



England

SupportoRTT

Supported Return to Training
in the North West

Presented by:

Name, Role



Background

At least 10% of people are out of training at any time

2016

The 2016 ACAS junior doctors' contract agreement committed NHS England (formerly HEE) to develop innovative, evidence-based initiatives to “remove as far as possible the disadvantage of those who take time out.

2017

National SuppoRTT Strategy & Investment Plan published

2018

NW SuppoRTT Programme began

Eligibility

All Doctors, Dentists and Public Health practitioners in training with an NTN who have a break in training of 3 months or more.

- Those with a shorter break can also access SuppoRTT if they feel it will benefit them

Parental Leave

(adoption, maternity,
shared parental leave)

OOP

(C / E / P / R / T)

Long-term sickness

(planned and
unplanned)

Discretionary Offer

International Medical
Graduates new to the
NHS starting 1st
training post/started in
last 6 months*

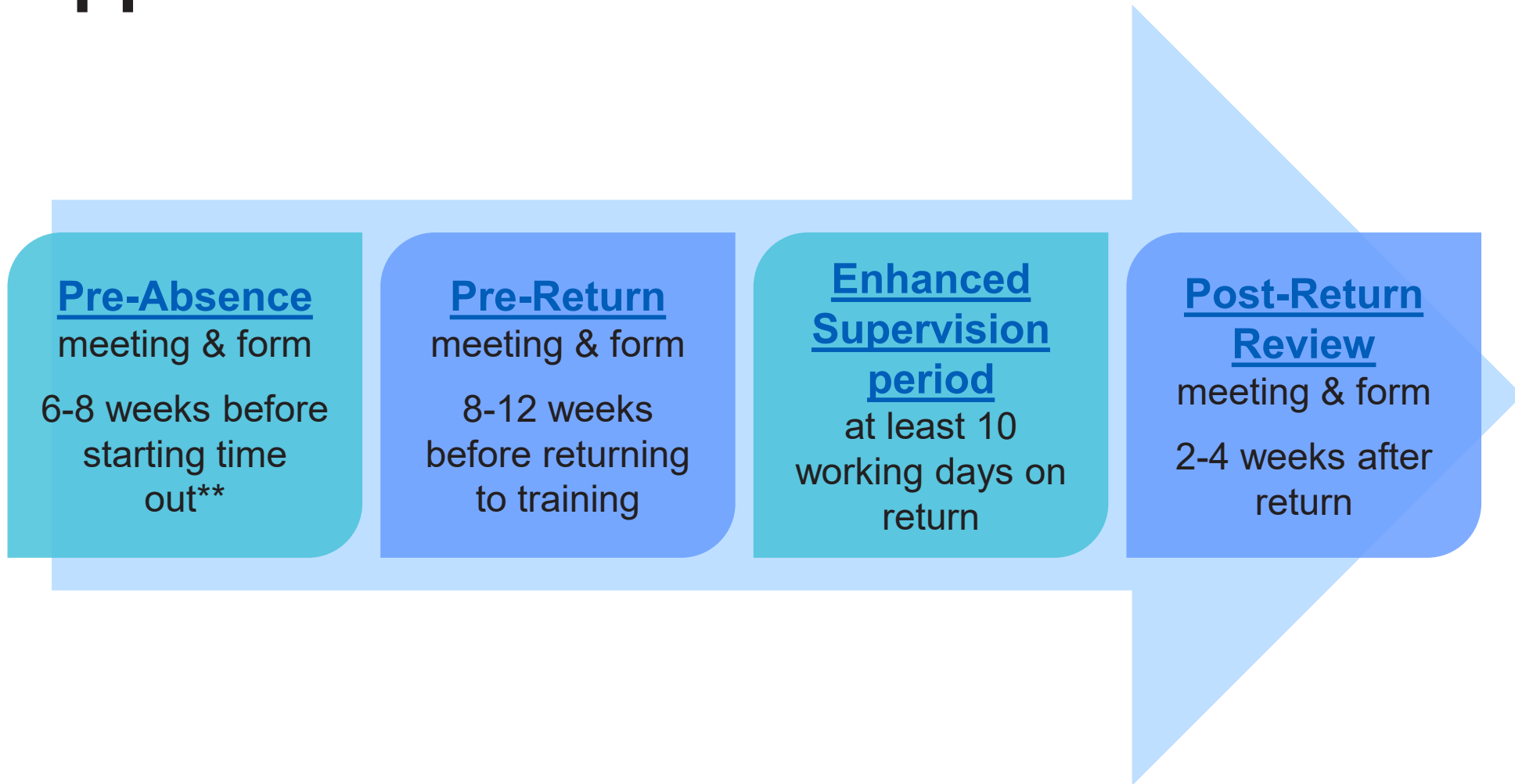
Career break prior to starting new programme

