Supported Return to Training

London & KSS Champions Network

30 November 2023

Presented by:
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Hussain

NHS England

Agenda

14:00 Welcome and check in
- Charlotte Cowdy, KSS Clinical Fellow

14:10 Programme update
- 2023-24 uptake
- Feedback questionnaire (April – October 2023)

14:40 – Conference planning

14:55 - BREAK

15:05 - PSU Coaching Offer for SuppoRTT – *Kathleen Sullivan, Senior Coach & Careers Coach, PDT*

15:20 – E-learning hub, roadmaps & checklists

15:45 - 16:00 – next steps and close

Supported Return to Training

Programme update

2023-24 Qs 1& 2

KPIs (from April 2022)

- Perception of SuppoRTT will be positive & awareness continue to rise
    >= 95% of trainees & lead educators aware of the programme
    95% ES completed some form of SuppoRTT training

- Uptake increases
    >= 90% of eligible trainees complete a pre-return form

- Case studies & key achievements

- Programme continues to develop

Pre-return uptake & eligibility London & KSS (Qs 1&2, 2023-24)

- Increase in applications
  - 366 of 936 eligible (*39.1%*)
  - In 2022 - 23 there were 619 applications from 1,371 eligible (*45.1%*)
- TIS inaccuracies
  - In previous years, quarterly TIS figures have over-estimated the numbers eligible for SuppoRTT, and thus underestimate uptake
- GMC National Training Survey reports higher levels of support for returners
  - Does not specifically measure SuppoRTT uptake, but may be an indication of overall support available

Summary uptake & eligibility (1/2)

- Females over-represented in the uptake group
  - 76.5% vs 73.8% in eligible group
  - But 7.9% not stated in the uptake group vs only 0.5% in those eligible
- Background other than White under-represented in uptake group
  - 33.2% vs 41.2% in eligible group
  - But 14.8% in uptake group preferred not to say vs 7.5% of those eligible
- Disability
  - 1.4% in uptake group vs 0.9% in eligible group
  - High proportion in both groups preferred not to say (27.6% in uptake vs 19.1% in eligible)
- Primary qualification – UK qualified over-represented in uptake group
  - 88.3% vs 83.7% in eligible group
  - 4.9% of the eligible group did not say where qualified vs 0.5% of uptake group.

Summary uptake & eligibility (2/2)

- Reasons for absence – Parental leave over-represented in uptake
  - 53.3% vs 44.1% in eligible group
  - Higher proportion in uptake group put other as a reason 6% vs 0.6% in those eligible.
  - "Other" may include multiple reasons for absence
- Sickness 5.5% of uptake group, none reported in eligible group
- Specialty School similar in uptake and eligible groups
  - Generally small differences in over or under-representation when compared with eligible cohort
  - Some differences in coding e.g. Acute Care Common Stem
- Stage of training – Core trainees (up to CT/ST2) under-represented.
  - Foundation – inconsistencies with numbers reported by Specialty School and stage of training. When grouped by stage of training: *0 in uptake group vs 3.6% eligible.* When grouped by Specialty School: *proportion of those eligible and taking up SuppoRTT similar*
  - Core (ST/CT1&2) – 10.9% vs 15.9% eligible
  - ST3 and ST4-8 – 89.1% vs 80.5%

Uptake by specialty

Specialty School	Uptake (Qs1&2)	Uptake (%)	Eligible (Qs1&2)	Eligible (%)
Acute Care Common Stem	7	1.9%	0	0.0%
Anaesthetics	29	7.9%	85	9.1%
Dental	4	1.1%	6	0.6%
Emergency Medicine	11	3.0%	44	4.7%
General Practice	53	14.5%	124	13.2%
Intensive Care Medicine	6	1.6%	7	0.7%
Medicine	97	26.5%	270	28.8%
Obstetrics and Gynaecology	25	6.8%	71	7.6%
Ophthalmology	8	2.2%	21	2.2%
Paediatrics	47	12.8%	119	12.7%
Pathology	1	0.3%	13	1.4%
Psychiatry	25	6.8%	60	6.4%
Public Health Medicine	5	1.4%	19	2.0%
Radiology	11	3.0%	22	2.4%
Surgery	15	4.1%	47	5.0%
Foundation	6	1.6%	13	1.4%
Other	16	4.4%	15	1.6%
Total	**366**	**100%**	**936**	**100%**

