

# Supported Return to Training November 2020

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## What is SuppoRTT?

- All Trainees who have had more than 3 months out of training for any reason
- To be supported back to work to ensure you have the knowledge, competencies and skills required for you to feel safe and to provide safe care to patients

<https://london.hee.nhs.uk/professional-development/supported-return-training>

[https://youtu.be/yybRU\\_8jvuE](https://youtu.be/yybRU_8jvuE)

## What do I need to do?

- Meet with your ES (if ST3 or returning to a GP post) OR TPD (if returning to a ST1-2 post in hospital)
- The meeting can be via phone / video
- Identify your concerns about returning to work
- Identify what you need to support your return to work and where / how / when you can get that
- Complete the Return to Training form online (takes <10 mins)
- <https://healtheducationyh.onlinesurveys.ac.uk/supportt-rtw-form2>

# How do I get the funding?

- AFTER completing the form the funds will go to your employing Trust and the trust will be emailed your form (but do upload the form to your e-portfolio and cc your TPD and ES)
- Apply for the funding directly via your trust – ensure you state it is being claimed under SRTT
- You should not be in financial hardship due to needing funds to do a course etc – speak to your Trust about enabling payments if so (and your TPDs if any problems)

# What sort of things should I talk about with my ES/ TPD

- <https://kss.hee.nhs.uk/primary-care/gp-trainees-resources/supportt/>
- Some suggestions for things to include in your return to training meeting
- Ask about what training is being offered by the trust – they may be offering simulations for acute care of patients; end of life training
- Practical issues like what your working day will look like; if you are breastfeeding where can you go to pump breastmilk / where can you store it during working hours
- Things are changing at a rapid pace so they may not have all the answers but ask all your questions and they will do their best to find the answers for you

## **If your trainer wants to access additional funding to support extra supervision requirements**

- This need should be included on your SRTT form
- They then need to discuss with your TPD (who should discuss with the SRTT Champion) for sign off
- Once approved locally they can then include this email in their invoice to SRTT office directly

## OK so I've returned to work, now what?

- Continue to meet with your ES / TPD soon after returning from work and regularly to check in with how you are getting on and to ensure you have the support you need
- Complete the follow – up form  
<https://healtheducationyh.onlinesurveys.ac.uk/supportt-rtw-form2>
- Complete assessments on your e-portfolio to demonstrate that you are safe to return
- Give feedback to the SRTT to help provide evidence for a need for this support for future trainees.

**A little thing called COVID-19 happened whilst I was  
off....**



# Covid Resources

- <https://www.hee.nhs.uk/our-work/doctors-training/supporting-doctors-returning-training-after-time-out/supportt-digital-online-resources> (includes webinars and podcasts on returning to different specialities and on self care)
- E-learning for health module on covid: <https://www.e-lfh.org.uk/programmes/coronavirus/>
- Resources around telephone and video consulting : [https://portal.e-lfh.org.uk/catalogue/Index?HierarchyId=0\\_45016\\_45125&programmId=45016](https://portal.e-lfh.org.uk/catalogue/Index?HierarchyId=0_45016_45125&programmId=45016)
- COVID CPD [https://portal.e-lfh.org.uk/catalogue/Index?HierarchyId=0\\_45016\\_45125&programmId=45016](https://portal.e-lfh.org.uk/catalogue/Index?HierarchyId=0_45016_45125&programmId=45016)

# Are you returning from Shielding?

- Shielding Coaching - two professional coaches, the virtual coaching will take place over Zoom on **2<sup>nd</sup> December, 1.00-3.00pm.**
- Please email [n.phillips4@nhs.net](mailto:n.phillips4@nhs.net) if you would like to attend
- <https://www.hee.nhs.uk/our-work/doctors-training/supporting-doctors-returning-training-after-time-out/supporttt-digital-online-resources>

