

Introduction and Summary of Highlights

HEE established the 'Enhancing Junior Doctors' Working Lives' programme in partnership with the BMA Junior Doctors' Committee, NHS Employers, the GMC, the Academy of Medical Royal Colleges (AoMRC) in March 2016.

The programme was established to address a range of issues having a negative impact on the quality of life of doctors in training. These issues initially came to light through discussion with the BMA's Junior Doctors Committee (JDC) and NHS Employers in parallel with the junior doctors' contract negotiations in 2015 and 2016 and were further highlighted in the ACAS agreement between the BMA and NHS Employers and through HEE's own quality management and reporting mechanisms.

The cross-system collaboration and shared commitment to meaningful change since the programme's inception has enabled the development and implementation of many HEE initiatives to improve the working lives of doctors in training.

Our previous reports, published in Spring 2017 and 2018 respectively, detailed progress made and allowed us to identify areas requiring further work. Over the past year, we have continued to work with doctors in training and system partners to build on successful initiatives and explore areas of need. This report summarises the progress we have made during this time.

The 'Enhancing Junior Doctors' Working Lives' initiatives are being progressed within HEE's broader Medical Education Reform Programme (MERP) which aims to modernise our approach to medical education to support safe, high quality patient care. Through MERP, we will continue to tackle wider cultural change within the healthcare education system so that 'Enhancing Junior Doctors' Working Lives' initiatives are implemented across England and all doctors in training can benefit from the improvements made.

Highlights over the last year

Expansion of flexible training opportunities



- We extended the Less Than Full Time Emergency Medicine pilot for higher trainees for another year and offered a second cohort the opportunity to join the scheme in August 2018. Subsequently, we have agreed to continue to offer this from August 2019, and are currently extending the opportunity to Paediatric and Obstetrics & Gynaecology trainees.
- Working with the Royal College of Physicians, we have launched flexible portfolio training for approximately 60-65 doctors in training, who will take up their new posts across England in August 2019.
- We are improving cross system working to support doctors in training, including an inaugural national meeting of Champions of Flexible Working to be held during Summer 2019.
- We developed an Out of Programme Pause (OOPP) proposal as the first step towards establishing an evolved training system enabling greater flexibility to 'step out, step into' training.

Implementing and sharing best practice



- We are implementing an investment plan for Supported Return to Training (SuppoRTT).
- We encouraged local improvements for junior doctors' working through sharing best practice in the 'Mapping initiatives to enhance Junior Doctors' working lives across the UK', now [available online](#).
- Co-badged with the Royal College of Physicians, we have produced [Never too busy to learn; how the modern team can learn together in the busy workplace](#). This online resource shares case-studies of good educational practice from all professions, suggesting practical ways of both creating and maximising learning opportunities in the workplace.

Continued efforts to improve concerns about the cost of training



- We continue to support AoMRC and Royal Colleges in the commitment for improved transparency in the cost of training.
- We implemented study budget reforms across England in April 2018, and continue to work on the introduction of this improved system.

Addressing deployment concerns



- We engaged recruiters, doctors in training and employers to identify how best to improve the recruitment experience for doctors in training. We are now implementing the suggested improvements that came out of this engagement.
- We implemented the revised Code of Practice for all rotations from August 2018 and improved compliance with the target for August 2019 rotations.
- We implemented the new Trainee Information System (TIS) and are engaging with trainees to determine who they want to interact with the system e.g. electronic Form R.

HEE is working collaboratively with NHS Improvement on the Doctors in Training Programme (Streamlining) to improve the employment on-boarding experience for doctors.

Other Related MERP activities



- Enhancing educational supervision: we have worked with CQC and NHS Improvement to support system-wide improvement in supervision and will publish a suite of materials during 2019 to support enhanced supervision.
- We have undertaken a comprehensive review into the delivery of Foundation Programme training with system partners.
- Improving well-being: we launched the [NHS Staff and Learners' Mental Wellbeing Commission report](#) in February 2019 with specific commitments to improve the wellbeing of postgraduate learners.