Pre-absence uptake & eligibility

	Uptake	Eligible	(%)
London	105	834	12.6%
KSS	32	213	15%
TOTAL	137	1047	13%

Programme development & achievements

Champions, courses & resources

Trust & Specialty School resources & champions

- Trusts, Specialist Schools & champions will be requested to provide evaluation feedback
  - For 2023-24 in March 2024
  - From 2024-25 onwards, feedback & evaluation will be requested mid-year and at the end of year
- KSS will be writing to all their champions to report back on key areas of work for SuppoRTT to help KSS review & forward planning

Areas for development/objectives

- Ongoing issue of identifying eligible trainees
- Increase trainee engagement & co-development
  - Clinical fellows projects
- More detailed guidance for trainees and supervisors
  - Roadmaps & checklists
  - Good practice
- Educator development
  - Supporting trainees returning from sickness, career breaks, research
- National – learning hub, tech & innovation workstream

Programme awareness & perception

Dorothy Simmons

HET Officer, SuppoRTT

Awareness & perception of programme

- We think awareness improving, but little information
- Annual survey
  - Trainees eligible for SuppoRTT
  - Supervisors/TPDs of those who applied for SuppoRTT
  - Starting in December 2023 and thereafter annually in September
- Quarterly feedback questionnaire (June, Sep, Dec, Mar)
  - Rapid feedback on trainee experience
  - Returners who applied to SuppoRTT & returned in previous 3 months
  - This year, first questionnaire April – October 2023
  - Some flexibility to adapt and include questions on resources and topics the Postgraduate Doctors want to from the SuppoRTT Team

Feedback questionnaire 2023 – 24 April to October

- 491 questionnaires sent to returners applying to SuppoRTT April to October 2023

- Asked to rate
  - Experience of return to training & applying for SuppoRTT
  - Communication with SuppoRTT Team, ES/TPD, Trust/School Champions about programme and support needed

- Additional questions on improvements & other suggestions for the programme.
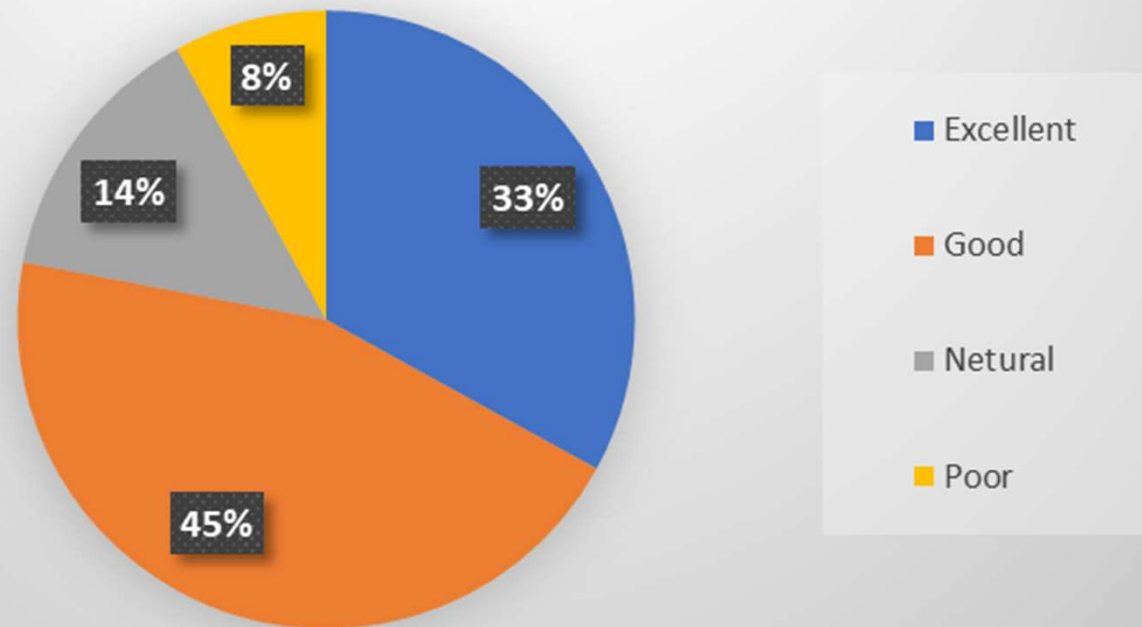
Preliminary results
Apr 23 – Oct 23 Returners.

