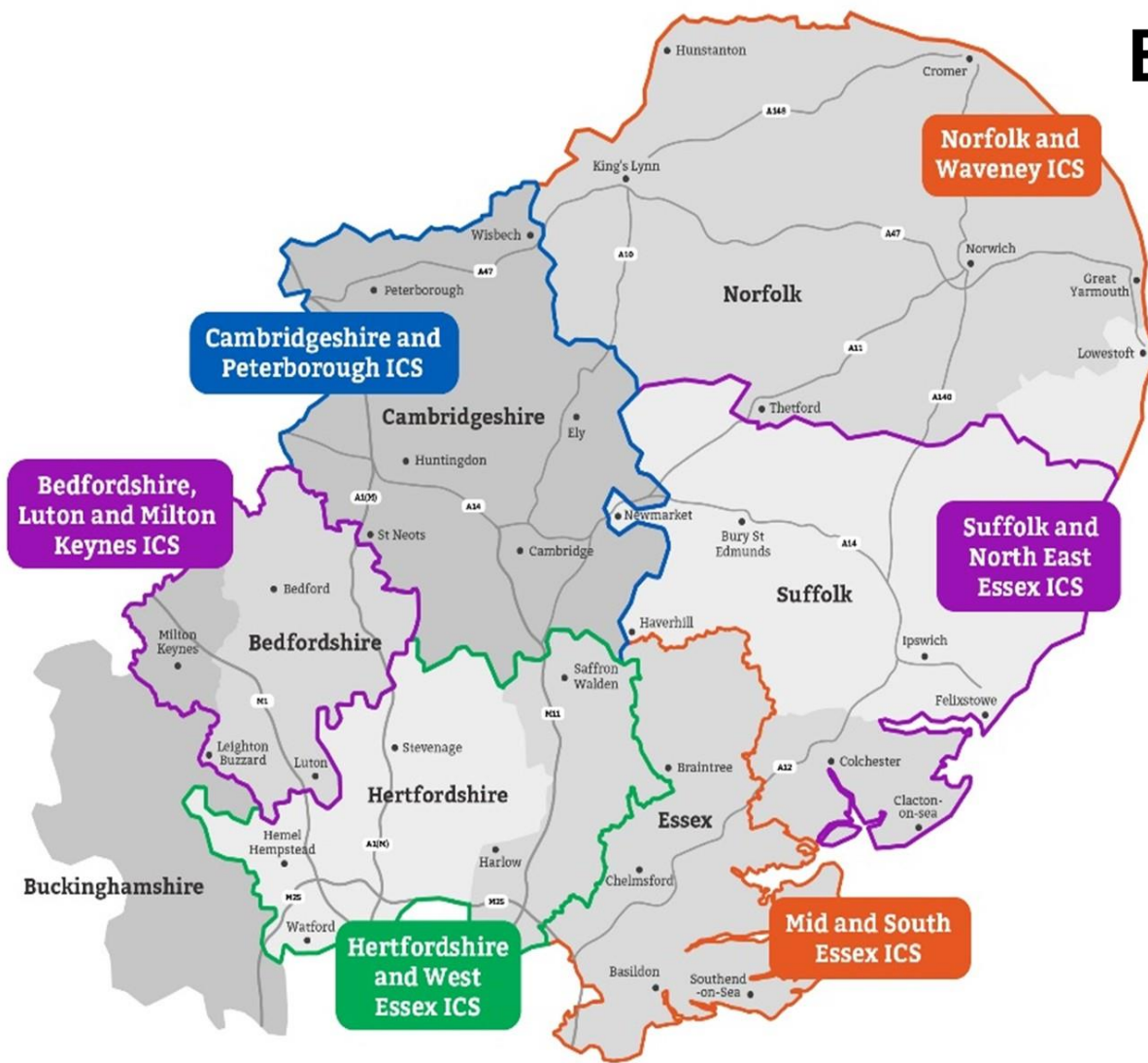


# Distribution and Medical Expansion East of England

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# Introduction

## Distribution

- All about addressing health inequalities.
- CMO Report in 2021 regarding healthcare for Remote, Rural and Coastal regions.
- Ensuring that the training placements across England are distributed to meet the future workforce need of the region, based on population size, age and deprivation
- EoE will gain in most programmes but lose in a small number

