


# SuppoRTT – Supported Return to Training

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Developing people  
for health and  
healthcare

[www.hee.nhs.uk](http://www.hee.nhs.uk)

# Background

- Approximately 50,000 doctors in training in England.
- Highly skilled professional providing patient care whilst training.
- At any given time about 5,000 (10%) are taking approved time out of their training programme.

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

## Background 2

- Challenges facing trainees returning to training identified by 2016 Junior Doctors contract dispute.



- SuppoRTT programme introduced 2017/18 by HEE.
  - Delivered by ten local offices across England
  - Initially supported by a national team, co-ordination network and national Fellows

# Aim of SuppoRTT Programme

- To provide additional support to trainees to facilitate:
  - A smooth, safe and confident return to training
- Benefits:
  - Trainee wellbeing
  - Patient safety
  - Workforce retention

# SuppoRTT Funding Eligibility

- All doctors and dentists in training in England who have an NTN / FTN
- Shielding / Redeployment during COVID-19
- However, principles of the SuppoRTT process should be made available to all doctors returning after a prolonged period away from clinical practice

# SuppoRTT Programme

- Should be used by **all** doctors in postgraduate training who have had absence of 3 months or more, for whatever reason:
  - Parental leave
  - OOP(R), OOP(C) and OOP(E)
  - Sickness
  - Bereavement
  - Disciplinary action
- Those with shorter absences may also benefit

**SuppoRTT  
Process**

Pre-absence meeting

Pre-return meeting

Period of enhanced supervision

Post-return review meeting

## Pre-Absence

- >3 months absence
- Meet ES to complete
- Bespoke plan
- Discussion:
  - keeping up to date
  - KIT days/courses/mentoring
  - particular concerns
- Contact
- ?Return to LTFT training

### NW SuppoRTT Pre-Absence Form

This form should be completed by the trainee and their supervisor\* during the pre-absence meeting 8-12 weeks prior to commencement of the period of time out of training. This meeting is an opportunity to discuss concerns / learning & training needs / CPD or work that may be done during absence etc.

*\*This will usually be the trainee's ES however this can also be another appropriate educator / supervisor as identified by the trainee's TPD.*

[The NW SuppoRTT Guidance document can be found on the HEE NW website \(https://www.nwpgmd.nhs.uk/suppoirtt-process\) or by clicking here](https://www.nwpgmd.nhs.uk/suppoirtt-process)

On completion this form will come directly to the HEE NW SuppoRTT Team. It is the trainee's responsibility to download the form on completion and upload to their e-Portfolio and send to their:

1. TPD
2. School SuppoRTT Champion
3. Trust SuppoRTT Champion (where relevant).

[Details of the North West SuppoRTT Champions can be found on the HEE NW website \(https://www.nwpgmd.nhs.uk/suppoirtt-contacts\) or by clicking here](https://www.nwpgmd.nhs.uk/suppoirtt-contacts)

*The information collected in this form will be securely held by HEE and will only be accessible to those directly involved in the Supported Return to Training programme including the trainee's Head of School, Training Programme Director and HEE School Team. Information may also be shared with the Lead Employer and host organisation. Data will not be shared wider without your consent.*

[HEE's Privacy Notice can be found here](#)

#### Section A

1. Date of Meeting \* Required

Dates need to be in the format 'DD/MM/YYYY', for example 27/03/1980.

(dd/mm/yyyy)

2. Trainee First Name \* Required

3. Trainee Surname \* Required

4. Professional Registration Number (GDC / GMC / PH) \* Required

Your answer should be no more than 7 characters long.

5. School \* Required



## Pre-Return

- Communication with ES
- Meet 8-12 weeks before return
- Discuss:
  - Learning needs
  - Bespoke period of supervision
  - Rotas
- Encourage KIT / SRTT days
- Course / bootcamp

### NW SuppoRTT Pre-Return Form

This form should be completed by the trainee and their supervisor\* during the pre-return meeting 8-12 weeks prior to RTT. This meeting is an opportunity to discuss concerns / learning & training needs / practicalities of returning / rotas / enhanced supervision / work to be undertaken during the first few weeks post-return etc.

