**Hybrid Working Guidance for Public Health Registrars (East of England)**

**Introduction**

HEE works to ensure that the training opportunities and learning are maximised for all Registrars (StRs). During the pandemic almost all learning was remote, with few workplaces requiring a physical presence. As the national restrictions eased, workplaces have encouraged staff to return to varying degrees, to help build collaboration, teams, learning and outcomes.

Working remotely predominantly or wholly risks a diminished training experience which may impact on the quality of learning and development. This guidance aims to mitigate this as far as possible through by the adoption of hybrid working.

It is recognised that there are differing hybrid working policies or arrangements within training locations e.g., some locations requiring working in the office once a month and others twice a week, therefore a ‘one-size fits all’ approach is not appropriate or possible

StRs know that they may be required to work in any training location within their East of England zone when they accept a place on the programme, so home circumstances should enable hybrid working

**Principles**

*Hybrid working should:*

**Enhance educational outcomes** - to ensure that StRs get the best possible learning and meet not only the exam milestones, but the full meta-competencies required for a consultant post.

**Equip StRs to work as hybrid workers in the future** – which may look different in differing locations and organisations

**Promote the benefits of in-person working** such as opportunities to build strong relationships early on; gain incidental learning; pick up on non-verbal communication; overhear conversations which lead to ad hoc work; build a better understanding of gaps in experience and see behaviours modelled in person.

**Enable the advantages of remote working** e.g. reducing environmental impact if fewer journeys travelled, less time spent travelling, improved work / life balance and the ability to participate in a wider range of meetings. The literature and guidance on remote working is emerging and this guidance will be updated accordingly

**Guidance**

**StRs are strongly encouraged to adopt the same hybrid working arrangements within their current placement** to ensure that they maximise opportunities to work alongside their clinical and project supervisors. Arrangements in each placement are being added to the Rough Guide but may change over time

**That unless otherwise agreed no StR will work from home all of the time unless this is the requirement of the placement**. Special adjustments / dispensation would be agreed with the Educational Supervisor and TPD

**Front loading time in the office is particularly helpful when joining a new placement**, recognising that shadowing is particularly helpful both online and in person.

**The StR will be expected to put in place the necessary arrangements** to ensure that they can join their supervisors and other co-workers

**NHS Terms & Conditions** - the relevant policies and procedures must be followed, and travel expenses will be paid in line with these

**Guidance Agreed: January 2023 for implementation with effect from April 2023**

**Guidance to be reviewed: January 2024**