

London & South East and East of England Repatriation Project



Purpose

The repatriation of postgraduate medical training posts that are based in east of England Trusts, but which are currently managed within London and the South East (LSE) training programmes, will be returned to east of England (EoE) managed programmes over an agreed phased period of time. The aim of the repatriation project is for the complete separation of programmes between LSE and the EoE by August 2018 with an agreement for a smaller number of posts being repatriated over a slightly longer timeframe.

Repatriating these posts will provide a number of benefits including improving recruitment and retention of the medical workforce within the east of England, facilitating workforce planning and encouraging junior doctors in training to 'set down roots' and take up substantive Consultant appointments in the region they are completing their training programme to provide excellent patient care. There should be no disruption to current trainees throughout this project however with a project of this size it is expected there will be a requirement for some adjustments, any changes to training programmes will be kept to an absolute minimum.

Progress



LSE and EoE Training Programme Directors (TPDs) have been creating high quality innovative and attractive rotation plans to provide exciting training opportunities. Trainees recruited to the repatriated posts in phase 1 of the project will commence training in EoE Trusts from August 2016 onwards. Meetings with LSE and EoE TPDs to discuss and agree the next phase of the project are already in the process of being confirmed.

It is anticipated the design of attractive and innovative foundation training programmes including newly created academic opportunities in the EoE will generate increased interest from individuals applying to join a

career in medicine in the Essex Bedfordshire and Hertfordshire Foundation School.

Following a recent London Trainee Forum in June, trainees posed a number of questions which have been added to the repatriation section of the website https://heeoee.hee.nhs.uk/repatriation_faqs

A meeting in August 2016 has been scheduled with the Project Team and a BMA Regional Coordinator (East of England) Member Relations, Local Member Engagement.

Dr Emilie Hoogenboom and Dr Suneetha Siddabattuni, the Trainee Representatives (TRs) are encouraging trainees to contact them via email if there are any queries to be raised at future repatriation project board meetings and the TRs contact details are listed below. There is also an opportunity to email queries regarding communication for the repatriation project to the generic inbox.

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

Equalities Impact Assessment

Following the Steering Group/Project Board (SG/PB) meeting on 14th July 2016 and the review of the Public Sector Equality Duty paper, both HEE LSE and EoE has incorporated an equalities impact assessment process into the review of training programmes. Although an equalities impact assessment is no longer a legal requirement HEE recognises and values the benefits of identifying and eliminating discrimination, improving equality of opportunity and the fostering of good relationships between all staff, including those that have or share an equality issue.

Equality obligations are always included in the planning of rotations and the equalities impact assessment template will provide a documented review identifying any risks associated with the repatriation proposals and mitigating actions taken for protected characteristics in relation to how changes might impact on current and future trainees.

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.

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
	Briefing document circulated	Key Stakeholders
June 2016	Briefing document circulated	Key Stakeholders

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:

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