*\*This will usually be the trainee's ES however this can also be another appropriate educator / supervisor as identified by the trainee's TPD.*

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# Post-Return Review Meeting

- Meet with ES
- Review plan
- Review whether targets met – WPBAs, reflections
- Mutually agree:
  - Readiness to return to normal work / training
  - Further enhanced supervision
- ongoing support / mentoring

NW SuppoRTT Post-Return Review Form

This form should be completed by the trainee and their supervisor\* towards the end of the trainee's enhanced supervision period (and at any further meetings if the enhanced supervision period is extended).

This meeting is an opportunity to review the trainee's progress following their return to training and either extend the enhanced supervision period or agree readiness to resume full responsibilities of their role.

*\*This will usually be the trainee's ES however this can also be another appropriate educator / supervisor as identified by the trainee's TPD.*

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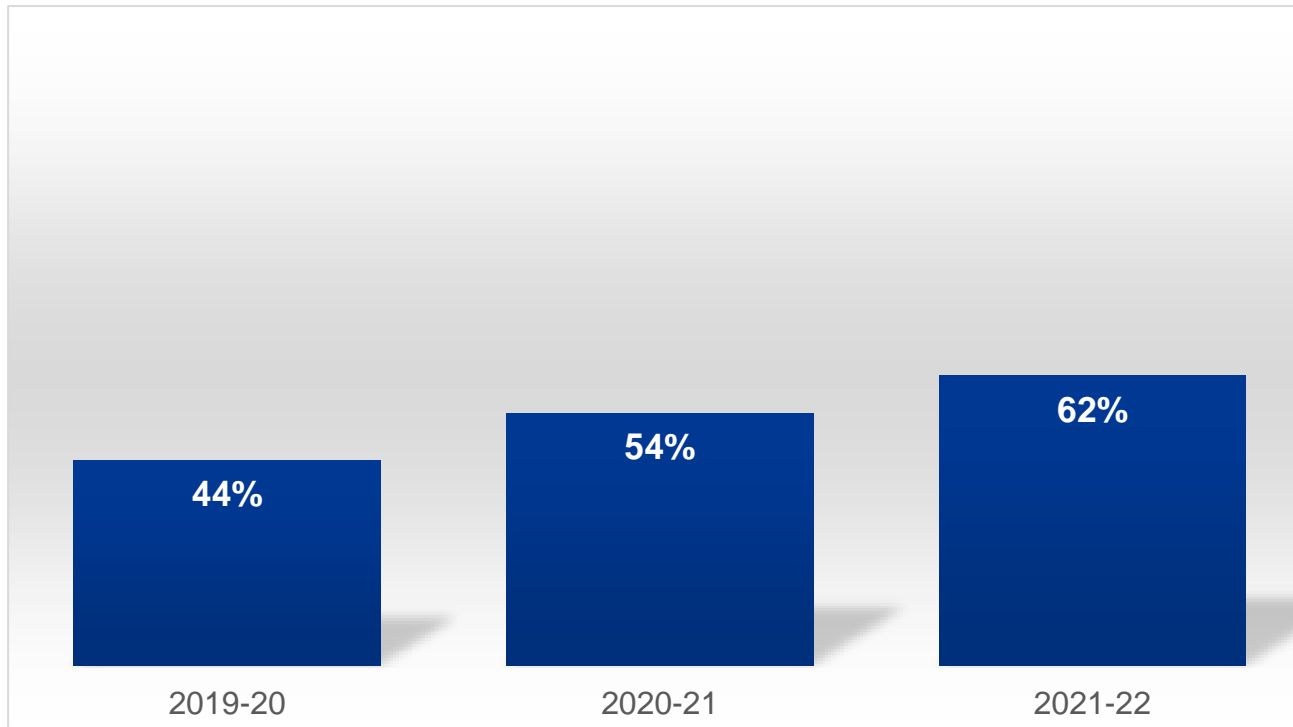
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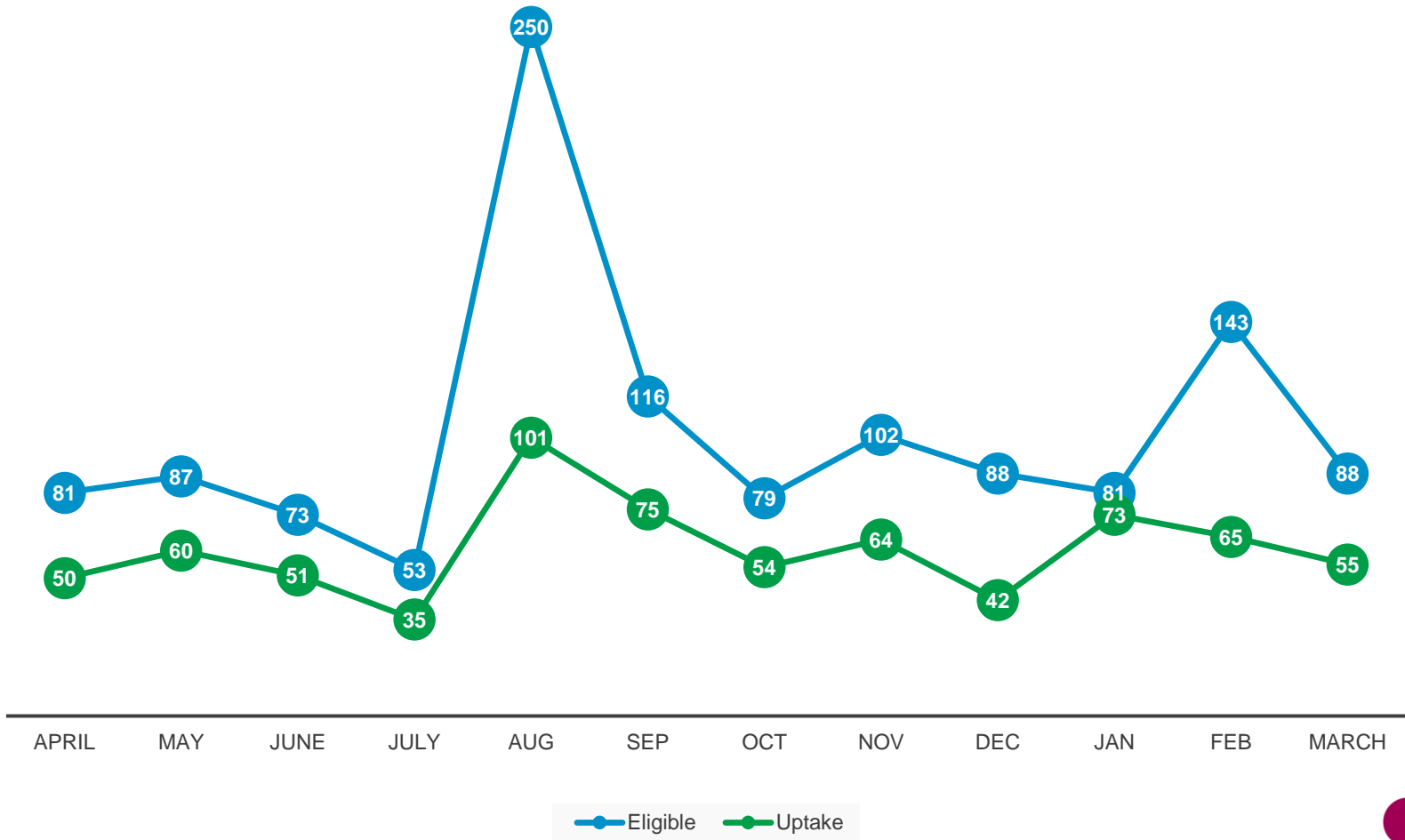
## HEE NW

