

London & South East and East of England Repatriation Project



Purpose

Health Education England’s (HEE) London and South East (LSE) and East of England (EoE) repatriation Project Teams working closely with Training Programme Directors (TPDs) and Heads of School (HoS) to improve the recruitment and retention of the medical workforce in the East of England have made tremendous progress with the first phase of the repatriation project. The project aims, wherever possible and according to the requirements of the curriculum, to repatriate all East of England posts which are currently managed by London and South East programmes into East of England managed programmes.

Progress



The May Steering Group/Project Board (SG/PB) meeting agreed the repatriation and recruitment of 55 posts across the range of higher specialty training programmes with a phased approach for the return of the remaining 230 posts. Discussions are currently in place to consider any cross border commissioning needs.

Repatriation of Foundation posts remains on track, with recruitment to the Essex, Beds and Herts Foundation School planned for August 2017.

HEE, LSE and EoE invited Trainee Representatives (TRs) to join the SG/PB meeting, providing trainees in both geographies an opportunity to voice their views and feedback on the repatriation project. The TRs Dr Emilie Hoogenboom (LSE) and Dr Suneetha Siddabattuni (EoE) are inviting trainees to contact them via email if they have any queries they would like discussed at future meetings regarding the project

<u>Name</u>	<u>Contact Email Address</u>
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Equalities Impact Assessment

The SG/PB has considered a number of risks associated with the repatriation proposals especially in regard to its equality obligations. Following the SG/PB meeting on 19th May the Project Team considered all these issues with a focus on The Public Sector Equality Duty in terms of current trainees and the plans to repatriate a small number of posts to the East of England (EoE) in 2016/17. At present it is not possible to consider the impact on future trainees as there is no data available to review however if any of the protected characteristics are potentially present (or could be in the future) any PB decision and how changes might impact on current and future trainees must contribute to informed decisions.

LSE and EoE Training Programme Directors will continue to work with trainees on placements, taking into account wherever possible individual needs and circumstances.

Health Education England

Specialty	Posts Currently Managed by LSE	Posts Agreed for Repatriation to EoE 2016/17	Location of Repatriated Posts	
Anaesthetics	55	4	Colchester General Hospital	x 4
Clinical Oncology	13	3	Southend University Hospitals NHS Foundation Trust	x 3
Gastroenterology	11	3	East and North Hertfordshire NHS Trust	x 1
			Princess Alexandra Hospital	x 1
			Southend University Hospitals NHS Foundation Trust	x 1
General Practice	1	1	East and North Hertfordshire NHS Trust	x 1
General Surgery	30	10	Colchester General Hospital	x 2
			East and North Hertfordshire NHS Trust	x 1
			Princess Alexandra Hospital	x 2
			Southend University Hospitals NHS Foundation Trust	x 2
			West Hertfordshire Hospitals NHS Trust	x 3
Geriatric Medicine	20	5	Basildon and Thurrock University Hospitals NHS Foundation Trust	x 1
			Colchester General Hospital	x 1
			Southend University Hospitals NHS Foundation Trust	x 1
			West Hertfordshire Hospitals NHS Trust	x 2
Nephrology	9	2	Mid Essex Hospital Services NHS Trust	x 2
Neurology	1	1	Southend University Hospitals NHS Foundation Trust (Change in location for this post)	x 1
Otolaryngology	3	1	Basildon and Thurrock University Hospitals NHS Foundation Trust	x 1

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Specialty	Posts Currently Managed by LSE	Posts Agreed for Repatriation to EoE 2016/17	Location of Repatriated Posts	
Paediatrics	25	8	Basildon and Thurrock University Hospitals NHS Foundation Trust	x 1
			Mid Essex Hospital Services NHS Trust	x 1
			East and North Hertfordshire NHS Trust	x 1
			Luton & Dunstable Hospital	x 1
			Princess Alexandra Hospital	x 3
			West Hertfordshire Hospitals NHS Trust	x 1
Plastic Surgery	9	3	Mid Essex Hospital Services NHS Trust	x 3
Respiratory Medicine	10	1	East and North Hertfordshire NHS Trust	x 1
Trauma & Orthopaedics	34	10	Mid Essex Hospital Services NHS Trust	x 2
			Colchester General Hospital	x 3
			East and North Hertfordshire NHS Trust	x 2
			Princess Alexandra Hospital	x 2
			Southend University Hospitals NHS Foundation Trust	x 1
Urology	8	3	Mid Essex Hospital Services NHS Trust	x 1
			Colchester General Hospital	x 1
			Princess Alexandra Hospital	x 1

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

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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