- 49 (10%) of those sent the questionnaire have already responded to the questionnaire in the 1st week
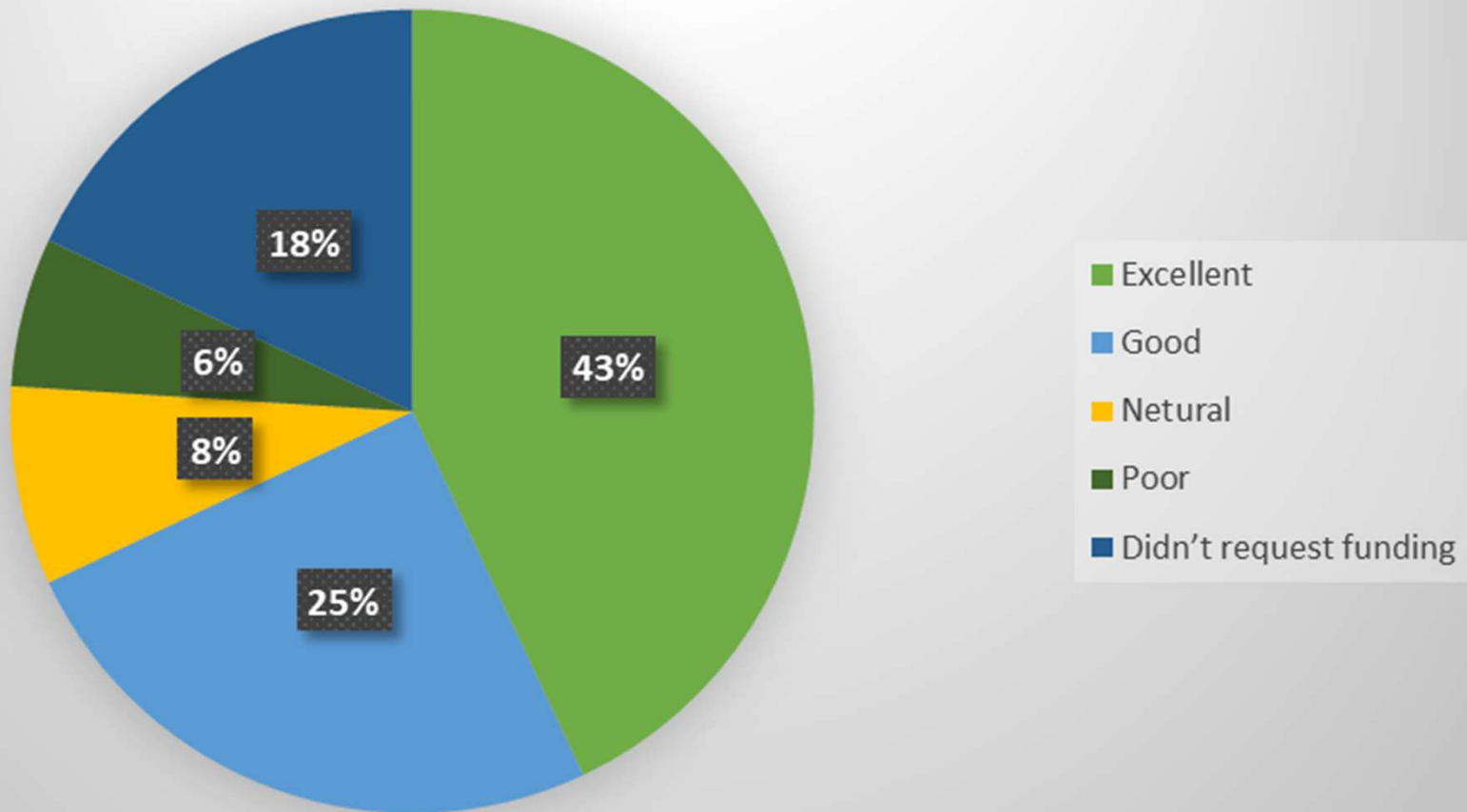- The following are preliminary results