- **1100** doctors/dentists in postgraduate training eligible between 1<sup>st</sup> April 2021 and 31<sup>st</sup> March 2022
- **564** commenced a period of time out
- **678** returned from a period of time out
- **141** both commenced and returned in this year
- **10** doctors returned and then commenced another period of time out

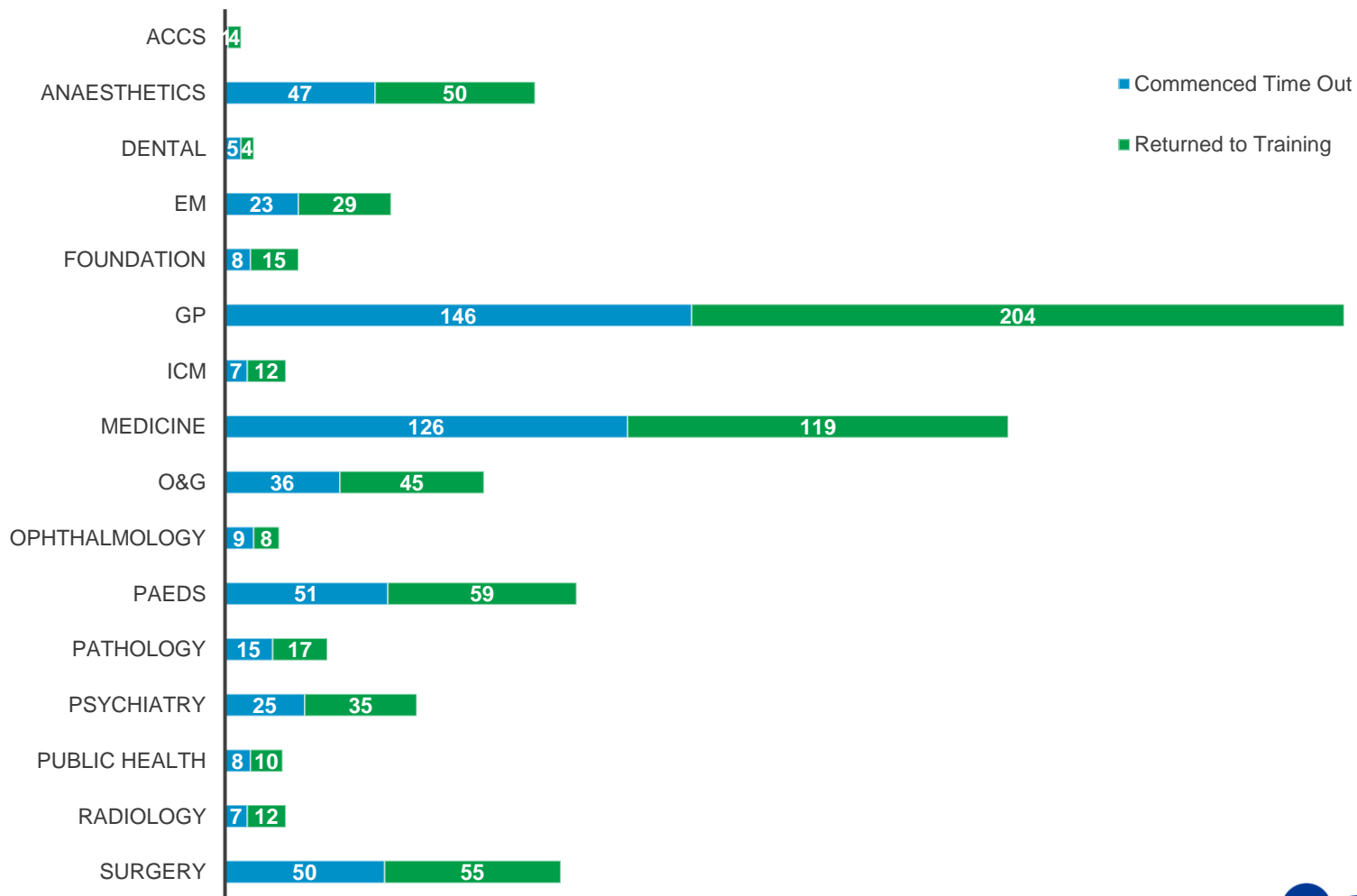


# Uptake

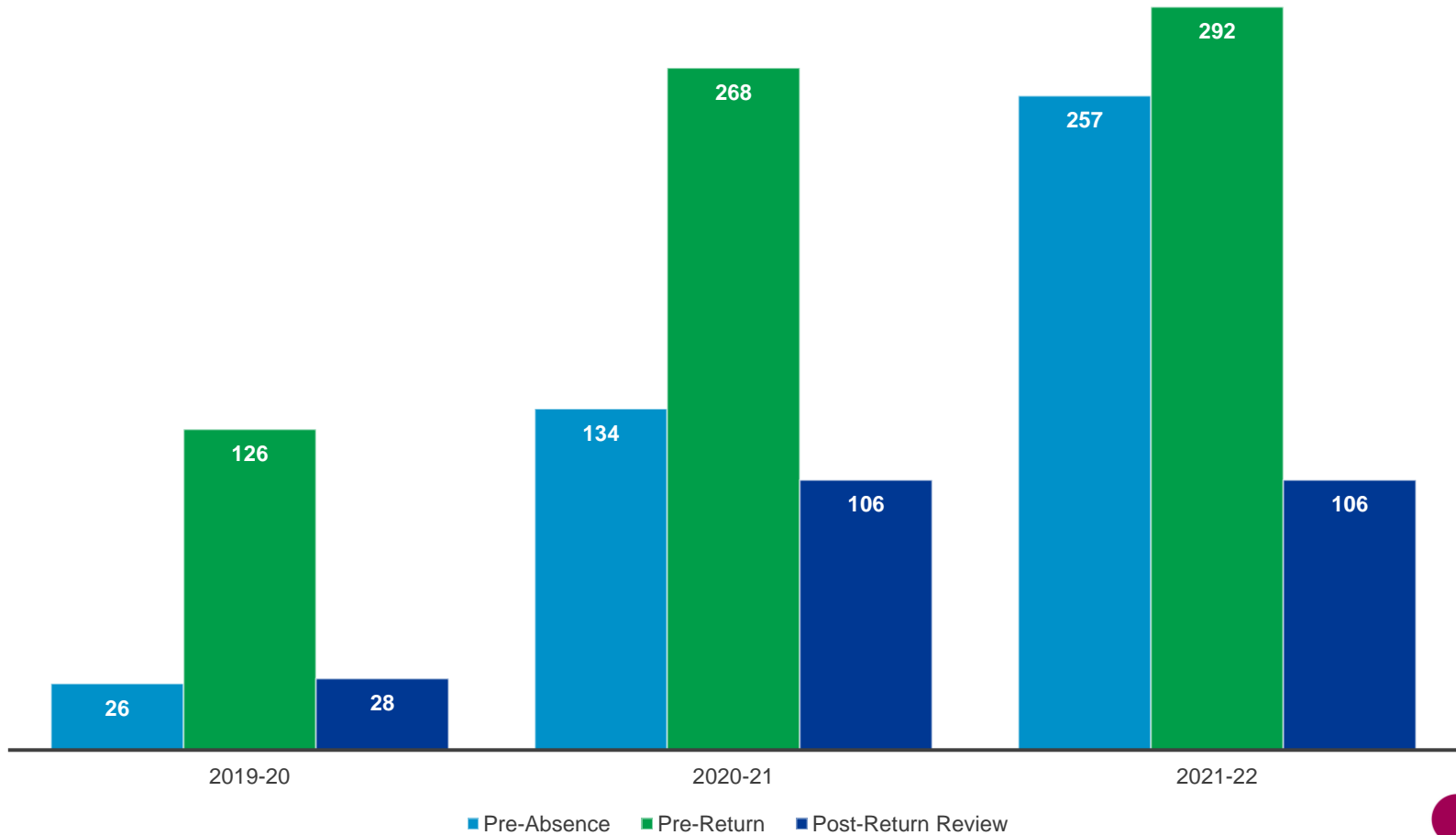




# Schools



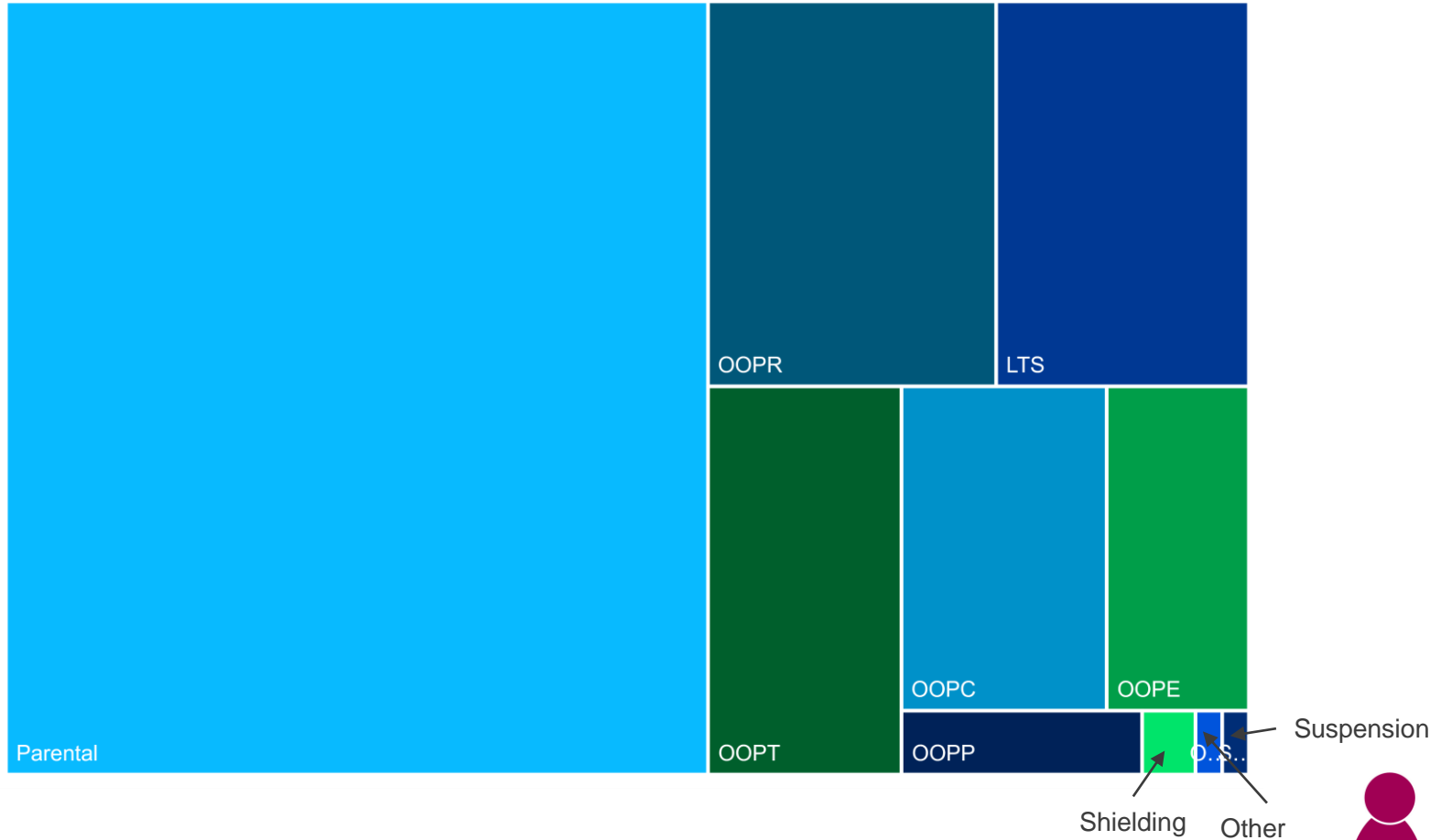
# Forms



# Reasons for Time Out of Training



Health Education England





# Trainee Resources



Mentoring and coaching



Conferences, workshops and webinars.



Refresher courses, human factors and simulation training



