

Supported Return To Training

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Developing people
for health and
healthcare

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What is SuppoRTT?



https://youtu.be/ybRU_8jvuE

- These slides will be sent to you with further resources re claiming funds process, forms and useful links

Who can access SuppoRTT?

- Any trainee taking more than 3 months Out of Programme/Training (OOP)
- If <3m OOP & the ES & TPD feel SuppoRTT is appropriate
- No limit on reason for the time out of training

What is SRTT?

- As returning trainees are a diverse group, SuppoRTT aims to provide a bespoke, individualised package for each returning trainee, rather than a single “one size fits all” approach.

- A structured and systematic process for planning absence and return to training, and ***maintaining contact*** while on leave
- A menu of options that can be built into an individualised return-to-training package, agreed between a trainee and their ES / TPD

SuppoRTT is

- About building on the conversations that were happening anyway before / during / after a trainee went on leave. It's nothing new in that sense but it brings new resources to help you!
- There is funding you can access for courses and development, coaching service to help trainees unpick their priorities and the way forward
- The return to work phase is expected to be supported and again funding is now available to help this eg via phased return to work etc

SuppoRTT...a trainee perspective



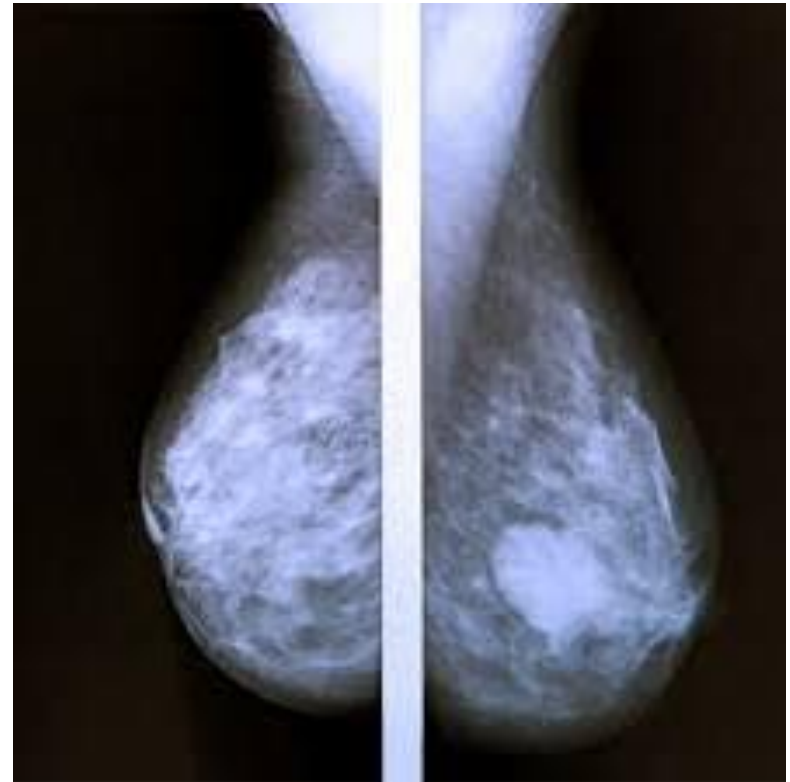
Trainee KZ – Maternity Leave

- Planning maternity leave
- 1st baby
- ST2, doing O&G at the moment and will be returning to O&G.
- Wishes to take a year and unsure but thinks will return to LTFT@ 60%



Trainee BC – Sick Leave start

- Diagnosed with breast cancer
- Has been told will have surgery in 2 weeks followed by radiotherapy and chemotherapy
- Single, no family locally.
- ST2 in GP, will return to GP and transition to ST3



Trainee LP – Sick Leave start

- Failed AKT and CSA which came as a shock to trainee
- Feels overwhelmed and has had suicidal thoughts
- Family problems
- Has seen GP and diagnosed with anxiety and given MED 3
- Wants to take 3 months off