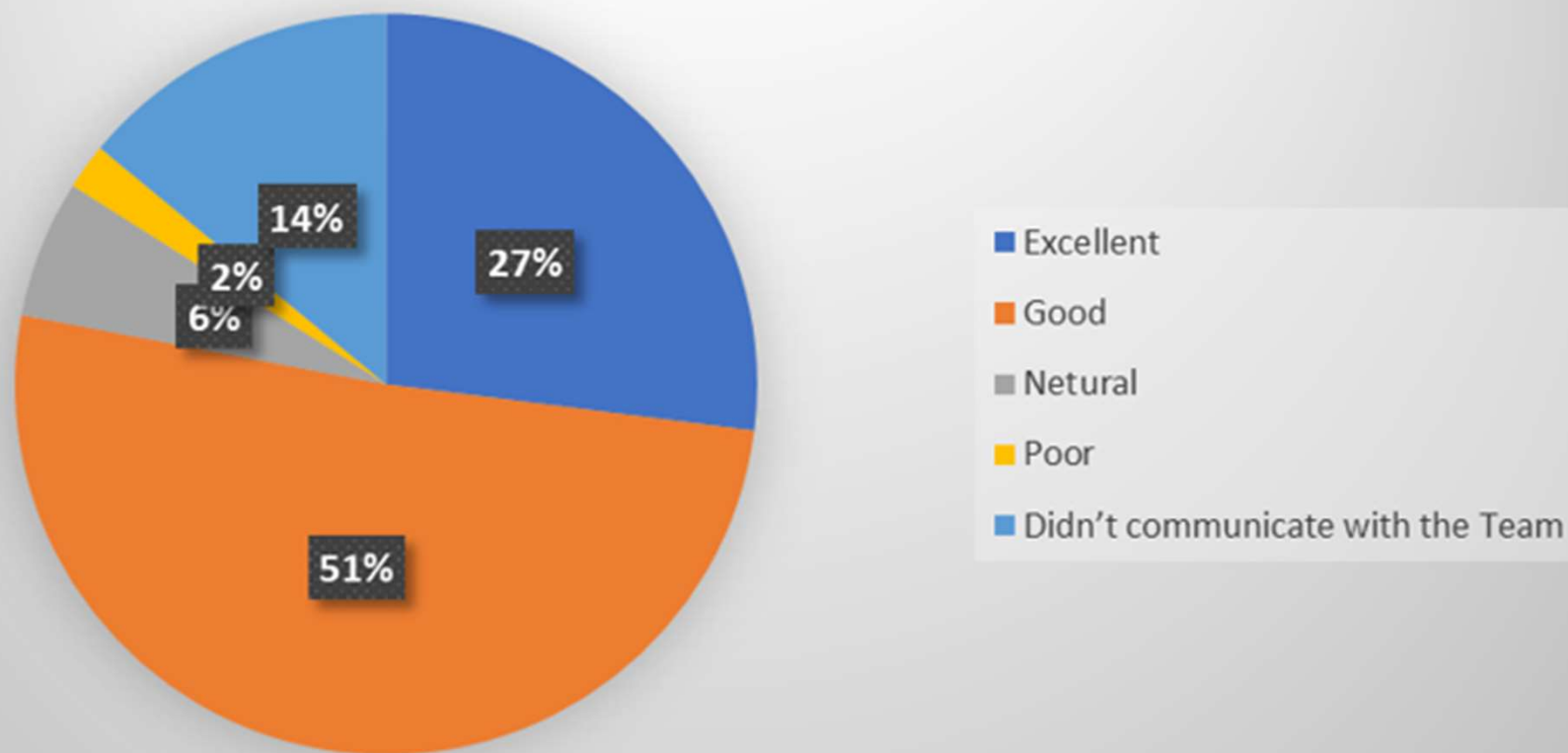Preliminary results from Feedback form Apr 23 – Oct 23 Returners.

Preliminary results from Feedback form Apr 23 – Oct 23 Returners.