# Support for your Mental Health

- Do not suffer in silence.
- You are not alone
- Reach out. See your GP too. Self refer to IAPT.
- FREE wellbeing apps for NHS staff <https://www.nhsemployers.org/news/2020/03/free-access-to-wellbeing-apps-for-all-nhs-staff>
- Practitioner Health Programme <https://www.practitionerhealth.nhs.uk/covid-19-workforce-wellbeing>
- We will not think less of you if you need support in your training especially with mental health problems
  - Tell your TPD/ES/GP Partners early so they can help if something is going on in your personal / professional life that is making life hard
- Samaritans on 116 123

# Professional Support Unit (PSU)

- Website: <https://london.hee.nhs.uk/professional-development>
- Email: [PSU@nwl.hee.nhs.uk](mailto:PSU@nwl.hee.nhs.uk)
- Telephone: 0207 866 3271
- Offers coaching, dyslexia support, courses & e-learning

## PSU support during COVID-19 pandemic

- [Online Wellbeing Resources](#) (podcasts, webinars, self-support advice, links to HEE & external resources available for trainees)
- [1:1 Support](#) (free, confidential & independent 1:1 conversation with a senior PSU lead via telephone or on-line teleconferencing platforms)
- [Virtual Group Support](#) (free, confidential trainee peer support groups facilitated by a trained group facilitator)
- [Online Courses](#) (a range of e-learning and wellbeing/support courses which we will be delivering via teleconferencing platforms)

## Urgent/immediate psychological support in a crisis

You can access free & confidential psychological or mental health support 24/7 via

- The NHS Frontline service for all NHS staff: **Call 0300 131 7000** (between 7am-11pm) or **Text 'FRONTLINE'** to **85258** (24hrs/day)
- The BMA's 24/7 counselling service for all doctors (including non BMA members): **Call 0330 123 1245** or visit [The BMA](#)
- The Samaritans: **Call 116 123** or visit [Samaritans](#)
- The Practitioner Support Programme's crisis line: **Text NHSPH to 85258** or visit [Practitioner Health](#)

# Online SRTT Resources

<https://london.hee.nhs.uk/professional-development/supportt-supported-return-training/resources-trainees>

- Guidance about SRTT
- Guidance about online wellbeing
- Remote learning packages
- Where to get up to date information about COVID 19
- V Space group sessions
  - Sometimes people find it easier to speak about their difficulties outside the usual work environment so PSU is running virtual drop in trainee support groups
  - <https://london.hee.nhs.uk/professional-development/supportt-supported-return-training/v-space>

# PHP CBT programme for exam stress

- Self refer
- Exam stress workshop
- <https://php.nhs.uk/trainee-doctor-dentist-support-service/>



## Other mental health 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

Further resources:

- [https://www.joyfuldoctor.com/useful-links-doctors?fbclid=IwAR1PQu\\_sl7hhkKEu5gaO4cefQNavGb1MTxZPmFW3XWKbKnME3I13ZNrAZh0](https://www.joyfuldoctor.com/useful-links-doctors?fbclid=IwAR1PQu_sl7hhkKEu5gaO4cefQNavGb1MTxZPmFW3XWKbKnME3I13ZNrAZh0)

# Financial support

- Cameron Fund: <https://www.cameronfund.org.uk/>
- Royal Medical Benevolent Fund
  - Website: [Royal Medical Benevolent Fund](#)
  - Telephone: 0208 540 9194
- Society for the Assistance of Medical Families  
<https://www.samf.org.uk/>
- Help Me I'm a Doctor: <https://www.doctorshelp.org.uk/>

# Coaching

- Free for trainees via PSU
  - <https://london.hee.nhs.uk/professional-development/coaching-service>
  - 4 1:1 sessions with an experienced coach
- Trainees and qualified GPs can also access coaching via the leadership academy
  - <https://www.londonleadershipacademy.nhs.uk/coaching-and-mentoring/coaching>

