

Please find below some FAQs to support the February pause. This relates to trainees in HEE training programmes, including GP trainees in practice and mental health trusts

Trainee

Q. Trainees due to CCT in February or finish their Acting up posts

A. Trainees should CCT. If the trust they are at wish to employ them then they are free to do so

Q. What should happen with maternity returners?

A. They should be able to return to the post identified for them. This may result in some double running.

Q. A trainee has had an extension with a 10.2 that finishes in February. Should they move to their next post?

A. This will need to be reviewed on a case by case basis using the exceptions document to support where the TPD has identified a need.

Q. Will trainees that are currently working in London who have new training posts from round 2 recruitment starting in February be able to take up these new posts?

A. All trainees recruited to new programmes should take up their new posts as planned. Any requests to defer would need to be managed via the exceptions process.

Q. Will trainees be released to take up new programmes that they have been recruited to start in February outside of London?

A. All trainees should be enabled to take up their new placements. The London pause is not a deferral reason.

Q. Will trainees currently out on OOP be able to return?

A. If a trainees OOP was due to end then they would return to the training post that was already arranged. Where a trainee is returning to help with the Covid response then they will be employed and funded by the trust so not be in a training post. They can still capture any competences in their e-portfolio.

Q. Will the delayed rotations in March be shortened by one month?

A. Yes, this will ensure that the original end dates for the next rotations remain.

Q. Are ACF trainees and those going on OOPR due to rotate into academic slots also paused?

A. Yes, unless agreed under the exceptional route if the research is still continuing.

Q. Will trainees' CCT dates be extended due to the pause?

A. This is not a pause on training but a pause on rotations. Any individual circumstances will be reviewed at the ARCP.

Q. For time-based training are there any derogations to this?

A. Individual Colleges have issued derogations to support trainees with progression. We recommend reviewing these in the first instance to understand the impact on time in training. Where there is an individual trainee issue this will be reviewed through the ARCP process.

Q. Will military trainees be paused?

A. Yes, military trainee rotations will also be subject to this pause.

Q. Is the pause likely to be extended?

A. HEE would not wish to see the pause extended and it is our firm belief that it will not.

Q. Could webinars please happen in advance of decision making rather than afterwards?

A. We worked closely with the BMA Junior doctors' trainee representatives who asked for a co-ordinated approach. Decisions needed to be agreed nationally and locally and providing information to trainees ahead of a final decision it was felt would be unpopular and create more uncertainty.

Q. Will April rotations go ahead?

A. Yes, all future rotations will continue as planned.

Q. As a GP trainee due to rotate into GPST3 this reduces my time in GP practice to 11 months, will I need an extension?

A. No extension will be required as the mandated requirement is 12 months overall in GP.

Q. Are ITP posts continuing or are there plans for these to be paused?

A. ITP posts are continuing.

Q. What will happen to my annual leave, will this be lost?

A. Please refer to the agreement Pan London that the HR Directors have agreed

Q. Will I be able to plan OOPs for later this year?

A. Yes, you can plan OOPs in line with the current guidance.

Q. Will trainees that were due to go up a pay band still have this rise honoured?

A. This is an employer discussion. We are aware that the BMA have raised this nationally with NHS Employers and suggest trainees raise these with their employers and respective organisations

Q. If I have reduced access to a specialty e.g. ACCS medicine block, will this effect applications to specialty training

A. Most curricula are competency based not time based and derogations are in place where possible. Recruitment panels are aware of the impact of Covid on experience and will take this into account.

Q. During the pause will I be able to progress WPBA, CBT etc. and record on my e-portfolio?

A. Yes, this is pause to rotations not a pause to training so please document your learning experiences.

Q. Why was the decision made to pause all rotations and why is this only happening in London?

A. The decision was made following detailed discussions with some Medical Directors, Chief Executives and Directors of Medical Education in response to the data and patient flows that were being experienced. There are both a greater number of trainees and a greater number of rotations that occur in London.

Q. Where February new starters arrive into their original job, this won't help where CT3s are finishing training in February. Is there flexibility at trust level?

A. There is a process already in place for trusts to request redeployments with the approval of the Dean and this should be followed in these circumstances.

Q. I am working in the dental sector, and we are currently not using our study leave budget because no courses are running. Is it possible to get funding to pursue other more official qualifications as an alternative to clinical practice?

A. Study leave can only be used for curriculum requirements. There is already a process to apply for aspirational courses which can be used.

Exceptions

Q. Where a trainee needs acute experience that isn't available in their current placement, is that an exception?

A. Exceptions will be granted on a case by case basis. It is anticipated that in the majority of situations trainees will be able to gain the relevant exposure once rotations resume in March. If you feel there is an exception required then please submit this through the process for review by the Deans.

Q. Is there a deadline to submit an exceptional request by?

A. 22nd January at 2pm to allow HET to share final lists with trusts the week ahead of rotations.

Q. Will trainees be able to organise their own swaps?

A. No unfortunately with the timeframes involved we would not recommend this and the exception route should be followed if exceptional reasons.

Q. What financial support is provided to trainees whose exception has been rejected e.g. travel, accommodation etc.

A. This would be managed under the current relocation policy, details of which can be found on the PGMDE Support portal.

Rotations & Trainee Information System (TIS)

Q. How will funding work where trainees are double running?

A. HEE has paused rotations in response to requests from the service. The balance of trainees across London will be the same so this will need to be resolved locally utilising local Covid funding.

Q. There are different start dates in March with some on the Monday and some on the Wednesday. What will happen to those being delayed?

A. The specialties that have been delayed that would have rotated on a Wednesday will be deferred to the 3rd March. Those that would have routinely rotated on the Monday 1st March will continue to be on a Monday.

Q. For the trainees where it has been agreed that they will still start/rotate due to exceptional circumstances, how will this be communicated to HR teams in trusts and is there a timescale/deadline on this being agreed?

A. HET have kept a log of all approved exceptions. Information has been shared with the relevant HR departments and TPDs.

Q. How will TIS data be managed. As this is a pause for one month, does this mean that the original placement end date will remain the same or move forward a month? Will TIS be updated with March start dates?

A. TIS will be updated for all trainees that were due to rotate. We will discuss with HR leads the timing for this, the last date must be 3 days before the 3rd February. Following the roll back the HET team will then need to update with the exceptions agreed. This will then show accurate placements for these trainees, accepting that any deployments are not being captured.

Q. If a trainee is due to start in a post that is already occupied, can one of them be redeployed?

A. Any redeployment requests should be managed in the agreed way and tracked on the redeployment tracker.

Q. Agreement to exceptions may leave services with less trainees?

A. Exceptions are reviewed on a case by case basis and the Deans will be aware of this when making decisions and are liaising with DMEs.

Q. Will ACCS internal rotations be able to happen?

A. No, ACCS are included in the pause

February Pause FAQs

Q. The deadline for confirming recruitment numbers is the 18th January, will there be an extension?

A. This is currently being reviewed and we will update further shortly. Preliminary numbers are required at this stage.

Updated 15.1.2020

If you have any other questions please submit them to HETBusinesssupport.lase@hee.nhs.uk