

Name of Guideline	Period of Grace Guidance
Category	Training
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<p>Section 1: Introduction</p> <p>This document outlines the framework for management of Periods of Grace (POGs) in Health Education England, East of England (HEE EoE). This document is subject to change resulting from national decisions or guidance.</p> <p>POGs are a part of terms and conditions of employment and are not covered by the Gold Guide.</p>
<p>Section 2: Purpose and eligibility</p> <p>POGs allow doctors who have completed their training and been awarded a CCT/CESR(CP) to continue in the Specialty Registrar grade whilst they find employment. During a POG, the doctor is in post for the purposes of delivering service and is no longer considered to be in training.</p> <p>POGs are not available at the end of foundation or core programmes or to GPSTs</p>
<p>Section 3: Duration</p> <p>The maximum duration of a POG is six calendar months. There is no pro-rata modification for less than full time working.</p>
<p>Section 4: Application process</p> <p>Trainees must discuss their intention to apply for a POG with their TPD prior to making an application. Trainees must apply in writing to their TPD for a POG at least six months prior to their CCT/CESR(CP) date. The application should be copied to the Programme Management team (edit.eoe@hee.nhs.uk) in HEE EoE</p>
<p>Section 5: Confirmation of offer</p> <p>Trainees will receive the offer of a POG no later than 14 weeks prior to the date of CCT/CESR(CP). The trainee will have two weeks in which to accept or decline the post offered. If the POG is declined, the trainee will relinquish their NTN at the expected CCT/CESR(CP) date and the trainee will give up the right to a POG.</p>
<p>Section 6: Commencement</p> <p>The POG will start on the CCT/CESR(CP) date indicated on the applicant's final ARCP outcome form. A doctor can only commence a POG if they have received an ARCP Outcome 6.</p>
<p>Section 7: Parental Leave</p> <p>Parental Leave taken during a POG will be subject to the local employer's terms and conditions.</p>
<p>Section 8: Placement location and sub-specialty</p> <p>Trainees cannot request a POG in a specific location or sub-specialty. The placement will be offered either where there is an unfilled post in the specialty programme or, as a supernumerary placement in a Trust where there is a service need.</p>
<p>Section 9: Employment Rights</p> <p>These are determined by the local employer's terms and conditions of service. Doctors in a POG have completed their training and have no rights to HEE-funded study leave, IDTs, OOP etc.</p>
<p>Section 10: Termination</p> <p>Once a doctor has accepted the offer of a POG, they must give a minimum of three months' written notice to the employing Trust, their TPD and to the Programme Management team (edit.eoe@hee.nhs.uk), if they either do not want to take up the POG or if they wish to leave the POG early. This is to ensure that the employing Trust is given adequate time to make provision for service need and is in line with NHS Employers' Junior Doctors Terms and Conditions for StR level trainees.</p>
<p>Section 11: Revalidation</p> <p>The Postgraduate Dean will remain the doctor's responsible officer until the end of the POG.</p>