Resources - Courses

- <https://www.lpmde.ac.uk/professional-development/supportRTT/Local-SRTT-schemes>
 - Maudsley do a great multiprofessional boot camp 4 day course that trainees can access with focus on self care as well as clinical skills
- [E- learning: https://www.lpmde.ac.uk/professional-development/elearning-support-and-self-review-modules](https://www.lpmde.ac.uk/professional-development/elearning-support-and-self-review-modules)
- GP Update Courses
- KSS SRTT Courses
- Trust Simulation Courses for clinical training – e.g. end of life, difficult conversations, medical emergencies
- Trust Resuscitation Courses

Resources

- The SuppoRTT website has lots of useful guidance and links
 - <https://www.lpmde.ac.uk/professional-development/inductreturnretain/rtp/rtp-suppoRTT>
 - SRTT manager: srtt.lase@hee.nhs.uk

Resources

- Professional Support Unit (PSU)
 - <https://www.lpmde.ac.uk/professional-development/professional-support-unit>
 - Email: PSU@nwl.hee.nhs.uk
 - Telephone: 0207 866 3271
 - Offers coaching, dyslexia support, courses, e learning,

SuppoRTT Resources

- GP Health Programme
 - <https://gphealth.nhs.uk/> **0300 0303 300**
- Linguistic Support via PSU
 - <https://www.lpmde.ac.uk/professional-development/sccls>
- Occupational Health support for trainers via PSU
 - <https://www.lpmde.ac.uk/professional-development/occupational-health>

Free Coaching is available via PSU



- <https://youtu.be/1dVxcUmlOJk>

Coaching or Mentoring?

MENTORING	COACHING
Ongoing relationship that can last for a long time	Relationship generally has a set duration
Can be more informal and meetings can take place as and when the client needs advice, guidance or support	Generally more structured in nature and meetings scheduled regularly
More long term and takes a broader view of the person	Short term and focused on specific development area / issues
Mentor is usually more experienced and qualified than the client, may be able to pass on knowledge, experience and can open doors to otherwise out of reach experiences	Not determined by the level of experience the coach has of the client's occupational role. This distance can help challenge assumptions that those in the same field might accept uncritically

Accessing Coaching

- <https://www.lpmde.ac.uk/professional-development/coaching-service>
- coaching@nwl.hee.nhs.uk
- Trainees can also access coaching via the leadership academy
 - <https://www.londonleadershipacademy.nhs.uk/coaching-and-mentoring/coaching>

Additional Resources

- **Sick Doctors Trust (For those with dependency problems)**
 - Website: [Sick Doctors Trust](#)
 - Telephone: 0370 444 5163
- **BMA Counselling and Doctor Advisor Service**
 - Website: [BMA Doctors well-being](#)
 - Telephone: 0330 123 1245
- **Doctors Support Network**
 - Website: [The Doctors Support Network](#)
 - Email: secretary@dsn.org.uk

Additional Resources

- **British Doctors and Dentists Group (for those with a dependency problem)**
 - Website: [British Doctors and Dentists Group](#)
 - Telephone: 07792 819 966
- **Samaritans**
 - Website: [Samaritans](#)
 - Telephone: 0845 790 90 90
- **Whistleblowing Hotline for NHS staff**
 - Telephone 0800 072 4725

Additional Resources

- **Number 42**
 - Website: [Number 42](#)
 - Telephone: 0207 096 5001
- **Royal Medical Benevolent Fund**
 - Website: [Royal Medical Benevolent Fund](#)
 - Telephone: 0208 540 9194

Supervised return period does not normally lead to an extension of training time



What do I need to do?



- There's a form for that....

What is required for SuppoRTT?

3 Meetings with online forms:

- Prior to Absence (“Pre-Absence form”)
- Prior to Return (“initial review form”)
- Review of Return Period (“follow-up review form”)

What is required...

