

Guidance for postgraduate medical and dental trainees – redeployment to NHS Nightingale Hospitals

To support the response to COVID 19 and as NHS Nightingale Hospitals become operational, it is anticipated that there may be requests for medical and dental trainees to be redeployed to NHS Nightingale Hospitals.

Principles for trainees redeployed to a Nightingale Hospital

Redeployment for doctors and dentists in training to NHS Nightingale Hospitals should be in consultation with trainees and on a purely voluntary basis.

Redeployment of trainees into a Nightingale Hospital should be carried out in line with the agreed guidance, ensuring that induction, appropriate training and robust clinical supervision is in place.

The response to a call for the deployment of any staff from their clinical setting to a Nightingale unit is at the discretion of the Medical Director and / or the Director of Nursing, who will need to consider the provision of service in their own organisations as well as the clinical need to support the Nightingale Hospital.

It is expected that, as per the redeployment guidance, approval will be sought prospectively from the Postgraduate Dean, and the locally agreed system for maintaining records of trainee redeployment maintained.

Principles for trainees requesting redeployment to NHS Nightingale Hospitals

Trainees requesting redeployment to NHS Nightingale Hospital:

1. **MUST** have permission for release from the host Trust where they are working, together with confirmation that redeployment does not undermine critical care capacity locally. It may be helpful to discuss it with the local training programme director (TPD) and Director of Medical Education (DME) before submitting any expression of interest.
2. Trainees **MUST** have permission from their employing organization (which may be a Lead Employer Trust)
3. Trainees should discuss their experience and supervision required for their stage of training with the TPD or Head of School (HoS), to ensure that they continue to practise safely if deployed to a NHS Nightingale Hospital. Trainees **MUST** be supervised if redeployed to NHS Nightingale Hospitals

4. Requests for redeployment to Nightingale Hospitals **MUST** have prospective approval from the Postgraduate Dean, or delegated deputy, that decision is final and is not subject to appeal.
6. Requests for redeployment to NHS Nightingale Hospitals in other regions outside of the normal training programme **MUST** have prospective approval of both respective Postgraduate Deans¹
7. Trainees with GMC or employer restrictions or conditions will not normally be approved for redeployment to NHS Nightingale Hospitals. Doctors and dentists **MUST** ensure that they to comply with the restrictions and continue to practise safely.
8. Requests for redeployment should be signed off and supported by the TPD or Head of School in advance of submission for approval by the Postgraduate Dean.
9. Whilst, the requirements for annual appraisal and revalidation recommendations have been suspended during the COVID pandemic, doctors are still expected to maintain their fitness to practise, work within the limits of their competence and maintain their connection with their Responsible Officer; which for doctors in training is the Postgraduate Dean.
10. Trainees are reminded that work as part of redeployment to NHS Nightingale Hospitals during COVID 19 pandemic should be captured in the full scope of practice declaration when due at subsequent appraisals/ARCPs.

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¹ If approved, a trainee redeployed to a Nightingale Hospital outside of their usual training programme/locality remains under the governance of the Postgraduate Dean in the original training organization which includes connection to the Postgraduate Dean as Responsible Officer