

Study Leave

Bang for Buck

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Introductions

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What is study leave for ?



What is study leave for ?

- Study leave enabling trainees to achieve their curriculum outcomes
- Consideration of discretionary study leave; career enhancing activity that adds value to the individual and/or supports the wider system



What is study leave **NOT** for ?

- Enrolment on to a training programme and payment for portfolio access
- ALS and other life support courses that are not part of the curriculum requirements
- Statutory and mandatory training required by employers
- Other employer related leave
- Bursaries for medical education courses unless they are curriculum requirements
- Fellowships (eg simulation fellowships)
- Courses for specialty examinations during Foundation year
- Professional examination fees at any point of training
- Interview leave
- Additional qualifications unless curriculum requirement



Study leave budget...

There is no individual study leave budget



Study leave budget...

There is no individual study leave budget

There is also no additional money



Study leave budget...

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There is also no additional money

Spending has significantly increased in Yr 2024/2025



Lets talk about money...

There is no individual study leave budget

We do get (regionally) money on a per-trainee basis ...



Lets talk about money...

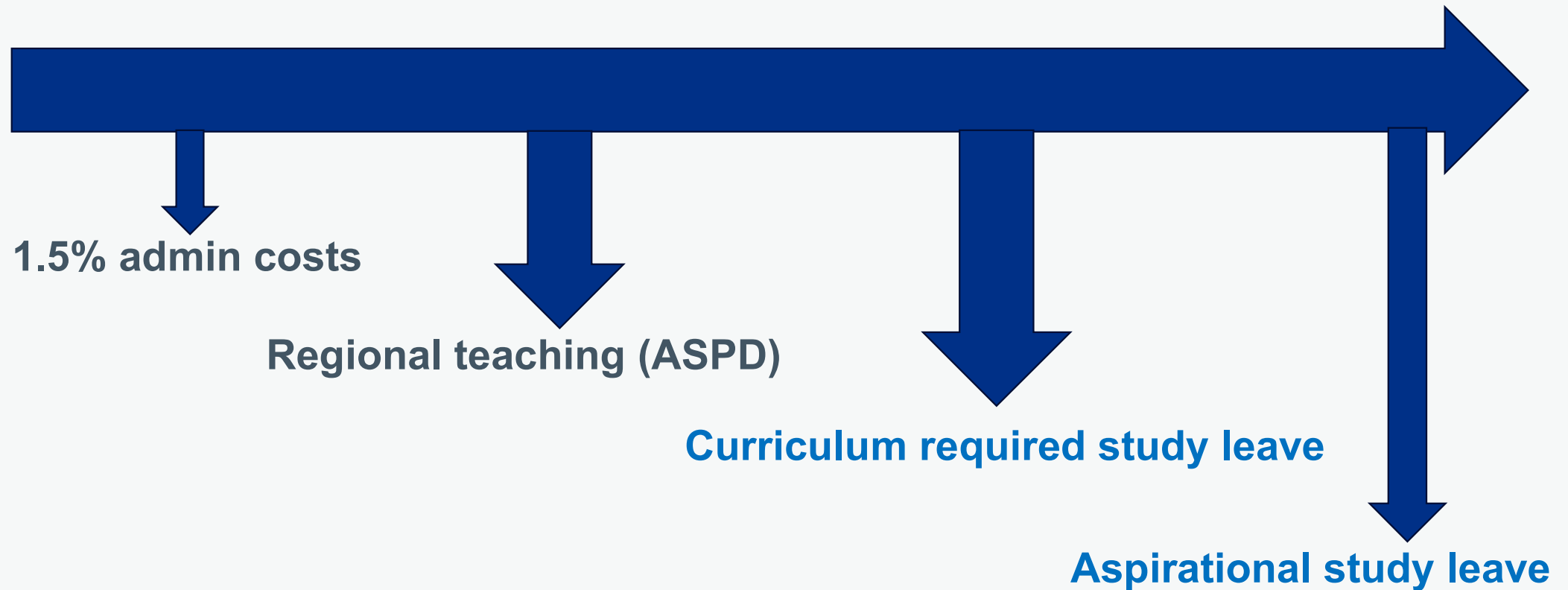
There is no individual study leave budget

We do get (regionally) money on a per-trainee basis ...

£812 per tariff funded trainee (*)

(*) Note that 17.5% of our trainees are Trust-funded
... so really £700 per trainee

From this £700 per capita...