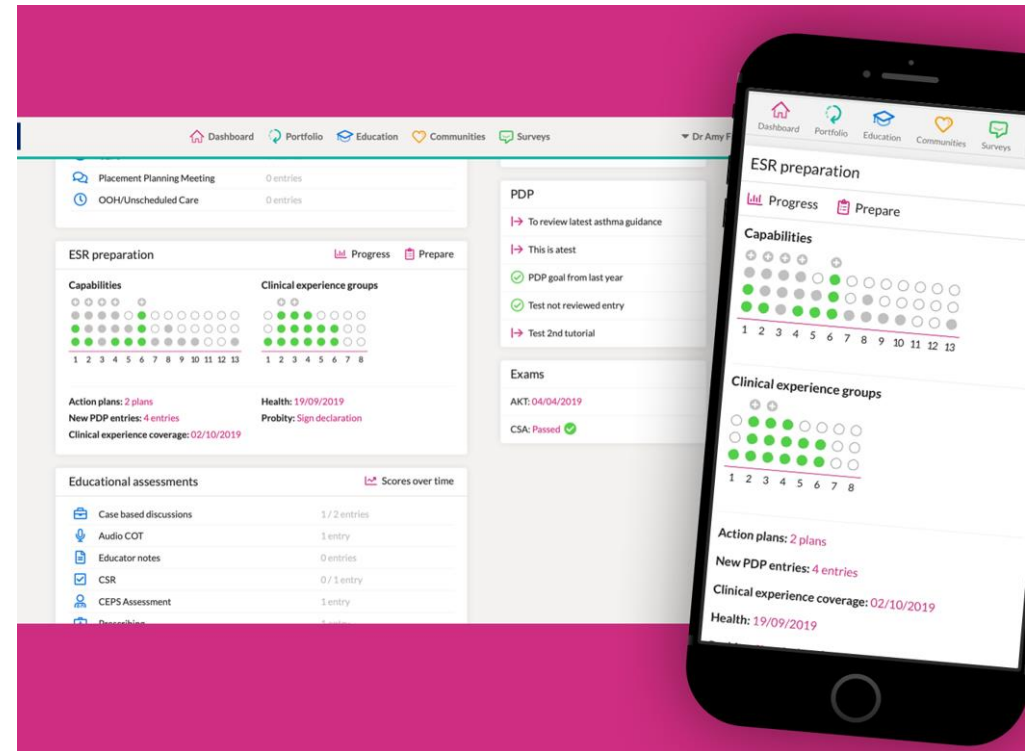
# Changes to Training during COVID 19

## We will cover

- What assessments do I need to do?
- How do I complete my OOH requirements – what are they now?
- How many learning logs do I need to do?
- What happens if I need to self isolate?
- What happens if I am in a vulnerable group?
- What happens if my trainer is isolating?
- Can I work remotely?
- Does this time during COVID 19 count for training?
- Do I still get my tutorials and Half day release?
- Am I ok to work in the hot hub?
- What should my working week look like?
- When can I do my AKT / CSA and CCT?

# New Eportfolio by fourteen fish

- <https://www.rcgp.org.uk/training-exams/training/mrcgp-trainee-eportfolio/new-trainee-eportfolio-landing/walkthrough.aspx>
- Easier to use with a user friendly app
- Easier to keep track of your progress
- Chat feature to help you communicate with your ES.
- Being rolled out in KSS from September.
- You will still have access to old eportfolio but your data will be ported across during transition



## Do I have to move to the new WBPA programme?

- Trainees will move onto the 'new' programme when they change training years i.e. when moving from ST1 to ST2, ST2 to ST3 etc
- In any training year if the trainee has passed the mid-point of that training year remaining will remain on the 'old' programme.
- In any training year if the trainee has not passed the mid-point of their training year they will be given the option of staying on the old or moving to the new WPBA programme.
- **For any trainee on leave at the time of transition they will move onto the new programme** unless they only have a short period leave remaining and a future end of training year date all within 6 months.



