

## South West

### COVID-19 Workforce and Training Cell Bulletin – 05 June 2020

This weekly bulletin aims to provide a summary of key information and updates on COVID-19 guidance that has been shared to date. It should be read in conjunction with the national COVID-19 advice and guidance hosted by [Health Education England](#) and [NHS England and NHS Improvement](#).

The south west COVID-19 workforce and training cell is operational from 8am – 6pm, Monday to Friday (excluding bank holidays).

[COVID19workforce.sw@hee.nhs.uk](mailto:covid19workforce.sw@hee.nhs.uk) / Out of hours emergencies: 01454 252 679

This bulletin covers:

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- [Letter and ARCP update from the four Statutory Education Bodies sent to all trainees, 3 June 2020](#)
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#### **Update to guidance for people who are clinically extremely vulnerable (shielding)**

You will have seen that the Government has updated [the guidance](#) for people who are clinically extremely vulnerable to COVID-19 and have been advised to shield. In summary, the changes are:

- The advice for people identified as clinically extremely vulnerable is that they should continue to shield until at least the 30 June but from 1 June, they can spend a short period of time outdoors each day with members of their household, still maintaining 2m distance from others.
- If the shielded person lives alone, the Government is advising they can meet one other person from a different household, maintaining strict social distancing. The advice is that this be the same person each time.
- Important aspects of Government's policy and guidance remain the same. Apart from going outside once per day, a shielded person should continue to avoid all non-essential face to face contact. This means they should still not go shopping or to pharmacies.
- The support for shielded people remains in place and unchanged.

The Government has also confirmed that it will be reviewing shielding guidance alongside wider changes to social distancing, including plans to write to those on the shielding patients list with information about next steps on shielding after the next review on 15 June.

### **Letter and ARCP update from the four Statutory Education Bodies sent to all trainees, 3 June 2020**

This letter states that to maintain the essential pipeline of trained medical staff, resumption of training must be given full support and a very high priority as services are planned and reintroduced. [Read the letter in full.](#)

### **South west postgraduate medical training update**

#### **Medical Trainees in non-patient facing roles due to Covid-19**

- Audit of trainees being carried out to determine numbers shielding and therefore not able to work in patient facing roles – data should be available 3<sup>rd</sup> week of June. Initial numbers through Directors of Medical Education suggest relatively small numbers (5-10 in each Trust).
- National guidance is that trainees should rotate as planned at the August / September / October changeover dates and attend Trust induction.
- Trust DMEs have been asked to consider whether to accept Occupational Health reports from previous employers or arrange a local risk assessment.
- Advice documents from HEE on roles these trainees could fulfil has previously been circulated.
- HEE SW Postgraduate team are developing a suite of support and advice for trainees whose training progression will be impacted upon.

#### **Tier 2 visas**

- HEE acts as sponsor for trainees in programmes. Once they complete, the ill need to transfer sponsorship to their new employer. HEE national team are contacting all trainees to advise them of this, as those going into an 'Out of Programme' or leaving training to commence a locally employed role will need to arrange this.

#### **Local use of absenteeism policies and cross over with professional conduct**

- Absenteeism, not providing sick notes and not informing employers when absent at work is frequently seen in trainees struggling at work, and represents a professional conduct issue that The Dean, as Responsible officer for the trainees, is asked to comment on and manage.
- Challenging to manage the professional conduct issues if employer HR policies have not been followed and a documented conversation of concern held.

- Adherence to these policies markedly eases our ability to manage the conduct issues – please could HRDs support DMEs in this and do seek advice from the Postgraduate Dean if needed.

#### Extensions to training due to covid-19

- A proportion of trainee will not have met their curricular requirements due to inability to access training due to covid-19 emergency working
- The ARCP assessment process will identify this and provide trainees with a suite of options depending on their point in their programme and the outstanding training needs.
- We are likely to need to identify additional posts in order to allow extensions for training for some trainees and will request this through the DMEs as usual
- Trusts are asked to consider these requests and the use of Trust posts in the short term to offer these extensions.
- 4-nation guidance has been published to support decision making and trainee wellbeing during these processes.

#### Annual- and Study Leave carry over

- NHS Employers have agreed that staff can carry leave over that has been displaced due to covid-19 for up to 2 years.
- There is not a central HEE policy on this for medical trainees as it is viewed as an employer issue
- We have communicated with trainees encouraging them to take both annual and study leave prior to their rotation date in agreement with their employer, both for wellbeing reasons and to avoid significant carry over of leave.
- We are facilitating meetings with the DMEs to agree a common approach across all Trusts, for trainees.
- While we appreciate the pressure on rotas, blocking the carryover of leave that trainees have not been able to take has significant implications for wellbeing as the covid-19 rotas are stepped down and HRDs are asked to consider the available options prior to Trusts deciding local policies.