- All discussions not recorded by an uploaded form to be documented on Educators' Notes on Eportfolio
- The forms are to be completed by the trainee in agreement with the ES/PD. (links on following slides)
- They are quick and mostly tick box with a box at the end for the plan – this bit can be cut and paste into the ES review that needs to take place before / after leave anyway so NOT extra work!

Pre Absence Meeting (if possible)

- Pre Absence meeting with Educational Supervisor
 - If unplanned absence try to meet as soon as possible after leave started (if appropriate)
- Discussion to include:
 - Keeping in Touch (KIT) days (needs to agree these with employer, inform payroll)
 - Keeping up to date – How? When?
 - Any particular concerns?
 - What contact does the trainee find acceptable whilst on leave?

Pre- Absence Form

- Pre- absence form completed with ES/PD and plan agreed by TPD
- <https://healtheducationyh.onlinesurveys.ac.uk/support-t-preabsence-form>
- [Example pre-absence form.pdf](#)
- [SuppoRTT Pre-Absence form.pdf](#)

During Absence

- Up to 10 KiT Days (if trainee and employer agree – optional)
- Does the trainee wish to be sent training material from teaching sessions missed?
 - Can GP Training scheme sessions be videoed / available as webinars for later viewing?
- Do they wish to access PSU supported coaching service?
- Do they wish to access any courses to stay up to date or develop personally?

Trainee KZ - plan SRTT

- Complicated delivery resulting in needing ongoing gynae input and further surgery
- Developed postnatal depression
- No family locally
- Feeling anxious about clinical confidence returning to work and also returning to department after making complaint about department
- Is breastfeeding, plans to continue
- Returning when baby 9 months old



Trainee BC – Plan SRTT

- Plans to return in 2 months (will be a year off in total)
- Worried about clinical competence
- Worried about fatigue and ongoing SE post treatment and due to tamoxifen
- Worried about patients triggering emotional response
- Due to take AKT. Feels she was cut short at the peak of her game. An excellent trainee.



Trainee LP – Sick Leave plan SRTT

- Got help with Practitioner Health Programme
- Is on anxiolytics
- Having CBT
- Feeling able to return but worried about still needing to pass exams and that this will trigger a worsening of anxiety



Prior to Return – Initial Review

- Ideally F2F review should take place 6-8 weeks prior to estimated return date
- Compulsory (this might be new for some but is best practice)
- Initial Review Form needs to be completed and agreed by TPD / ES
 - <https://healtheducationyh.onlinesurveys.ac.uk/supp-ortt-rtw-form>
 - [Example initial return form.pdf](#)
 - [SuppoRTT Intial Follow-up form.pdf](#)

The Discussion – Initial Review

- Learning needs analysis to be completed
- Any concerns about return to practice from ES or Trainee?
- Any barriers to return to training identified? How can they be improved?
- Practicalities of return to training – eg when start, what shifts, nights?, on calls, level of supervision
- Timeline for next exams due/ ARCP requirements
- Do Occupational Health need to advise Trust HR?

Return to Training Plan

- Plan for supervised period established including length & observed evidence required to demonstrate learning needs are being met and it can end
- ?supernumerary period /phased return / flexible working required?
- If returning from maternity does she need time set aside, somewhere private to pump breastmilk and a fridge identified to store the milk? <https://gpifn.org.uk/medical-parents-info/>
- When is ARCP / CCT due – what do they need to do to achieve it?

Supervised Return Period

- Length depends on needs of trainee
- During this period the trainee should complete WBPA with their ES
- This period must be fully supervised including any on calls or out of hours. Where appropriate this should be direct supervision not remote eg if was green to return to amber/red shifts during this return period.
- If in hospital post, the trainee should be attached to a CS responsible for supervising trainees returning to training.
- If in GP the trainee should do joint surgeries initially.

