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 (e.g., 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
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 paeds and O&G college tutors fulfil the TPD role.

Trainee needs to liaise with HR **early** to arrange supernumerary period.

https://heeeoe.hee.nhs.uk/psu/supported-return-training
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
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