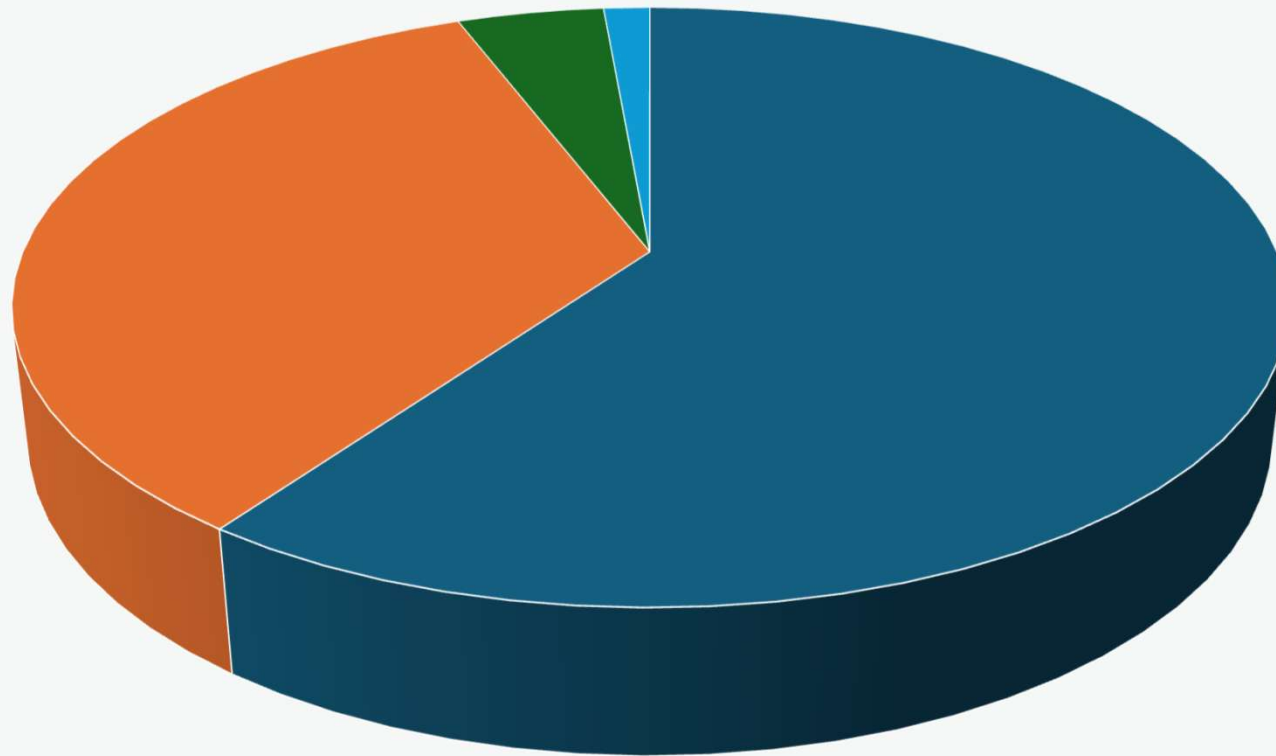


Remember – not an individual “pot”

Some figures... (2024 / 2025)

