

Supported Return to Training (SuppoRTT) in Surgery - What you need to know

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**North West School of Surgery
SuppoRTT Champions**

Numbers out of training

- Nationally; approx 10% of trainees at any time
- HEENW School of Surgery; 80 trainees

OOPR	OOPT	OOPE	OOPC	Total OOP*	Maternity Leave	Long-term sick	Suspended	Other	Total
1452	358	511	313	2634	2044	188	8	22	4896

Table 1 - April 2017 HEE Out-of-Programme stocktake data

What are they doing?

- OOPR (research): PhD/MD/MSc (may have done clinical work alongside)
- OOPT (training): prospectively recognised training post
- OOPE (clinical experience): e.g. overseas posting with voluntary organisation (not recognised for training)
- OOPC (career break): e.g. domestic responsibilities, developing talents in other areas
- Parental Leave (maternity or shared parental)
- Long term sickness

Trainees returning to work

- Heterogeneous group
- Different times out of training for different reasons
 - planned/unplanned
 - positive/negative
 - Clinical exposure (locums)/ No clinical exposure
- Differing requirements for support
- Previously no structure to return to work excepting after long term sickness



Challenges:

- Out of date
- Lack of confidence
- Decision making
- Poor supervision out of hours
- Feeling should be working at same level left from
- E.g. Bawa-Garba

SuppoRTT Principles



- Supported return
 - Planned exit and re entry process
 - Enhanced supervision period
 - Named responsible individual to oversee
- Keeping in touch (KIT) days
- SPLIT days (Shared Parental Leave In Touch)
- Supported return to training days (after statutory maternity pay ended)/ allowed for other types of leave
- Bootcamps/simulation courses
- Mentor/Coach

SuppoRTT Process



- A **pre-absence meeting** with their supervisor (where possible).
- Access to funding and remuneration for **attending return to training activities** whilst out of training and up to 8-weeks post-return, applied for using the **RTT-A application form**.
- A **pre-return meeting** with their supervisor 8-12 weeks prior to their anticipated return to work date.
- A period of **Enhanced Supervision** of at least 10 days on their return to work.
- A **post-return review meeting** with their supervisor following this period to decide if the trainee is ready to resume the full responsibilities of their role.

SuppoRTT Process - Forms



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

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Pre-absence meeting (AES for upto 6 months, TPD if >6 months)

NHS
Health Education England

SupportTT: Pre-Absence Form

SECTION A (to be completed by the Trainee)		
Date of Pre-Absence Meeting: Click here to enter text.		
Trainee Surname: Click here to enter text.	Trainee Forename: Click here to enter text.	
NTN: Click here to enter text.	GMC No: Click here to enter text.	
Specialty: Click here to enter text.	Grade (CT/ST etc.): Click here to enter text.	
Educational/Supervisor Name: Click here to enter text.	FPD/TPD Name: Click here to enter text.	
Email address: Click here to enter text.	Email address: Click here to enter text.	
Place of training prior to absence: Click here to enter text.	Anticipated place of training on return: Click here to enter text.	
Date absence commenced: Click here to enter text.	Anticipated date of return: Click here to enter text.	
Reason for absence: Click here to enter text.		
Are you happy for HEE (local office) to contact you whilst you are absent?	Yes (complete 1,2)	No
Preferred Email Address⁽¹⁾: Click here to enter text.	Phone No.⁽²⁾: Click here to enter text.	
SECTION B (to be completed by the Trainee or ES / TPD)		
<p>Please provide detailed summary of the discussion between the Trainee and appropriate educator / supervisor. Discussion should include (but not limited to):</p> <ul style="list-style-type: none"> • CPD considered (including KIT / SPLIT days) • Any work that may be done during absence i.e. on calls, KIT / SPLIT days etc. • Sign posting to internal / external Return to Training Activities (RTT-A) • Any concerns over time away and returning • Learning & training needs (including possible assessments or courses that the trainee should attend) 		
Click here to enter text.		
Appropriate Educator / Supervisor Name: Click here to enter text.		
Email address: Click here to enter text.		
Signature:	Date: Click here to enter text.	
Trainee Name: Click here to enter text.		
Signature:	Date: Click here to enter text.	

