

Supported Return to Training SuppoRTT

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Have you heard of it?

What is the issue?

- 200 East of England trainees who had returned to clinical practice after a break.
- 40% found the transition OK
- 40% found it difficult
- 13% felt unsupported



Unsupported Return to Training.....



- Who is this?
- How long had she been away from training?
- What were her challenges returning to work?
- What happened to her?

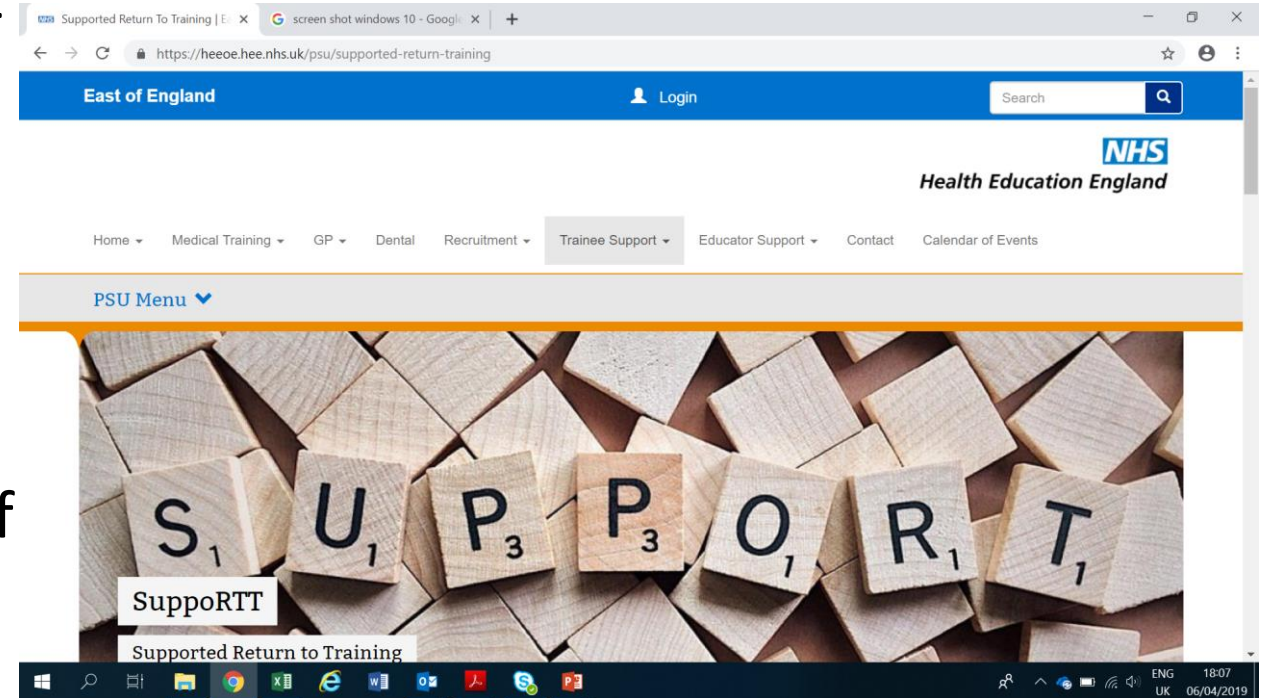
Who is eligible?



Away from clinical
practice
for 3/12 +

Process

- Structured meetings with TPD 3/12 before leaving clinical training and 3/12 before returning
- Encouraged to keep in touch with clinical training while away from it (eg regional training days, national meetings etc)
- 2/52 supernumerary when return if returning to a hospital post
- Additional study leave money around period of return.



Returning to GP practices

- Should already have an induction period
- Remember Trainees are supernumerary already
- Offer longer appointments
- Offer protected debriefs after every clinic



Organisation.....



- The trainee is responsible for organising **their** SuppoRTT
- Helpful if their ES understands SuppoRTT & can remind the trainee to use it and signpost them to the webpages
- In paediatrics and O&G college tutors fulfil the TPD role
- Trainee needs to liaise with HR **early** to arrange supernumerary period.

Return to Clinical Practice Days

- Three times a year
- Open to all specialties and grades
- Childcare provided where possible
- Sessions on Wellbeing, Mentoring, Human Factors, Break out groups on childcare, LTFT, making the most of opportunities
- ‘It was a really useful day. I feel so much more confident about restarting work next month. Thank you!’
- Details on website

Remember your consultant colleagues too..



Medical Consultant

Significant head injury

Phased return to work, supported by OH

Comments from MD that he had a 'nice return to work plan'

Forced to work beyond his OH plan as single handed consultant in his specialty

Suicide- leaving a wife and 12y old twins