## Expansion

- NHSE funding for 1 cycle of training
- Priority areas
  - Cancer and Diagnostics
  - Mental Health
  - 333 post expansion per year – recovery
- Trust funded expansion

# Key points

- The distribution programme is a phased programme, and each phase will take approximately 7-8 years to progress through the process of moving placements from one region to another
- No trainee will be moved as part of this programme
- The aim is to keep the pace of change as flat and as gradual as possible
- The funding for distribution and expansion posts is Tariff (~ half basic salary, plus placement fee)

## Next up!

- 1) We will split you into 2 groups to discuss four scenarios
- 2) Two scenarios will be examples of the EOE as a gaining region
- 3) One scenario will be an example of the EOE as a donor (losing) region
- 4) One scenario will be an example of a Trust requesting Trust-funded expansion posts
- 5) In your groups, you will have 30 minutes to discuss and agree how you would approach each scenario. There will be some useful information on each scenario, and each scenario will ask you a number of questions
- 6) After 30 minutes, we will come back together as a whole group and discuss the different approaches each group decided to take in each scenario

# Clinical Radiology

EOE have been allocated a further 15 expansion posts in 2023

## Useful Info:

- Clinical Radiology in EOE has expanded its number of posts over the last **2 years**, by **40 posts**
- Expansion at ST1 is unpopular with Trusts due to the PGDiTs being deemed 'service negative'
- Expansion has now put pressure on the educational capacity in Paediatric Radiology and Neuro-Radiology

## Questions to consider:

- How would you approach Trusts in the region to convince them to take a proportion of these additional posts?
- What would you do to increase the educational capacity in Paediatric and Neuro – radiology?
- What would you do if you could not convince Trusts to take enough of these allocated expansion posts?

# Genito-urinary Medicine (GUM)

EOE are currently predicted to gain 5 posts via the Distribution Programme for GUM

## **Useful Info:**

- GUM in the EOE currently have 3 posts, all of which are vacant
- In August 2022, the national fill rate for advertised GUM posts was 12.12%

## **Questions to consider:**

- How are you going to convince Trusts to accept additional posts, when the ones they have remain unfilled?
- How are you going to encourage PGDiTs to train in GUM in the EOE and improve fill rates?
- Are there any other workforce solutions for delivering care for patients with sexually transmitted infections, including HIV?

# Plastic Surgery

EOE are a donor region for Plastic Surgery. We will be losing 10 posts from the region.

## Useful Info:

- Plastic Surgery in the EOE currently has 32 posts.
- 2 posts are still utilised by London Trainee's following the Repatriation Programme
- All PGDiTs must rotate through Chelmsford to complete their Burns training.
- Placements in EOE are split between Chelmsford, Addenbrookes, NNUH and Lister

## Questions to consider:

- How are you going to approach the discussions with the Trusts regarding the posts they are going to be losing?
- Across the 7-8 year pace of change, when would you lose each post to ensure minimal impact on the programme?
- What alternative workforce options could you consider to support patients in the East of England?

# Emergency Medicine

A DGH requests 12 additional HST posts in Emergency Medicine, which they have agreed to fund

## **Useful Info:**

- The EoE has 146 HST posts in Emergency Medicine (44 are HEE tariff funded, 102 are Trust Funded)
- The duration of the Emergency Medicine HST training programme is three years (ST4 – ST6)
- All HSTs in Emergency Medicine must complete a placement in major trauma

## **Questions to consider:**

- Is this request likely to reflect future workforce need in the medium to long term?
- Is there educational capacity across the Region to meet this request?
- How would you justify such a large expansion in trainees in one trust compared to the rest of the region?
- What other innovative options are there for supporting the middle grade rota in Emergency Medicine?



# Discussion

# Final Thoughts

- The approach to expansion or donation of posts for each training programme will be slightly different due to the specific requirements of each programme
- The TPD and HOS will be working in collaboration with us on this programme of work to find the best possible plan of action
- Engagement with wider stakeholders across EOE will be essential for the success of the programme
- We will have to work differently and utilise innovative approaches to ensure the programmes success
- Alternative workforce solutions must be kept in mind to support the ongoing development of the future workforce