	ST1	ST2	ST3
<b>Mini-CEX/COT</b> Any setting (face to face, telephone, or video)	4	4	7
<b>CBD / CAT</b>	4 Cbd	4 Cbd	5 CAT
<b>MSF</b>	1 (with 10 responses)	1 (with 10 responses)	2 (1 MSF, 1 Leadership MSF)
<b>CSR</b>	1 per post*	1 per post*	1 per post*
<b>PSQ</b>	0	0	1
<b>CEPS</b>	Ongoing	Ongoing	Across 3 years 5 intimate plus a range of others
<b>Learning logs</b>	36 Case reviews	36 Case reviews	36 Case reviews
<b>Placement planning meeting</b>	1 per post	1 per post	1 per post
<b>QIP</b>	1 (in GP)	1 (in GP) – if not done in ST1	0
<b>Quality improvement activity</b>	All trainees must demonstrate involvement in Quality Improvement at least once a year		
<b>Significant event</b>	Only completed if reaches GMC threshold of potential or actual serious harm to patients	Only completed if reaches GMC threshold of potential or actual serious harm to patients	Only completed if reaches GMC threshold of potential or actual serious harm to patients
<b>Learning Event Analysis (LEA)</b>	1	1	1
<b>Prescribing review</b>	0	0	1
<b>Leadership</b>	0	0	1
<b>Interim ESR</b>	1**	1**	1**
<b>ESR</b>	1	1	1



# CAT = Care Assessment Tool

- <https://www.rcgp.org.uk/training-exams/training/new-wpba/cat.aspx>
  - Case based discussion (CbD)
  - Random case review
  - Leadership activities
  - Prescribing assessment follow up
  - Consultation assessments - which are not COTs
  - Referrals review
  - Other e.g. debriefs, review of investigation or imaging use, follow up of QIP. (Please describe)

