection, population health, technology in practice and leadership.
- This now moves to local implementation with matching of the doctor in training to population need.

Thinking differently

- The report details new and developing initiatives which support the delivery of more integrated and person-centered care, such as the '[Enhancing Generalist Skills Programme](#)'.
- Initiatives from the [HEE NHS Staff Learner Mental Wellbeing Commission](#) continue to expand, and this year we have provided the first local office [Guidance on Neurodiversity](#) to create consistent assessment and support for doctors in training.
- Over the next year we will be launching a train the trainer programme on Neurodiversity for educators and doctors in training to then cascade across all regions.

Milestones for the year ahead

- HEE has merged with NHS England to create a new Workforce, Training and Education Directorate. This provides us with an opportunity to expand the scope of EDWL to include our Locally Employed Doctor colleagues, and to explore the needs of Specialty and Associate Specialist doctors, consultants and GPs.
- We continue to share examples of best practice from around the country and look forward to these being explored further:
 - The provision of self-directed time (SDT) for non-clinical professional development activities.
 - E-rostering to facilitate greater flexibility of working hours.
- Increasing the opportunities for doctors in training programmes to take time out of training and for the competencies they gain to count towards their CCT (Certificate of Completion of Training) on their return.
- Increase the opportunities for doctors to step into training at higher levels.