Experience of applying for SuppoRTT funding

- Excellent — 43%
- Good — 25%
- Netural — 8%
- Poor — 6%
- Didn't request funding — 18%
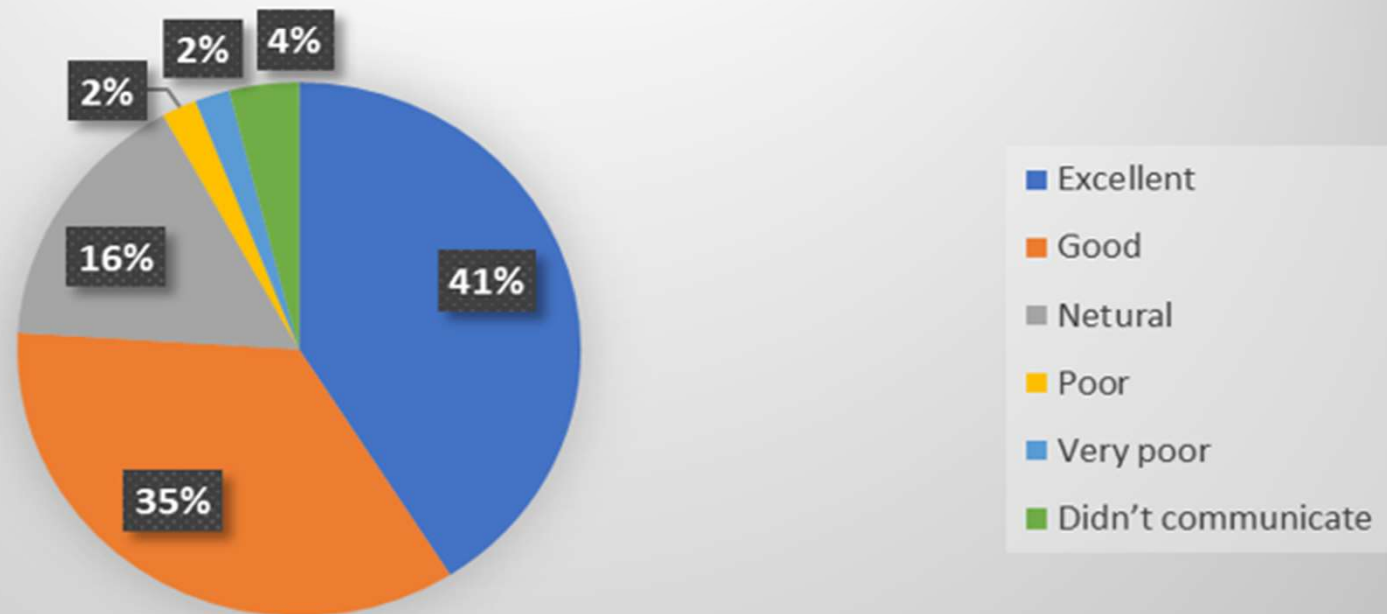
Preliminary results from Feedback form Apr 23 – Oct 23 Returners.

Experience of communication with the SuppoRTT Team at NHS England

- Excellent: 27%
- Good: 51%
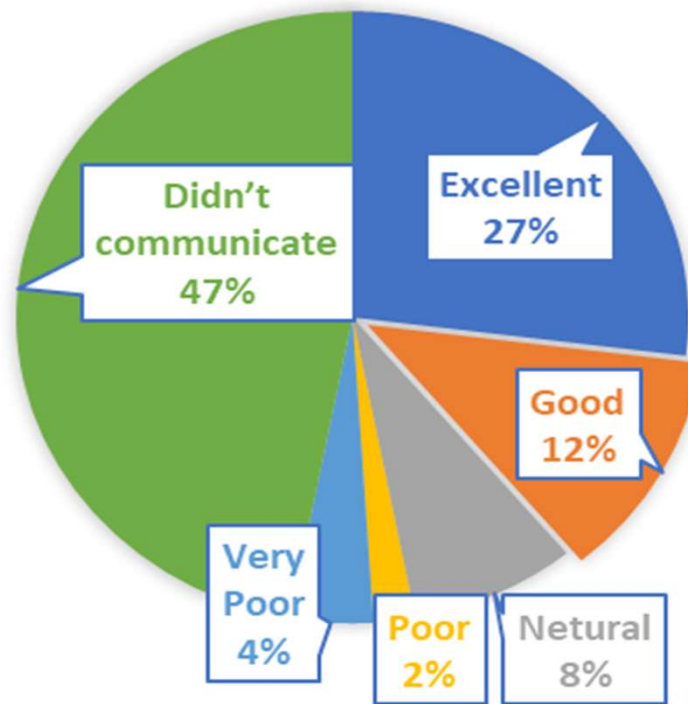- Netural: 6%
- Poor: 2%
- Didn't communicate with the Team: 14%

Preliminary results from Feedback form Apr 23 – Oct 23 Returners.