(i.e. F3 year)

Bereavement, Carers Leave

Disciplinary Action

The SuppoRTT Process



SuppoRTT Meetings & Forms



An opportunity to talk (virtually or face-to-face) about the break from training and any concerns around it



Online forms submitted to NW SuppoRTT Team automatically shared by email so relevant info can be known and actioned



Discuss what and how contact will be made during break to stay connected with the workplace/training programme



Review work-place issues e.g. rota, induction, breastfeeding etc.



Look at what activities may be useful to help prepare for return to training (i.e. NW SuppoRTT Course etc.)



Plan/extend enhanced supervision period (pre-return/post-return review)



Enhanced Supervision Period

“a short, intensive period of enhanced supervised practice, focused learning activities and direct observation of clinical activities with the aim of enabling colleagues in training to return to normal duties safely and confidently. It is expected that during this time they may not be required to undertake any out of hours arrangements if adequate supervision isn’t available.”

NHSE recommends a minimum of 10 working days immediately upon return

Each School approaches this period slightly differently for the benefit of their colleagues in training

The enhanced supervision period can be extended if more time is required via the Post-Return Review meeting/form

KIT, SPLIT and SRTT Days

What	When	How Many	Reimbursement	Comments
KIT Day	Maternity Leave whilst in receipt of SMP – weeks 2 - 39	10	Paid basic salary minus the SMP already paid for that day	If someone goes on Maternity Leave and then Shared Parental Leave, they are entitled to 10 KIT days in the mat leave period plus 20 SPLIT days in the Shared Parental Leave period
SPLIT Day	Shared Parental Leave	20	Paid basic salary	
SRTT Day (Maternity Leave)	Maternity Leave – unpaid period (after week 39)	Combined total of 10 KIT and SRTT days	Paid basic salary	
	Maternity Leave – accrued annual leave period		Additional day of annual leave to be taken prior to return	These days should be applied for at least 8 weeks in advance as they push the RTT date back
SRTT Day (OOP)	During any OOP	10	TOIL at returning host organisation post return	

Return to Training Activities (RTT-A)

Application Process

(joint process with Lead Employer)

Days (i.e. KIT/SRTT) and funding applied for in **1 form**

- Days reimbursed by Lead Employer/host
- Funding from NHSE paid by LE payroll, unless on OOP then will be directly by NHSE



Application form available on our website
<https://nwpgmd.nhs.uk/support-t-activities>



To access funding at least 1 meeting form must be submitted and the activity noted on there



List of School Approved Activities on website



TPDs may be contacted to ensure activity is appropriate for that colleague in training

Return to Training Activities (RTT-A)

NHSE Funded Opportunities

The NW SuppoRTT Team arrange various activities centrally for colleagues in training to access free of charge.

Please visit the website for more information.



Virtual Courses

Overcoming Imposter Feelings

- ½ day interactive webinar delivered by Sally Beyer

Shapes Toolkit

- 1 day online course delivered by Wild Monday

<https://nwpgmd.nhs.uk/support-t-activities-calendar>



Coaching for SuppoRTT

Delivered by Westwood Coaching Associates Ltd.