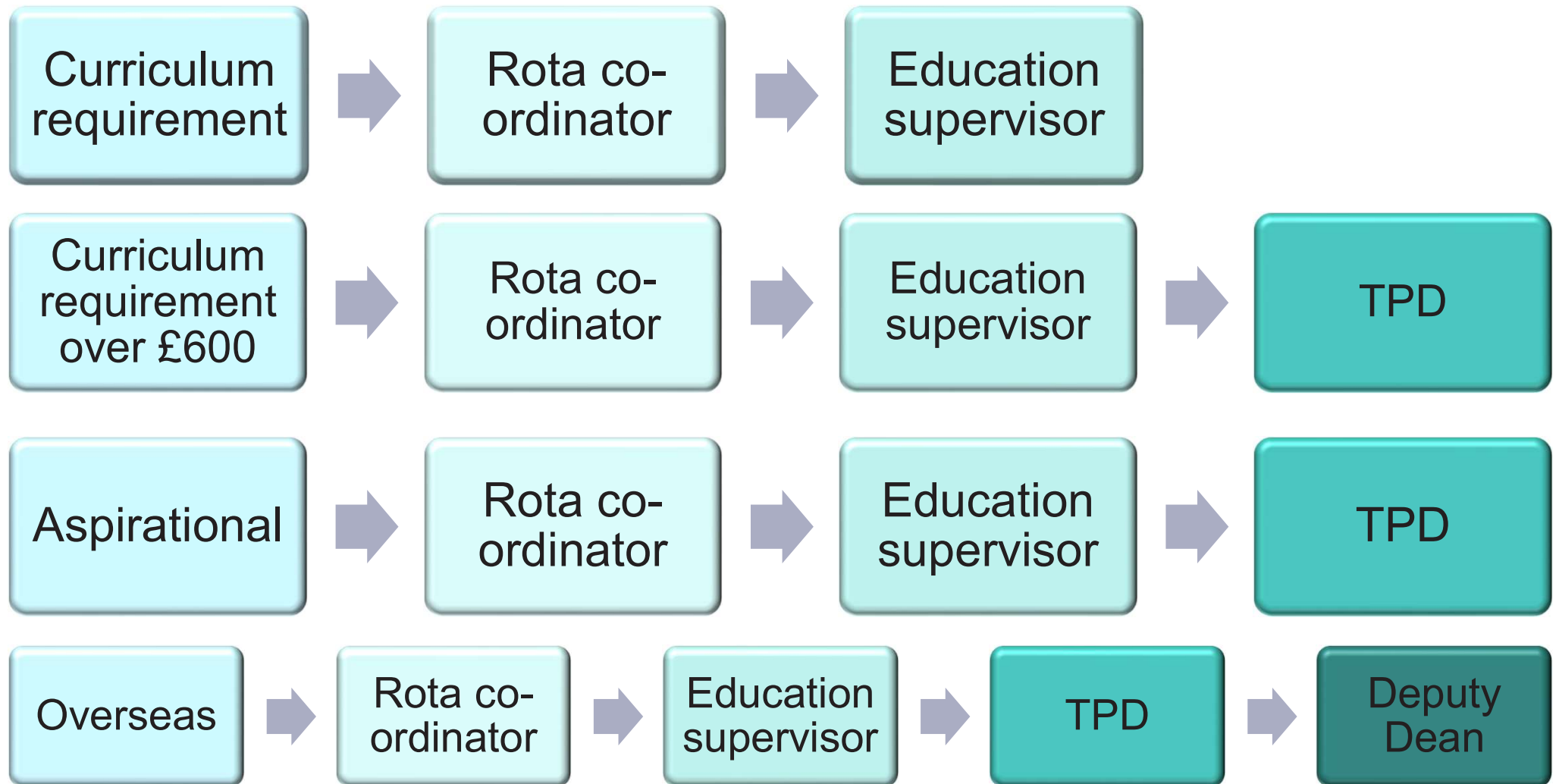
	Spend	Over / Under
ASPD (Inc Foundation)	Around £1,000,000	Underspends, around £200k
Individual requests	Around £1,900,000	Overspent, around £700k

Individual Study Leave Claims



- Aspirational Activity
- Curriculum required
- Exam preparation course
- Overseas activity

Specialty schools flowcharts





Implications...

- **We want to spend the study leave money !**
- **Aspirational study leave is currently overspent**
- **Aspirational study leave over (?) around £500 can't be spread fairly**
- **Note – few curriculum-required courses / conferences**
- **Some... specialties / trainees / situations will require increased funding**



Examples...

- **Trainee requests a £1200 course to attend a workshop giving important skills for their future work**



Examples...

- Trainee has requested several different aspirational courses across a year, each for around £300



International study leave...

- **Require PGD sign off**
- **Either travel/accommodation or course fees – whichever is least**
- **One per programme/one every 3 years**
- **Presenting a paper/poster etc as first author or only author.**
- **Nothing equivalent in the UK**
- **Cheaper than UK equivalent**
- **Not a holiday destination / recreational element**

Foundation

Is complex – refer to:

[study_leave_guidance_for_foundation_programme_v5_1.pdf](#)

- FY1
 - It is not expected that there will be aspirational study leave granted in FY1
 - Study leave funding can only be claimed for travel expenses and reimbursement of ALS
- FY2
 - Foundation trainees may apply for aspirational leave time and funding during their F2 year; all must be approved by the FTPD



Other checks...

- Overnight allowance - £150 (120) / night (London / elsewhere)
- Not trainees on OOP except OOPT (and not PoG)
- Not subscriptions
- Exam courses
- Large / odd items will get flagged when Trusts submit returns



Partial funding ?

Expensive courses, limited money...



Appeals

Trainees can appeal if they feel a decision is unfair

- Formal process
- Trainee submits appeals form
- Assessed by three individuals (DD, AD and trainee rep – not previously involved)
- Following recent appeal we seek information from the trust if appropriate

Common issues

- Unaware of process
 - Late submissions
 - Claims rejected centrally (eg international)
-



How to make it go further ?

- Delivery of curricula objectives based on individual requirements is the primary consideration
- Sound educational activity is aligned to the curriculum, receives positive feedback from attendees and faculty and offers value for money
- Schools and training programmes should develop local or virtual training courses where possible to reduce the need for individuals to travel and to release resources to invest in other activities
- Data on activity should be mapped against curricula to ensure that funds are utilised correctly
- Resident doctors should consider using the most environmentally sustainable form of transport with low carbon impact when attending study leave activity



Buy local

Why is this better ?

- Best aligns to trainee needs
- Easy to adapt
- More control over content and delivery
- Can offer to wider group

- Likely to be cheaper and cost effective



Questions and comments ?

What are the things that *can't* be done regionally ?

Are there other things we should be supporting ?