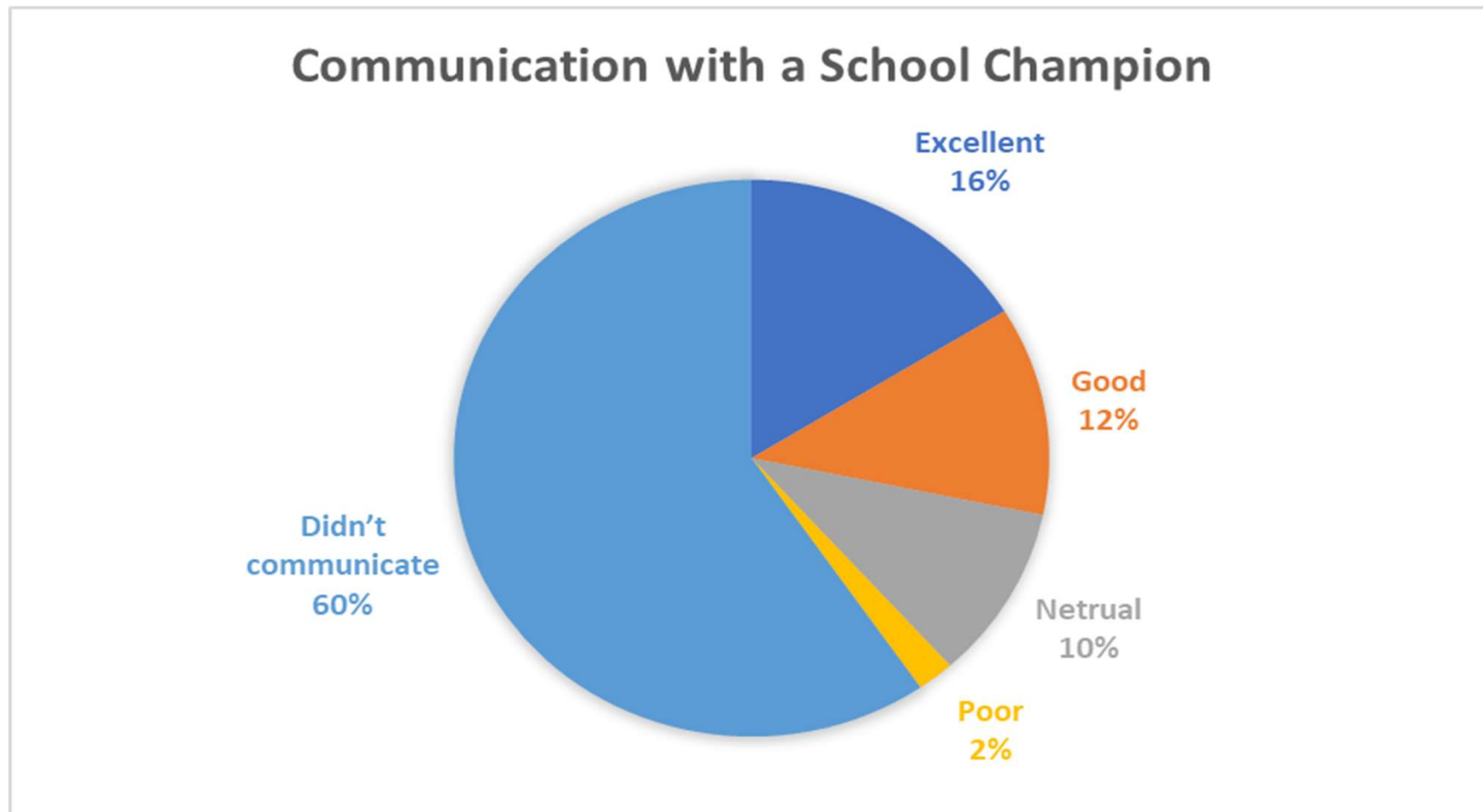Experience with your communication with your ES/TPD about the SuppoRTT programme

- Excellent — 41%
- Good — 35%
- Netural — 16%
- Poor — 2%
- Very poor — 2%
- Didn't communicate — 4%

Preliminary results from Feedback form Apr 23 – Oct 23 Returners.

Experience of communicating with your Trust Champion about the SuppoRTT

Didn't communicate 47%

Excellent 27%

Good 12%

Very Poor 4%

Poor 2%

Netural 8%

Preliminary results from Feedback form Apr 23 – Oct 23 Returners.

Communication with a School Champion

Excellent
16%

Good
12%

Netrual
10%

Poor
2%

Didn't
communicate
60%

Recommendations/improvement returners would most like to see in SuppoRTT

- Returners want more information from ES/TPD/Champions about courses and the SuppoRTT application process.
- Returners want Trusts to consider rotas better when they are returning as many feel pressurised when returning and doing on calls and not feeling like the best support is being given to them.
- GP Returners who like more guidance from ES/TPD/Champions on what is available to them via SuppoRTT, eligible courses.
- Returners want their ES/TPD/Champions to have more awareness of SuppoRTT, as returners reflected that they wish they knew about SuppoRTT earlier.