#### ALS certification

- NHS employers have announced that ALS certification as a requirement has been derogated as the courses have been on hold.
- Trusts have been asked to provide local skills assessment and training if needed for staff to be able to fulfil their role.

#### **Free NHS staff car parking – local authority car parks**

On 25 March the Local Government Secretary announced that local councils will offer free on-street and off-street car parking in local authority car parks to all NHS staff members, health or social care workers, and NHS Volunteer Responders during the COVID-19 emergency response.

The pass can be used as evidence that a motorist is on official duty, giving them access to free council car parking as outlined in the accompanying guidance. Please note, this does not apply to privately owned car parks.

Trusts will be responsible for how the pass and guidance are distributed. We advise that Trusts keep a record, if possible, of the Vehicle Registration Numbers (VRNs) of workers using the concession in case of instances of fraud or misuse.

Please encourage all workers to carefully read the accompanying guidance on how and where to park when using the concession. We understand the pressures on NHS Trusts and we hope that this pass can be distributed quickly, as Trusts see fit. This pass has been developed at pace to meet the urgency of the situation. Please send us feedback as you implement it and we will keep it under review. There is a digital copy, which allows a user to fill in the fields with a computer before printing, or an easy to print version. The link to the guidance is [here](#).

### **The impact of COVID-19 on students survey (ICONS)**

ICONS launched this week (Monday 1 June) and will remain open for four weeks. The survey will understand the experience of medical, dental, nursing, allied health professional and healthcare science learners, whether they have stepped into clinical practice, into new environments to support frontline clinical services or have opted to continue with their academic studies.

The questionnaire will focus on the support provided to learners during the pandemic in particular key areas, such as induction, clinical supervision and academic supervision. Importantly, the survey will provide an opportunity to hear from healthcare learners currently working or studying and will inform our approach to supporting these learners now and in the future. If you have any general queries about the survey, please contact [Quality@hee.nhs.uk](mailto:Quality@hee.nhs.uk).

### **e-Learning for Healthcare**

The e-LfH COVID-19 programme has now seen over 1.25million launches since it went live in the middle of March 2020.

Supporting student nurses in general practice: e-Learning for Healthcare has just released a new learning path to support student nurses undertaking a general practice placement as part of the COVID-19 response. Offered as part of the programme entitled 'Resources for Nurses, Midwives and AHPs Returning to work, being Redeployed or Up-Skilled', the training is intended to equip student nurses with the basics and complement local training. You can [access 'Supporting student nurses in general practice' here](#)

### **Learning Hub Beta launch**

The Learning Hub is a new digital platform that provides easy access to a wide range of resources that are pertinent to education and training in health and

care. New features will be frequently released to provide a comprehensive learning experience for users.

The resources shared on the platform play a pivotal role in its success, in its vision for collaboration and supporting learners. Many stakeholders from across the health and care workforce, including clinical commissioning groups, social care, professional bodies, charities, and the simulation community, have already contributed a range of quality learning resources. Many of the resources are in response to the COVID-19 efforts to support the health and care workforce. These resources include videos, webinars, slide presentations, Q&A packs, simulation scripts, lesson plans and web links to support system readiness, recovery and beyond.

Do you or your networks have resources to share? By contributing resources, you are supporting both the growth of the system and the evolving communities of learners that will use the Learning Hub.

You are invited to access the Learning Hub (<https://learninghub.nhs.uk>) either using eligible e-Learning for Healthcare log in details or by creating a Learning Hub account. If you have any questions or require further support, contact the Learning Hub team: [enquiries@learninghub.nhs.uk](mailto:enquiries@learninghub.nhs.uk).

### **Inspiring the next generation of NHS Staff**

HEE has joined forces with charity Inspiring the Future to encourage more NHS staff to volunteer as an NHS Ambassador and inspire school children to become the NHS staff of the future.

NHS Ambassadors take part in school activities such as assemblies, speed networking, career days and many more, alongside new interactive, virtual sessions to connect with children and young people online. Since the campaign began our NHS Ambassadors have interacted with over 400,000 young people through Inspiring the Future. A new video highlighting the work of NHS Ambassadors has been launched and features passionate NHS staff and volunteers who are inspiring future generations to consider a career in Healthcare. These films can also be used a resource for primary and secondary students to supplement their careers and motivational activities.

To view the video go to <https://www.inspiringthefuture.org/nhs/>

To find out more about becoming a NHS Ambassador go to:  
<https://www.inspiringthefuture.org/nhs-ambassadors-2/>

FOR ANY QUERIES OR ISSUES, PLEASE EMAIL:  
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Produced by Health Education England, NHS England and NHS Improvement – working across the south west