Digital & On-line learning resources eg E-LfH packages on SuppoRTT and LTFT; VR



Funding for other courses or training as individually required



Pastoral support and peer networks

# KIT / SRTT Days

- Up to 10 days
- Voluntary
- Need educational approval in advance
  - Meetings/courses
  - Induction
  - Supervised clinical work
- Paid at basic rate minus maternity pay

# SuppoRTT Champions

- Lead SuppoRTT roles in Trusts and Schools
- Providing leadership and education in SuppoRTT process at Trust/School level.
- Guidance, signposting, advocacy and wellbeing support for trainees.
- Funded by HEE – PAs in job plans
- Formalised role descriptions
- Often combined with the Flexible Training Champion role

# Trainer Resources



Mentoring and coaching



Educator development – via School  
+/- Trust +/- College



SuppoRTT Champions



E learning for health (E-LfH) package  
for SuppoRTT trainers



HEE national and regional webpages



Peer networking

# Building a SuppoRTTive Culture

- To ensure full benefit of the valuable resources that SuppoRTT offers, it is essential that trainees returning to work are welcomed into a positive, supportive working environment.
- <https://youtu.be/6NkrymtnmGg>

[#SuppoRTTiveCulture](#)

# Thank you – Q&A

## Contact:

- [SuppoRTT.nw@hee.nhs.uk](mailto:SuppoRTT.nw@hee.nhs.uk)
- <https://nwpgmd.nhs.uk/supported-return-to-training>

