



Professional Support & Wellbeing (PSW)

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**Deputy FSD and lead for
the PSW**

Professional Support and Wellbeing

Supported Return to Training



Our vision

- To guide doctors, dentists and pharmacists in training through supportive interventions that make a positive difference to their training and wellbeing in the East of England.
- To ensure doctors who have had time out of training can safely return to the training environment and clinical practice.

Why might you need the PSW?



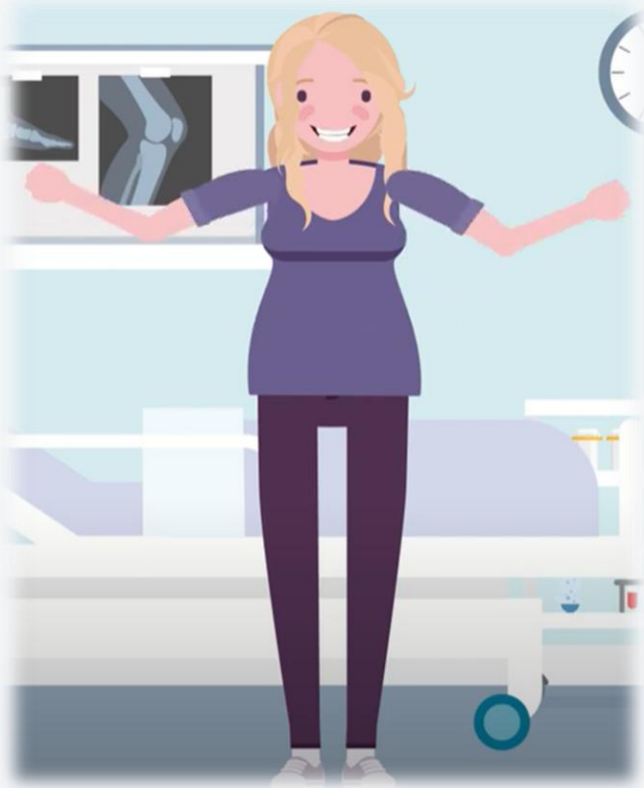
When might I need support from the PSW?

Some examples:

- Long term sick leave
- Training not going as well as expected
- Stresses in personal life impacting on training
- Career advice
- Difficulties with communication or time management
- Exam support
- Clinical incidents
- Planned time out of training



What can the PSW offer?



Exam support



Psychological support



Careers advice



Advice about working less than fulltime, sick leave, returning to training after an absence which includes enhanced shadowing & courses