- 3/12 before period of leave
- Plan any CPD to be undertaken whilst on leave
- Address concerns
- Consider supervisory structure for return to work (may be at different trust)
- Consider return to less than full time (LTFT) training
- Supported at this meeting by surgical supportTT lead if required
- Forms sent to TPD and HEE NW SupportTT

SuppoRTT Process

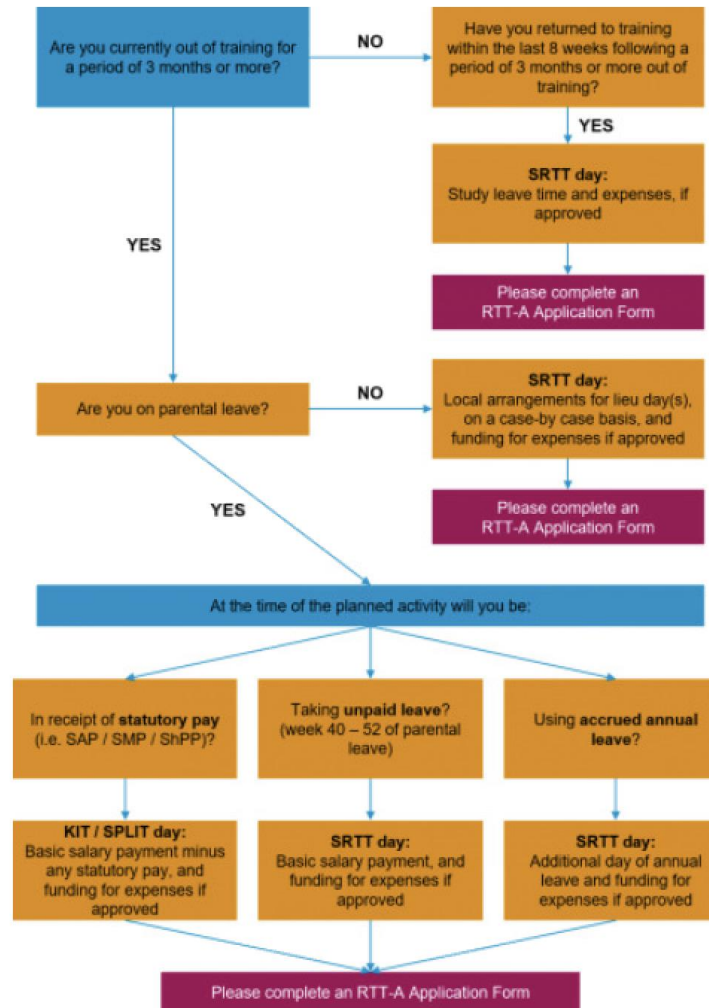


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SuppoRTT Process- KIT/SPLIT/SRTT activities

- Trainees who wish to do any KIT / SPLIT or SRTT days should apply for these through our **new online Return to training activity (RTT-A) application form**, which can be found on our website here <https://www.nwpgmd.nhs.uk/supportt-activities>, along with a guidance document about the new process.
- These RTT-A applications will be approved using one of two processes:
 - If the activity applied for has already been ‘pre-approved’ by the trainee’s specialty school, the RTT-A application will automatically be processed by the NW SuppoRTT team.
 - If the activity applied for is not on a pre-approved list, the NW SuppoRTT team will contact the trainee’s TPD to confirm that this activity is educationally beneficial to the trainee and will support them in their return to training, prior to processing the application.

SuppoRTT Process- KIT/SPLIT/SRTT activities



SuppoRTT Process- KIT/SPLIT/SRTT activities

- RTT Courses:
 - Deanery School of Surgery
 - Preston- link at the end of presentation
 - National specialty specific- no database yet but contact your SOS Champion who might have details
- Other courses, meetings, mandatory training, bootcamp
- Attend supervised clinics/ theatres (observe or do)

SuppoRTT Process



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Pre-return meeting (AES for upto 6 months, TPD if >6 months)



Health Education England

SuppoRTT: Initial Return Meeting Form

SECTION A (to be completed by the Trainee or ES / TPD)			
Date of Initial Return Meeting: Click here to enter text.			
Trainee Surname: Click here to enter text.		Trainee Forename: Click here to enter text.	
NTN: Click here to enter text.		GMC No: Click here to enter text.	
Specialty: Click here to enter text.		Grade (CT/ST etc.): Click here to enter text.	
Educator / Supervisor Name: Click here to enter text. Contact email address: Click here to enter text.		FPD/TPD Name: Click here to enter text. Contact email address: Click here to enter text.	
Place of training prior to absence: Click here to enter text.		Anticipated place of training on return: Click here to enter text.	
Date absence commenced: Click here to enter text.		Anticipated date of return: Click here to enter text.	
Reason for absence: Click here to enter text.			
Intention to return to training Full Time or Less than full time (LTFT)?			Full Time
			LTFT
SECTION B (to be completed by the ES / TPD)			
Please provide detailed summary of the discussion between the Trainee and appropriate educator / supervisor. Discussion should include (but not limited to) <ul style="list-style-type: none"> • CPD done whilst absent • Any work done during absence i.e. on calls, KIT/SPLIT days etc. • Sign posting to internal/external Return to Training Activities • Any concerns over returning • Learning & training needs (including possible assessments or courses that the trainee should attend) 			
Click here to enter text.			
1. Is an enhanced supervised return to training period necessary?		Yes (complete 2.1,2.2, 2.3, & 2.4)	No (complete point 2.5)
^(2.1) Expected enhanced supervised period dates:			
From: Click here to enter text.		To: Click here to enter text.	
Will this affect the trainee's ability to work their scheduled shifts/contractual hours? For example, will the trainee be able to work nights or be on call.			
Click here to enter text.			

