

London & South East and East of England Repatriation Project



Purpose

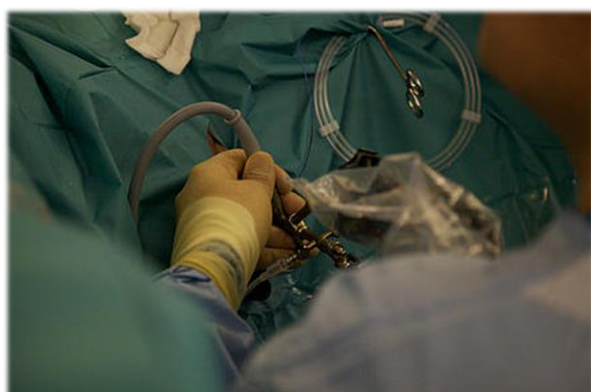
Health Education England (HEE) remains committed to achieving the safe repatriation of approximately 900 Health Education England, East of England (HEE, EoE) posts in to EoE managed training programmes wherever possible from Health Education England, London and South East (HEE, L& SE). The project aspires to achieve complete separation of LSE and EoE training programmes and will manage exceptions on a case-by-case basis.

A majority of these posts are in acute trusts in Essex, Hertfordshire and Bedfordshire where both EoE and LSE trainees have been placed to complete their medical training. These historical arrangements are largely as a result of previous configurations of regional boundaries and links of pre-registration training with London medical schools.

It is anticipated with the repatriation of these posts both LSE and EoE will be identified as a geography of choice for new and existing trainees, encouraging trainees who train in the region to remain and seek consultant posts therefore developing and improving the future workforce. This will also provide a greater control of workforce planning and resources for both LSE and EoE.

The repatriation project involves the return of posts and there should be no disruption to existing trainees however there may be a requirement for some adjustments to training programmes, these will be kept to a minimum to avoid disruption.

Progress



LSE and EoE Training Programme Directors (TPDs) continue to communicate to discuss and agree the repatriation of the remaining Foundation and higher specialty posts within the agreed timeframe of the project.

Foundation School Directors, Foundation Training Programme Directors and Medical Staffing teams have been working together to reconfigure training programmes and draft copies of these will be available on both LSE and EoE websites shortly.

Dr Emilie Hoogenboom and Dr Suneetha Siddabattuni, the Trainee Representatives (TRs) have both received an increase in the number of queries and requests for additional FAQs from current trainees and these will be added to the website shortly.

Trainees in the EoE also passed on their thanks to Prof Bill Irish, EoE Postgraduate Dean for the regular communication on the progress of the repatriation project at a recent EoE Trainee Forum.

Contact details for TRs and details of the generic inbox are listed below for email queries regarding communication for the repatriation project.

<u>Name</u>	<u>Contact Email Address</u>
Dr Emilie Hoogenboom	Emilie.Martinonihooogenboom@nhs.net
Dr Suneetha Siddabattuni	Suneetha.Siddabattuni@cpft.nhs.uk
Generic inbox	EoEandLDNseparation@southlondon.hee.nhs.uk

The Project Team has received a number of requests from key stakeholders and an overview of progress is listed below.

<u>Suggestion</u>	<u>Action</u>
Trainee voice to be heard at SG/PB meetings.	Trainee Representatives invited to attend monthly SG/PB meetings.
Frequently asked questions (FAQs) included on website.	FAQs added to the website.
Risk registers to be visible to all key stakeholders.	Risk registers added to the website.
Clarification regarding the specialty and location of posts repatriated from LSE to EoE.	A table of the agreed number and location of posts included in the June Briefing document and circulated to EoE NHS Trusts affected.
Meeting with BMA representatives.	BMA representative invited to meet with the Project Team in August 2016.
Additional FAQs from LSE trainees	FAQs added to the website.

Equalities Impact Assessment

As LSE and EoE TPDs create attractive and innovative rotations, an equalities impact assessment template will be completed for Foundation and higher specialty training programmes. Trainee Representatives will also have the opportunity to contribute suggestions towards the completion of the templates and ensure any risks associated with the repatriation proposals include mitigating actions taken for protected characteristics in relation to how changes might impact on current and future trainees.

Timeframe for change

May 2016	Higher specialty trainees to confirm recruitment options preferences.
June 2016	Final draft submission of revised Foundation School training programmes.
July 2016	Joint meetings with LSE and EoE HoS and TPDs to agree the phased repatriation of remaining posts.
August 2016	Start date for some of the higher specialty training programmes for the first phase of posts repatriated to the EoE.
	Selection of proposed Foundation training programmes to be available on HEE local office websites. (Revised date)
	Joint meetings with LSE and EoE HoS and TPDs to agree the phased repatriation of remaining posts.

Communication Timeline

Date	Communication	Group
December 2015	Letter from Postgraduate Dean (London) via email	London Trainees
December 2015	Letter and templates from Postgraduate Deans (London and EoE) via email	Heads of School (HoS) and Training Programme Directors (TPDs)
January 2016	Letter from Postgraduate Dean (EoE) via email	East of England Trainees
January 2016	Responses to emails from trainees, HoS or TPDs	Specific to query
January 2016	Foundation School workshop to discuss repatriation	FTPDs, FSMs, MEMs in London facing NHS Trusts
February/March 2016	Meetings with HoS and TPDs	Specific specialties
	Briefing document circulated	Key Stakeholders
April 2016	Meetings with HoS and TPDs	Specific specialties
	Briefing document circulated	Key Stakeholders
	Responses to emails from trainees, HoS or TPDs	Specific to query
May 2016	Meetings with HoS and TPDs	Specific specialties
	Meeting with Foundation School Director and Medical Education Managers to agree Foundation Training Programmes	Princess Alexandra Hospital
	Teleconference with Foundation School Director and Medical Education Managers at East of England Trusts Managers to agree Foundation Training Programmes	Luton and Dunstable Hospital
	Briefing document circulated	Key Stakeholders
June 2016	Briefing document circulated	Key Stakeholders
July 2016	Briefing document circulated	Key Stakeholders
August 2016	Meeting with Hugh Townsend, BMA Regional Coordinator and Nigel Mason, Industrial Relations Officer	Project Team

Key Contacts

A generic inbox has been set up for all communication for the London and East of England Repatriation Project. If you have any queries then please do not hesitate to contact:

EoEandLDNseparation@southlondon.hee.nhs.uk

Trainee Representatives

Dr Emilie Hoogenboom - Emilie.Martinonihooogenboom@nhs.net

Dr Suneetha Siddabattuni - Suneetha.Siddabattuni@cpft.nhs.uk

Meetings

If you have additional questions and would like a member of the Project Team to join one of your meetings or a regular forum you host then please email a request to

EoEandLDNseparation@southlondon.hee.nhs.uk with the details of the event, one of the team will then contact you to make suitable arrangements.

Contributors:

Susan Knight, Senior Project Manager, Health Education England, East of England

Professor Bill Irish, Postgraduate Dean, Health Education England, East of England

Paul Martin, Senior Medical & Dental Commissioning Manager, Health Education England, London and South East