Referrals can be made by:

- Associate Deans
- Educational Supervisors
- TPDs
- SuppoRTT Champions
- College Tutors
- TSTLs

<https://nwpgmd.nhs.uk/support-t-coaching>

Return to Training Activities (RTT-A)

NW SuppoRTT Course <https://nwpgmd.nhs.uk/nw-supportt-course>

Day 1



A virtual day which covers:

- General issues faced by returners
- The SuppoRTT process
- LTFT training
- Communication Skills
- Decision Making
- Understanding Stress Responses

Day 2



A face-to-face day at a simulation centre in either Aintree, Preston or Whiston which covers:

- Communication Skills
- Resus Skills
- Acute medical/surgical emergencies (tailored to delegates' situations) with facilitated debrief

Day 3



A specialty specific day designed to cover niche aspects of returning to training in that school including simulated scenarios. Not all Schools have a Day 3.

Please visit the website for more details including dates and booking information.

NW SuppoRTT Fellows



What the Fellowship is...

- Postgraduate Doctor, Dentist, Public Health practitioner in training
- Quality Improvement and Innovation
- Secondment for 12-18 months
- 40% Fellowship
- Has experience returning to training

What the Fellows do...

- Collaborate with stakeholders to effect change
- Conduct user engagement projects
- Implement improvements to programme
- Manage Peer SuppoRTT Rep Network
- Work with other Fellows around the country

What the Fellows get...

- The chance to develop new initiatives and leave a lasting mark on the programme
- Leadership opportunities
- Personal development opportunities
- 1-1 Coaching
- A greater understanding of the other side of training



SuppoRTT Champions

<https://nwpgmd.nhs.uk/supportt-contacts>

Trust SuppoRTT Champions

Breastfeeding support
Enhanced supervision
Identifying Educational Supervisor
Induction
KIT/SPLT/SRTT days
Rota support
Signpost to local training/courses
Workplace issues

School SuppoRTT Champions

Curriculum queries
Day 3 of NW SuppoRTT Course
Finding a mentor
RTT Activities
Specialty specific issues

Peer SuppoRTT Reps

Peer support, advice and guidance

Resources



Videos



SuppoRTT Timeline



Infographic

elfh

elearning for healthcare

e-Learning



Breastfeeding Rights



Podcast

NHS
Learning Hub^{Beta}

Immersive Tech



Toolkit



Training Support Network



Paediatrics Resources



GP Resources



Educator Resources

Peer Support



Virtual **Coffee Catch Ups** with
our NW SuppoRTT Fellows
every fortnight



RTT Social each quarter with
our Fellows/Peer SuppoRTT
Reps around the region



NW SuppoRTT **WhatsApp**
Group



National SuppoRTT **Facebook**
Group



Peer SuppoRTT Reps in
each School

Discretionary Offer of SuppoRTT

International Medical Graduates



Any IMG with an NTN starting their **first training post in the NHS**, or who has started in the past 6 months



IMGs in **GP training programmes** who do their first 6-12 months in a GP practice can access SuppoRTT for their first hospital training post



What's **included** in the offer:

- ✧ Enhanced supervision period
- ✧ NW SuppoRTT Course
- ✧ SuppoRTT Champions
- ✧ Peer Support
- ✧ Overcoming Imposter Feelings interactive webinar
- ✧ Shapes Toolkit online course
- ✧ Coaching
- ✧ Resources on NW SuppoRTT website



What's **not included** in the offer:

- ✧ RTT-A Funding



Complete the **pre-return form** to register with the programme and access the resources

Returning from sickness

- Occupational Health recommendations for RTW take precedence
- Enhanced supervision period following phased return for RTT
- NW SuppoRTT Course can be done to prepare for return

Resources <https://nwpgmd.nhs.uk/supportt-trainee-resources>



Time out for
health reasons
Infographic



Mental Health
Toolkit



Immersive
Tech
Resources

NHS
Learning Hub^{Beta}

Contacts



NW SuppoRTT Website

<https://www.nwpgmd.nhs.uk/supported-return-to-training>



NW SuppoRTT Team

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Your Name

Email Address

Thank You