

FAQ's for Change in Medical Rotation Dates in the East of England

Why is this change happening?

A survey of trainees in the region highlighted that most trainees felt an August heavy rotation negatively impacted on their welfare and the safety of patients. There was support for the rotations being staggered to reduce the pressures on trainees, staff and services in August.

Trainees were also in support of a month or two-month gap between core and higher training with 76% saying they would have benefitted from this prior to joining the programme.

What are the perceived benefits?

Staggering the rotations will mean that when foundation and core doctors start in August higher trainees will have been in post for 5 or 11 months already, providing stability to the service and support to the incoming juniors. Conversely when higher trainees rotate in September, junior staff will have already been in post for one month to facilitate continuity and smooth the transition.

By staggering induction, it can be more tailored to the incoming needs of a group of doctors allowing distinction between the needs of foundation/core and higher trainees.

This can contribute to improving doctor's wellbeing, the safety of our patients and minimise the disruption to the service.

For trainees starting on the programme, they will have time between core and higher training to travel (once travel is permitted), relocate and rest. These are amongst many of the factors which you and your colleagues highlighted as being important.

How was this change agreed?

A steering group was established including the Head of School of Medicine, Director of Medical Education, Deputy Dean for Strategy and Risk, an Associate Dean, Senior Business Manager, the HEE National Clinical Fellow (Medical Rotations), Trainee Representative and two Trust HR Managers met in December 2020 and January 2021. This group reviewed the evidence, opinions, risks, positive and negative considerations. The outcome was the majority consensus of the group.

When will this change take effect?

This rotation change will come into effect in the autumn of 2021.

Who is affected by this change?

All higher medical trainees who usually rotate in August.

Who is not directly affected by this change?

Some small medical specialities which rotate in October (eg oncology)

For trainees currently in programme:

Will my CCT date change?

No. Current trainees will not have their CCT affected by this change. Your CCT date will only be altered if there are other training requirements as discussed at your ARCP.

Will the date of my ARCP change?

No. ARCP's will continue to be held inline with your current progression/increment schedules. The dates of ARCP's will potentially change for incoming new trainees on the rotation as they will have started a month later.

Will my increment dates for pay change?

No, you will continue to progress in the month which you currently do. This will only change for the new trainees joining the programme.

For example, if you currently rotate in August but your rotation date is changing to September – you will continue to progress to the next training grade (provided ARCP requirements are met) with any associated change in pay in August but will then move trust (provided you are due to move) in September.

How are we going to cover the gap on the rotas in August?

Only the incoming post needs to be filled for a month for the next 3/4/5 years until the new incoming trainees have reached CCT and the rotation is full of people on the new rotation framework.

Extensions of employment will be offered to any trainees who have a gap between their training rotations due to changing level, under a Trust Doctor Contract or will be built into Trusts' recruitment plans. The requirement to fill gaps will be dependent on where the trainee is on the framework and is anticipated to be a temporary issue.

I would like to discuss this change further – who can I speak to?

Please contact your Training programme Director in the first instance and if there are ongoing questions, they will be able to escalate to Head of school, Associate Dean or the Senior Business manager.