# The Audio COT

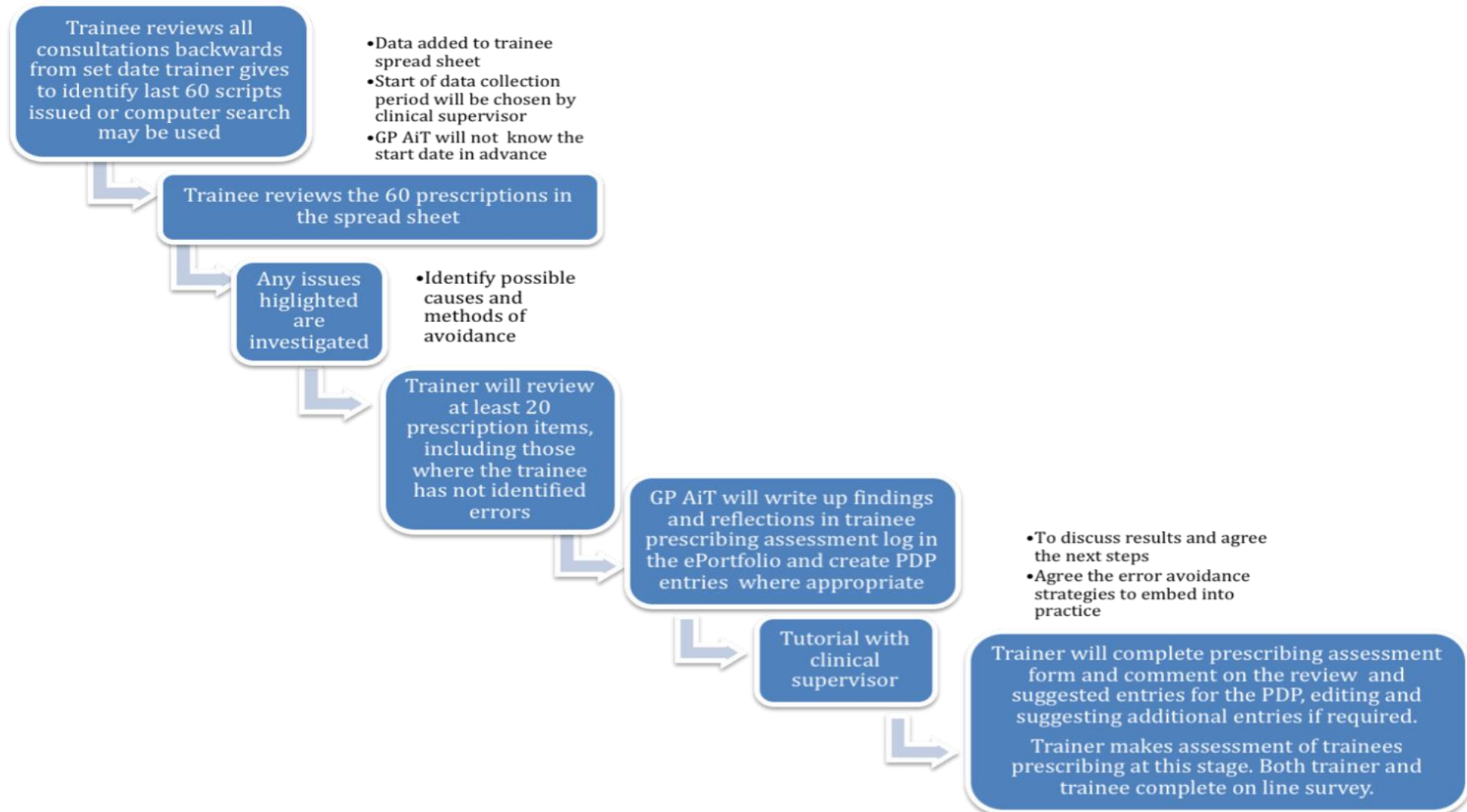
- Reflects the changed nature of general practice consultations
- More complex cases will get more evidence usually
- Helps you to prepare for the RCA
- You must gain consent for the call to be listened to by your trainer
- Generally would not be done before ST3
- Must have at least 1 as ST3
- Should be between 5-10 minutes long
- <https://www.rcgp.org.uk/training-exams/training/new-wpba/audio-cot.aspx>

# Leadership activity & Leadership MSF

- <https://www.rcgp.org.uk/training-exams/training/new-wpba/leadership-activity-and-msf.aspx>
- You must do a leadership activity in ST3
- You should also document leadership evidence throughout training using learning logs, PDP and CATs.
- The second MSF will focus on feedback on your leadership competencies

# Prescribing Assessment

<https://www.rcgp.org.uk/training-exams/training/new-wpba/prescribing.aspx>



# Do I need to collect different evidence now the RCA has replaced the CSA during COVID?

You need to provide specific ‘compensatory’ evidence in the domains of clinical examination, working with colleagues, and organisation, management, and leadership – specifically information management and communication systems.

ARCP panels will be directed to pay especial attention to the evidence of the trainee’s capability in working in teams from the MSF, any informal feedback noted in the ‘working in teams’ capability section of the ESR, and evidence in the Case-Based Discussion and Care Assessment Tools.

This evidence therefore needs to have been highlighted in the ESR and linked to relevant evidence in anticipation of this scrutiny.

For trainees on the old schedule, evidence previously collected in the second PSQ under the old schedule is covered by the RCA.