Neurodiversity screening and assessment



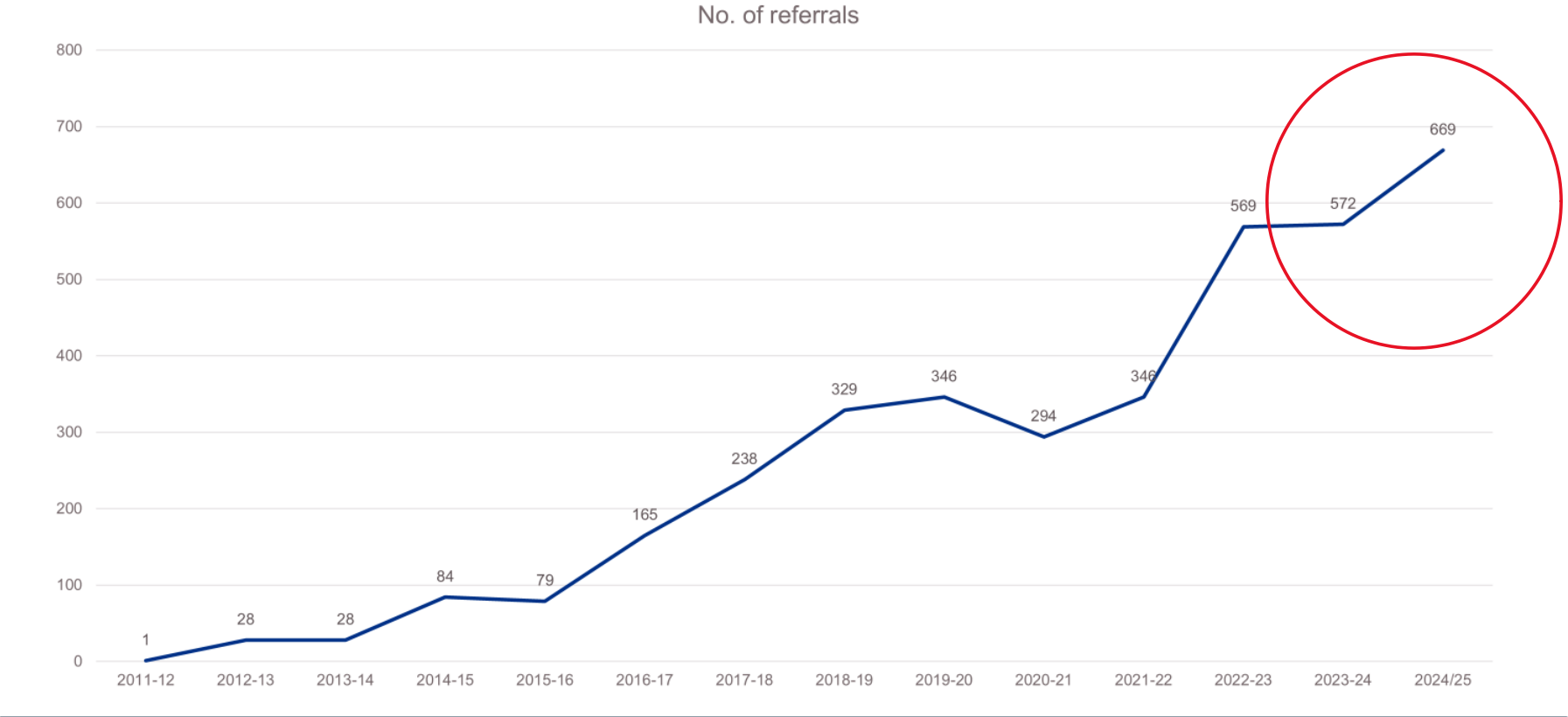
Personal development and coaching



And more!



Number of new referrals into the PSW



What happens post referral?

- Referrals triaged by admin team
- Immediate support put in place (eg psychology) if appropriate
- Assigned to a clinical case manager
- Appt booked- current wait time is 3 weeks for a routine
- Meeting on Teams, notes shared with trainee and PSW folder.
- TPD and ES informed trainee has engaged with the PSW
- Onward referrals made.
- FU as needed.



How have we supported in 2025-6?

1772 individual case manager meetings

204 referrals for psychology support

At times I have found myself in difficult personal circumstances and PSW have always found a way to support me.

37 workshops, including a full day workshop on serious incidents and antenatal classes

Supported **117** trainees to return safely to clinical practice after time out of training.

87 of these trainees were supported with enhanced shadowing

I don't know where to start. Without support of PSW I wouldn't have completed training.

630 onward referrals for support which include

- psychology support
 - Careers advice
 - Exam support
- Communication skills
- Neurodiverse screening, assessment & coaching
 - Coaching



Thank you for your support! My heart felt gratitude to all the people that supported me during the most difficult time of my life.

PSW & SuppoRTT animations and impact

PSW animation



SuppoRTT animation



[PSW trainee testimonials | East of England](#)

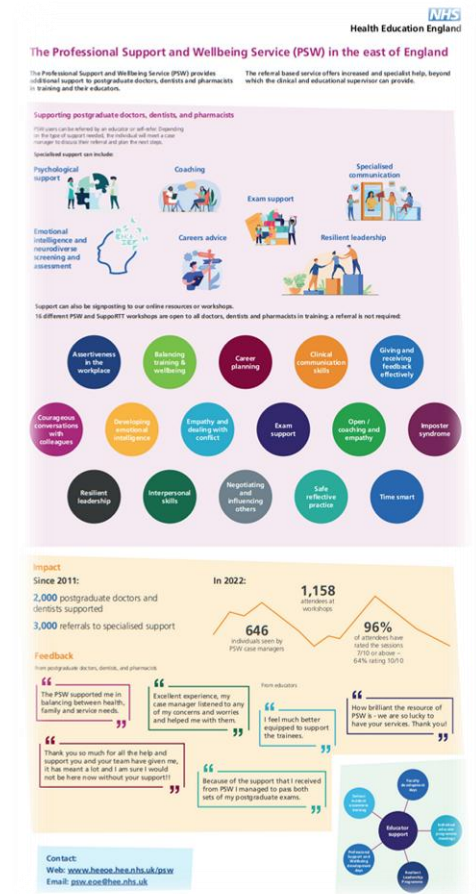
PSW trainee testimonials



Monthly podcast



PSW Infographic



PSW contact details



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<https://heeo.ee.nhs.uk/psw/east-england-professional-support-and-well-being-service>

<https://heeo.ee.nhs.uk/psw/supported-return-training>





Thank You



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SuppoRTT

Learning Aims:

What is SuppoRTT

Who is eligible

Process

Unsupported return to training

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



Unsupported return to training

- Who is this?
 - Dr Bawa Garba- paed's middle grade trainee
- How long had she away from training?
 - 14 months
- What were her challenges?
 - started on a weekend
 - Busy unit
 - Junior on Tier 1 was busy filling lab forms as IT system was down
 - Unsupportive consultant
 - Busy unit with sick babies of whom one died
- What happened to her?
 - GMC struck her off – she then reapplied and was reinstated.



Who is eligible?



Away from clinical
practice for 3/12 +

Process

Structured meetings with TPD 3/12 before leaving clinical training and 6/12 before returning

Encouraged to keep in touch (KIT/ SPLIT days if on parental leave) with clinical training whilst away from it (E.g. regional training days, national meetings etc)

2/52 additional to rota when returns

Additional study leave money around period of return



SuppoRTT 2 weeks



- Trainee is additional to the rota
- Cannot be part of the rota
- 40 hours, can be done in the day, at weekends, out of hours (Trainee's choice)
- Pro-rata if LTFT

Needs planning with HR and rota co-ordinator with plenty of notice

Organisation.....



- The trainee is responsible for organising **their** SuppoRTT
- Helpful if their ES and TPD understand SuppoRTT and can remind the trainee to use it and signpost them to the webpages
- TPD completes the initial form with the trainee prior to work absence and again, prior to return.
- Trainee needs to liaise with HR **early** to arrange the supernumerary period

PSW & SuppoRTT contact details



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