- Meet up to 8-12 weeks before start
- Discuss learning needs and bespoke **enhanced supervised period**
- Targets for WBAs
- Negotiate LTFT job plan if applicable
- Encourage KIT/SPLIT/SRTT days
- Can be mediated by surgical suppoRTT lead if required
- Forms sent to TPD and HEE NW SuppoRTT

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Enhanced Supervised Period

- Short intensive period of enhanced supervised practice to enable trainee to return safely and confidently to normal activities.
- Plan this at pre-return meeting
- Should be considered if absence >3 months and should nearly always occur if >6/12 absence
- Bespoke to training needs/length of absence/reason for absence
- Should be no longer than 3/12, and reviewed every 4/52
- Different from a phased return after sickness
- Consider supervision for elective work
- Can negotiate decreased/supernumerary on calls or nights for up to 3/12 for specific reasons and this will be supported by the deanery
- In training, but time doesn't count to CCT, can ask for it to be counted at ARCP

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Review meeting

- During or end of enhanced supervised period
- Review original plan for supervision
- Review whether targets met via supervisors report, WBAs, reflection
- Discuss additional learning needs
- Mutually agree readiness to return to normal practice
- Or agree further period of supervision and timeline for review
- Forms sent to TPD and HEE NW SuppoRTT

Mentoring

- Via SuppoRTT team invite or contact them
- They will put you in touch with a mentor if you wish



Resources

www.nwpgmd.nhs.uk/supported-return-to-training

- Forms for RTT process, funding for CPD

Sharedservices.sthk.nhs.uk

- Maternity/Paternity Toolkit
- Pay for KIT/SPLIT days

surgicalsim@lthtr.nhs.uk

- Biannual 2-day return to training programme (Preston)

Role of HEENW School of Surgery SuppoRTT Leads

- We are all consultant surgeons who have been through periods of absence from work ourselves and understand the challenges
- We are here to guide you through the process, either on the phone or in person
- Impartial advice and presence at meetings with your AES or Trusts
- Education for STCs/TPDs/AES/Trusts
- Roughly split by geographical area, but if you are unsure where your next job is then just contact any one of us

HEENW School of Surgery

SuppoRTT Leads

- **Danielle Wharton (Consultant Trauma and Orthopaedic Surgeon at Whiston)** Danielle.Wharton@sthk.nhs.uk
covers Whiston, Warrington, Leighton, Macclesfield, Salford, St Helens & Knowsley and Wroughtington, Wigan & Leigh
- **Su De (Consultant Paediatric ENT Surgeon at Alder Hey)** Su.De@alderhey.nhs.uk
covers Alder Hey, Southport, Liverpool Hospitals FT (Royal Liverpool and Aintree), Arrowe Park, Chester, The Walton Centre and Liverpool Heart & Chest
- **Nicola Barnes (Consultant Breast Surgeon at MFT)** nicola.barnes@mft.nhs.uk
covers Stepping Hill, Tameside, NMGH and Manchester FT (Wythenshawe, Trafford, MRI and RMCH)
- **Emma Davies (Consultant General and Colorectal Surgeon at Lancaster)** Emma.J.Davies@mbht.nhs.uk
covers Morecambe Bay (Lancaster and Furness), East Lancashire Hospitals (Blackburn and Burnley), Lancashire Teaching Hospitals (Preston and Chorley), Oldham, Bolton and Blackpool

A few examples

- I've been technically out of training for 6 months in the gap between CT2 and ST3 but I have been working last 2 months or so and as such feel fairly comfortable with returning to practice.
- No health or personal circumstances - just 3 of the 6 month gap in training to go travelling

- I have been advised to contact you as on 1st April I will be starting as an ST3 after nearly 8 months off for maternity leave.
-
- I am quite anxious about returning to work, especially as I have not worked as an ST3 previously and my last trust did not have an A&E. I am keen to get as much help as possible in the transition!

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- I am an ST5 currently on maternity leave. I am planning on returning to work on February 5th 2020 and have been given the placement of Royal Liverpool/Alder Hey/Liverpool Women's (4 months at each). I do not yet know in which order I will be rotating through these Trusts. I was working 60% LTFT prior to this maternity leave and hope to return to the same.