

Job Description:

Champion of Supported Return to Training (SuppoRTT): Locality based

LOCATION:	3x Locality based – East/West/South
ACCOUNTABLE TO:	SuppoRTT Associate Deans
KEY RELATIONSHIPS:	SuppoRTT Associate Dean(s) (ADs) YH SuppoRTT Programme Director Heads of School Training Programme Director Directors of Medical Education Educational supervisors Clinical supervisors (Rota Coordinators) (Occupational Health)

Summary of Role and Responsibilities

Many postgraduate doctors will, at some point and for a variety of reasons, have a period of approved time out of training, such that it is now a normal and expected part of the trainee career pathway.

However, time away from clinical practice may be associated with a 'skills fade' and returning to training may be a challenging process. Returners report concerns about their confidence and resilience, clinical confidence and opinions of their clinical colleagues amongst other things. It is evident that the support available for trainee returners is inconsistent and it is increasingly recognised that this may have a detrimental effect on both the trainee returner and, potentially, on patient safety.

The junior doctors contract Acas agreement brought into sharp focus the need to remove any disadvantage which may potentially be experienced by those who take a period of time away from training. Health Education England have committed to the development of a programme of support for returners, consisting of a recurrently funded menu of potential options which reflects the diversity of this group.

Health Education Yorkshire and the Humber now have a well-developed SuppoRTT Programme but this may not yet be fully embedded within the workplace culture at either trainee or supervisor level.

The SuppoRTT Champion will be based in a secondary care organisation and will provide trainees of all specialties and their supervisors with guidance regarding the relevant policies and available resources. They will promote the upskilling of educational supervisors to ensure the SuppoRTT process is reliably implemented. This individual will, through ongoing support and advocacy of those involved, eventually help to effect a change in workplace culture such that the SuppoRTT programme becomes fully ingrained.

Duration: 3 years, subject to annual review

Sessions/Grade: 1PA
Consultant, working in secondary care

Key Areas of Responsibility:

- Provide leadership within the locality to ensure that the SuppoRTT strategy is fully implemented and results in a high-quality supported return to training for all concerned; oversee supervision of all returning trainees and encourage good communication between trainee returner and educational supervisor/TPD.
- Communicate the SuppoRTT strategy and resources to; TPD's, Educational Supervisors, Clinical Supervisors and trainees within their area.
- Accountable too and report to the SuppoRTT AD's, liaise with HOS
- Provide leadership and promote communication in designated Locality and/or School for all returning trainees within their area which will include;
 - Ensure identification of those who plan to step out of training and ensure that pre-absence meetings occur in a timely manner and result in an appropriate plan.
 - Develop a process to ensure that those trainees whose absence is sudden and unplanned e.g. ill health, receive appropriate input at a mutually acceptable time.
 - Work together with the Health Education Yorkshire and Humber (HEEYH) SuppoRTT team to identify those who are due to return from training and ensure that pre -return meetings take place in a timely manner and results in a suitable return to training plan.
 - Liaise with employer HR and Rostering (medical staffing) departments to ensure that trainees who are entitled and/or may require a supernumerary period are accommodated by their employing Trust (further supported by the HEE YH SuppoRTT team).
 - Ensure an appropriately enhanced period of supervision/observation is agreed upon and implemented, particularly considering the needs and skills/confidence fade of each individual (It is anticipated that almost all trainees will require a period of enhanced supervision). They will liaise early with HEEYH Associate Deans where problems occur.
 - Liaise with employer HR and Rostering (medical staffing) departments dependent on the retuning situation to ensure that a returning trainee recommences full on call duties without enhanced supervision only when collated evidence suggests that this is reasonable and only after this has been agreed at the follow up meeting.
- Make sure that available SuppoRTT resources are suitably utilised and identify where additional resources may be required.
- Collaborate with HEEYH in upskilling of educational supervisors and TPD's with respect to the SuppoRTT programme.
- Provide ongoing support and guidance for locality educational supervisors and TPD's.

- Where necessary, be prepared to advocate for returning trainees. This may mean acting as an alternative source of support, making referrals to occupational health or for further professional support.
- Utilise authority to request a specific Educational Supervisor for returning trainees, should this be required.
- Liaise with Health Education Yorkshire and Humber regarding collection of data and evaluation of the SuppoRTT programme in your locality.
- Promote and deliver the current SuppoRTT programme or Return To Training Activities (RTT-A), contribute to the design and delivery of further RTT-A's and provide input into the SuppoRTT steering group.

Objectives

- Maintenance of a locality database, to include all relevant trainee returners and evidence of implementation of the SuppoRTT strategy.
- Evaluation of your facilitated locality SuppoRTT process.
- Review of quality indicators in your locality e.g. GMC NTS results.

Person Specification

CRITERIA	ESSENTIAL	DESIRABLE
Qualifications	<ul style="list-style-type: none"> ▪ Primary clinical healthcare qualification ▪ Membership/Fellowship of a College, Faculty, professional association and/or regulatory body ▪ Substantive post within target locality/school. ▪ GMC full registration ▪ Consultant with a clinical contract within the target locality 	<ul style="list-style-type: none"> ▪ >3 years' experience
Knowledge	<ul style="list-style-type: none"> ▪ Understanding of reasons for time out of training ▪ Understanding of challenges faced by returning trainees ▪ Knowledge of HEE SuppoRTT programme and related initiatives ▪ Understanding of management structure in medical education 	<ul style="list-style-type: none"> ▪ Educational qualification such as a postgraduate certificate diploma or Masters in Clinical Education.
Skills and Abilities	<ul style="list-style-type: none"> ▪ Proven leadership ability ▪ Previous management experience/training ▪ Successful multidisciplinary teamworking ▪ Excellent communication/facilitation and negotiating skills 	<ul style="list-style-type: none"> ▪ Previous leadership role within medical education

<p>Personal Qualities</p>	<ul style="list-style-type: none"> ▪ Enthusiasm for supporting returning trainees ▪ Genuine desire to improve the return to training process and workplace culture ▪ Positive approach to multidisciplinary collaboration ▪ Evidence of good organisational skills 	
<p>Experience</p>	<ul style="list-style-type: none"> ▪ Experience of training and educational supervision of trainees ▪ Experience of postgraduate medical education ▪ Evidence of previous provision of support for educators/trainees 	