

# London & South East and East of England Repatriation Project Briefing

Summer 2017



*Photography – Elinor French*

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healthcare

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## Purpose

Health Education England (HEE) London and South East (LaSE) and East of England (EoE) repatriation Project Teams continue to work in partnership to manage the successful and safe repatriation of approximately 900 postgraduate medical training posts. The first phase of the project repatriated 55 higher specialty training posts; this has created further opportunities for trainees wishing to pursue a career in medicine in NHS Trusts in the East of England. The second phase is now in its closing stages as the repatriations occur over the next few months. The third phase of the project is now underway as meetings with key stakeholders are booked and discussions begin for repatriations occurring over 2018/19.

## Progress

As we approach another new rotation period the project team have been keenly working alongside clinical stakeholders from both regions to push forward discussions to aid repatriation of posts over the coming months. The Essex, Beds & Herts Foundation School now holds a brand new [website](#) to showcase its wares, a selection of Equality Impact Assessments are currently being [published](#) & repatriation schedules for 2017/18 have been finalised and released on the [HEE website](#).

### Essex, Bedfordshire and Hertfordshire (EBH) Foundation School

The new Essex, Beds & Herts Foundation School this week swung open both its physical and virtual doors to a fresh influx of eager Junior Doctors ready to begin their new training programmes with HEE. Alongside the opening of the school, HEE EoE have launched a [brand new microsite](#) with the aim of showcasing the many benefits and opportunities that come with living and training in the East of England.

The website is intended to act as a 'Virtual Open Day' for the school and includes helpful information on Trusts, local amenities and EBH training teams. HEE would like to extend its gratitude to the wide range of stakeholders that contributed to this project including Trusts and Trainees who have provided glowing testimonials and star in various photographs used throughout the site.

You can visit the new EBH microsite either by [clicking here](#) or copying the URL<sup>1</sup> at the bottom of this page into your internet browser. If you have any feedback or would like to know more information regarding the Essex, Beds & Herts Foundation School please get in touch with [foundation.eoe@hee.nhs.uk](mailto:foundation.eoe@hee.nhs.uk) and one of the team would be more than happy to assist.

### Equality Impact Assessments

Ensuring fair and equal service for all is a key tenant of the NHS and keeping these excellent standards at the forefront is a key priority of the repatriation project. Throughout the project thus far Equality Impact Assessments (EIAs) have been conducted with the close collaboration of clinical staff, trainee representatives and key stakeholders from across HEE. EIAs provide HEE a great opportunity to analyse their ongoing business practices against key demographics to promote equality, diversity and fairness, and with a transformative project such as this creates scope for enabling positive change throughout all of HEE's various work streams.

<sup>1</sup> <https://heeo.ee.hee.nhs.uk/ebh>

<sup>2</sup> <https://heeo.ee.hee.nhs.uk/eia>

<sup>3</sup> [https://heeo.ee.hee.nhs.uk/sites/default/files/posts\\_repatriating\\_to\\_eoe\\_2017.pdf](https://heeo.ee.hee.nhs.uk/sites/default/files/posts_repatriating_to_eoe_2017.pdf)

Separate EIAs have been conducted for each programme affected by repatriation and can be viewed in full on the date of publication by [clicking here](#) or copying the URL<sup>2</sup> held at the bottom of this page into your internet browser. If you have any questions regarding the EIAs, would like to contribute any feedback or would simply like to know more information regarding this important piece of work please email [Separation.eoelase@hee.nhs.uk](mailto:Separation.eoelase@hee.nhs.uk).

### Posts Repatriating Over 2017/18 – Update

The next cohort of repatriations is now upon us and will be taking place over the next rotation period (Aug-Dec). The repatriation schedule for this year (and previous) can be viewed on the Repatriation website by [clicking here](#)<sup>3</sup>.

Discussions are ongoing to identify the remaining posts for repatriation in 2018, and once finalised, plans will be published both on the website and in the next briefing document.

If you would like to view the discussions that have taken place so far, please view the [Repatriation Events Calendar](#). This calendar is regularly updated with minutes and action logs of previous meetings and is a valuable resource if you would like more insight into the decisions that have taken place throughout the projects lifecycle.

### Trainee Representatives

As part of HEEs ongoing commitment to ensure there is open communication with trainees throughout the duration of the project, trainee representatives from both LaSE and EoE are invited to join the Project Board and contribute to any ongoing discussions and plans.

The nominated trainee representatives for both regions can be reached via the contact details below:

Name	Contact Email Address
Mr Nick Aresti (HEE LaSE Representative)	<a href="mailto:n.aresti@hotmail.co.uk">n.aresti@hotmail.co.uk</a>
Dr Nicholas Chua (HEE EoE Representative)	<a href="mailto:nczchua@googlemail.com">nczchua@googlemail.com</a>
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The Project Team has received a number of requests from key stakeholders and an overview of progress is listed below

Suggestion	Action
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 LaSE 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 LaSE trainees	FAQs added to the website.
HEE, EoE HoS for Medicine and Surgery with Deputy Dean for Education and Performance and the Project Manager to visit West Hertfordshire Hospitals and East and North Hertfordshire NHS Trust to discuss repatriation.	Monday 7 <sup>th</sup> November – meeting at West Hertfordshire Hospitals Tuesday 29 <sup>th</sup> November – meeting at East and North Hertfordshire NHS Trust

## Timeframe for change

Date	Action
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 LaSE 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 LaSE and EoE HoS and TPDs to agree the phased repatriation of remaining posts.

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Date	Action
September 2016	Start date for some of the higher specialty training programmes for the first phase of posts repatriated to the EoE.
	LaSE and EoE Foundation Schools uploaded initial programmes to Oriol (the online recruitment system).
October 2016	Start date for some of the higher specialty training programmes for the first phase of posts repatriated to the EoE.
November 2016	Discussion and actions for next cohort of repatriations confirmed
December 2016	Repatriation schedules identified and confirmed with input from all stakeholders
January 2017	Recruitment declarations completed for both LaSE and EoE
March 2017	2017 repatriation schedules confirmed and published for wider review
May 2017	Offers circulated and recruited trainees to identify preferences
August 2017	2017 repatriations begin by launching Essex Beds and Herts Foundation School, specialty repatriations occur over August to October

## 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

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Date	Communication	Group
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
August 2016	Briefing document circulated	Key Stakeholders
November 2016	Meeting with West Hertfordshire Hospitals	Project Team/West Hertfordshire Hospitals NHS Trust
	Autumn Briefing document circulated	Key Stakeholders
December 2016	Briefing Document circulated	Key Stakeholders
January 2017	Post transfer details sent to trusts	Affected Trusts
February 2017	Equality Impact Assessment comments and amendments finalised with TPDs	Key Stakeholders
April 2017	Briefing Document circulated	All Stakeholders
May 2017	ESR Post details sent to trusts	Affected Trusts
June 2017	Open discussions to confirm 2018 repatriations via meetings with Specialty teams	Key Stakeholders
August 2017	Briefing Document Circulated	All Stakeholders

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## Key Contacts

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

[Separation.eoelase@hee.nhs.uk](mailto:Separation.eoelase@hee.nhs.uk)

### **Trainee Representatives**

Mr Nick Aresti – [n.aresti@hotmail.co.uk](mailto:n.aresti@hotmail.co.uk)

Dr Nicholas Chua – [nczchua@googlemail.com](mailto:nczchua@googlemail.com)

### **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

[Separation.eoelase@hee.nhs.uk](mailto:Separation.eoelase@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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