SuppoRTT conference update

Asuma Hussain

HET Officer, SuppoRTT

PSU coaching offer for SuppoRTT

Kathleen Sullivan

Senior Coach & Careers Coach

Professional Development Team

SuppoRTT learning hub

Dorothy Simmons

HET Officer, SuppoRTT

SuppoRTT Learning Hub

https://learninghub.nhs.uk/

Please see the next few slides
which will show you screenshot of
how to create a login for the
Learning Hub

SuppoRTT Learning Hub

Supported Return to Training

SuppoRTT Learning Hub

Create an account

Your work email address helps us check if you already have an account or if you can have one.

[Who can access the Learning Hub?](#)

Your work email address

Confirm your work email address

Next

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Personal details

First name

Last name

Country you live in
For example, England

Type a country...

Secondary email address (optional)

► Why should I provide a secondary email address?

Previous   Next

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Where you work

Start date

Enter the date you started your current role, for example, 27/08/2019

Place of work

Enter the name, postcode or Organisation Data Service (ODS) code of your place of work. Select the correct location from the list.

Type 2 or more characters to search...

Results may take a moment to load

▶ Why do I need to provide details about where I work?

Previous   Complete

SuppoRTT Learning Hub

If you have any issues creating an account or problems with your account, please click "help" highlight in yellow in the screenshot below

NHS
Learning Hub BETA

⌂
Home

?
Help

✎
Create an account

Next steps

2022-23

Areas for development/objectives

- Ongoing issue of identifying eligible trainees
- Increase trainee engagement & co-development
    - Clinical fellows projects
    - Annual survey December 2023
- More detailed guidance for trainees and supervisors
    - Roadmaps & checklists
    - Good practice
- Educator development
    - Supporting trainees returning from sickness, career breaks, research
- National – learning hub, tech & innovation workstream

Next steps

Supplementary slides

KPIs

KPIs (from April 2022) – 1/3

KPI	2023-24 objective/target	How assessed/measured
1a - Perception of SuppoRTT will be positive & awareness continue to rise	Programme goal >= 95% of trainees aware of the programme	• Annual survey of trainees eligible for SuppoRTT (December 2023, and annually thereafter in September) • Quarterly feedback SuppoRTT applicants
1b - Perception of SuppoRTT will be positive & awareness continue to rise	Programme goal >= 95% of lead educators aware of the programme	• Annual survey and quarterly feedback as above • Clinical fellows – qualitative work
1c - Perception of SuppoRTT will be positive & awareness continue to rise	95% ES completed some form of SuppoRTT training	• How to measure? • Annual survey – some indication • E-learning for healthcare standard modules

KPIs (from April 2022) 2/3

KPI	2023-24 objective/target	How assessed/measured
3 - Case studies & key achievements	Examples of good practice	Annual reporting & evaluation of champions and bids/resources in Specialty Schools and trusts
4a - Programme continues to develop National – learning hub, tech & innovation workstream		Annual reporting & evaluation Champions network
4b - Programme continues to develop Ongoing issue of identifying eligible trainees		Annual reporting & evaluation of courses, resources Champions network

KPIs (from April 2022) 3/3

KPI	2023-24 objective/target	How assessed/measured

4c - Programme continues to develop
Increase trainee engagement & co-development
	Clinical fellow project
	More detailed guidance for trainees and supervisors
	    Roadmaps
	    Good practice
		Annual survey & quarterly feedback form
		Clinical fellows
		Annual conference

4d - Programme continues to develop More detailed guidance for trainees and supervisors	Roadmaps Good practice	Unclear how to measure Checklists/roadmaps for each specialty/trust?
4e- Programme continues to develop Educator development	Supporting trainees returning from sickness, career breaks, research	TPD meetings? Conference?

KPIs (from April 2022) 3/3

KPI	2023-24 objective/target	How assessed/measured
5a - Budget forecast & spend Individual returners	Spend on individual applications	Quarterly reporting to national programme and London & KSS leadership teams
5b - Courses & resources	Spend on trust and school bids PSU group & individual coaching support	Quarterly reporting as above Annual reporting & evaluation
5c - Champions and Clinical Fellow		

Thank You

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