Capabilities



Capability	Entries
Fitness to practice	6
Maintaining an ethical approach	3
Communication and consultation skills	7
Data gathering and interpretation	5
Clinical Examination and Procedural skills	2

Clinical experience groups



Clinical experience group	Entries
Infants, children and young people under the age of 19	1
People with mental health needs (including addictions)	4
People with long-term conditions and disability	4
Frail and/or elderly people (including multiple)	3
People requiring urgent and unscheduled care	2 (12.5%)

## How can I get enough CEPS done when we aren't seeing as many patients F2F?

“During the lifetime of COVID disruption, where the undertaking of direct patient examination is limited, Educational Supervisors will be asked to sign trainees off as competent in examination skills, that they are satisfied that they have seen the trainee examine patients and have no concerns in their ability to examine patients correctly across a wide range of systems. Some of the evidence for specific examinations might emerge from descriptions of how examinations would be conducted along with reference to previous experience in Clinical examinations rather than actually witnessing those examinations. “

<https://www.rcgp.org.uk/-/media/Files/GP-training-and-exams/MRCGP/wpba-expectations-post-050820-rcgp.ashx?la=en>

# What is happening with the AKT?

- <https://www.rcgp.org.uk/training-exams/mrcgp-exam-overview/mrcgp-applied-knowledge-test-akt.aspx>
- The AKT is back on
- Socially distanced exam centres
- Priority booking for those due to CCT soon

# What is the RCA?

<https://www.rcgp.org.uk/training-exams/mrcgp-exam-overview/mrcgp-recorded-consultation-assessment.aspx>

- See the Fourteen Fish Video on how to record consultations for the RCA  
<https://youtu.be/IOe4EGXnJU0>
- <https://support.fourteenfish.com/hc/en-gb/categories/360001624977>
- Assessment of 13 consultations submitted using Fourteen Fish platform
- 10 minutes per consultation (timer starts after you have gained consent for the recording to be used)
- Will continue until at least August 2021



# What happens if my trainer is isolating or I am working from home?

1. Supervision - This may be via phone / video link. They can directly observe you using MS Teams – helpful to have more than 1 screen!
2. Accept this is a new way of working – you will likely have to isolate due to your own symptoms or those of your household. You can very quickly arrange a COVID test online:  
<https://www.nhs.uk/conditions/coronavirus-covid-19/testing-and-tracing/get-a-test-to-check-if-you-have-coronavirus/>

# Covid-19 GPST special circumstances

1. Trainees who can't work face to face with patients for whatever reason e.g. self-isolating, in at-risk group
2. No supervisors are available in the practice
3. Trainee wants to work in an alternative setting e.g. local practice with staffing issues; OOH or Covid-19 hub
4. LTFT trainee wants to go FT
5. Trainees with significant performance and/or General Medical Council (GMC) problems
6. Trainees in secondary care who need but can't access non-patient facing roles

## **Covid-19 - GPST urgent and unscheduled care (UUC)**

The recent changes in the Committee of General Practice Education Directors (COGPED) guidance and the RCGP curriculum, have stated that a trainee must show evidence of capability in UUC.

There is no set time requirement for OOH but it is suggested that it would be hard to demonstrate competencies with less than 48 hours of UUC experience.

With the viral pandemic there are many opportunities to demonstrate this capability.

# Trainees working from home / non patient facing

Potential activities for GPSTs in non-patient facing roles and/or working from home in addition to usual telephone/ video consultations

- Supporting patients in practice
  - Learning disability reviews / welfare checks
  - Reviews for patients with COVID 19 discharged from hospital
  - Welfare checks & ongoing care for those patients in the shielded / vulnerable list
- Personal development

## Do you want to go LTFT?

- See the resources at <https://kss.hee.nhs.uk/primary-care/gp-trainees-resources/ltft-gp-training/> and if in ST3 complete the application form there.
- If ST1-2 complete the application via the portal <https://lasepgmdesupport.hee.nhs.uk/support/home?trainee>

## Well-being support for doctors during Covid-19

This is an extremely difficult time for us all – the following is an attempt to bring together as many currently available sources of support.

It is important to realise it is ok not to be ok, this is an abnormal situation and most of us are struggling with it.

Please support each other and seek help via some of these resources. If you are struggling please reach out.

**Any Questions?**