Forms to secure the funding:ST1-2

- Complete forms / discussion with TPD with ES kept involved
- PD / Administrator needs to liaise with the Trust
 - HR & Signpost to Occ. Health as required
 - Trust needs to agree to KiT days / phased return
- CS will need to be involved in each discussion so department will need to identify CS for return
 - It is assumed that all trainees will have a period of supervised return & the department will need to plan for this

It is the responsibility of the TPD / ES & Trainee to

**develop a suitable plan that supports that trainee's
learning needs and development whilst on/ returning
from leave**

It is the responsibility of the Trust to

implement that plan and reclaim funding for the supervised return period

therefore they need to be involved in the plan to ensure it is achievable and to make reasonable adjustments

ST3

- Meeting and forms to be completed with ES
- TPD to be kept fully involved in discussions prior to completion of form
- Trainee can still access simulation courses provided by the Trust eg to maintain resuscitation, safeguarding and other mandatory training as well as simulations on difficult conversations, acute medical care etc.

How do trainees access money?

1. Complete the SRTT forms online (upload copy of form to eportfolio)
2. SRTT will email trainee, ES and Trust to inform of successful application for SRTT funding
3. Trainee to apply as per usual system in Trust for payment of study funding (eg intrepid) and state covered under SRTT funding
4. Trust to pay trainee (trust can then get refunded from SRTT fund but should not delay paying trainee).

Trainee KZ – End of RTT period

- Has attended a trust simulation training on acute medical emergencies
- Attended coaching via PSU
- Attended an AKT course
- 3 weeks supernumery shadowing phased return to work
- Contacted GP Health Programme



Trainee BC – End of SRTT period

- Attended Maudsley 4 day boot camp
- Attended AKT course and GP Update course
- Phased return to work over 6 weeks with 3 weeks supernumary / joint surgeries
- Received coaching via PSU
- Attended half day release prior to return as “KiT days”
- Attended trust BLS training



Trainee LP – End of SRTT period

- Attended Maudsley boot camp
- Used GP Update online subscription to watch webinars – felt unable to attend large group teaching prior to return
- Coaching via PSU
- Attended AKT and CSA courses



Review of return period

- At the end of the supervised period the trainee has a compulsory follow up review with their ES
- Supervised return period is discussed and assessments reviewed
- Complete the Follow up Review Form (same as initial return form)
 - <https://healtheducationyh.onlinesurveys.ac.uk/supp-ortt-rtw-form>
- If ES/TPD & Trainee feel satisfactory progress then supervised return period ends; if not can be extended.

What do you think that I as champion for SRTT should be doing?

- What do you need?
- What are the barriers to trainees accessing what they need?
- What skills do you need help with?
- Ideas to kssgp.support@hee.nhs.uk please

Any Questions?



**What 1 thing have you learnt today
that will change your practice in
supporting trainees to return to
work?**



Additional Info For TPD

- **Those trainees who defer start of ST1 can take up SuppoRTT too so this should be highlighted to them**
- **Trust Drs who have accepted a training post**

Liaising with the Trust

- TPD administrator to give quarterly updates to HR of any planned returners / trainees planning or on an absence (trainee must inform HR directly of plans too)
- HR/MEM to identify CS in the Trust for those trainees on their return to their Trust post
- CS/MEM to identify simulation or other training opportunities that the trainee can access within the Trust / locality specific to their role on their return – particularly thinking about improving patient safety
- TPD/administrator to keep HR & CS cc'd into discussions about planned return date and support

TPDs To Do List Please! (to help me help you!)

- Now & 4 monthly (beginning June, October, February) updated list of all Trust SIMS courses sent to kssgp.supportt@hee.nhs.uk
- 4 monthly updated list of Trainees who are planning to go OOP / are OOP / Trainees due to return (with dates) so that they can be sent any details directly of HEEKSS courses/ resources.
- Please email me the contacts for your Trust SIMs Leads to help us develop a network of training opportunities for your trainees
- Invite me to your trainer's residentials / meetings so that I can train your trainers
- Run a session for your CS in house to up skill them in the SuppoRTT programme and how to support GP Trainees
- Send me a list of ES who would like to access a 1 day coaching course to help develop their skills for return discussions (FREE)