

**Welcome to**

**Health Education England**

**East Midlands**

**Training Scheme**

**Specialty Programme Welcome Pack**



## Introduction

Welcome to the East Midlands

Health Education East Midlands (HEEM) is the Local Education and Training Board that covers Derbyshire, Leicestershire, Lincolnshire, Northamptonshire and Nottinghamshire. All our Training Programmes offer you an exceptionally varied training experience.

The deanery website details more information regarding our area:

[East Midlands Deanery](https://www.eastmidlandsdeanery.nhs.uk/)

Please note that in this document and throughout your training, you will be referred to as a Post Graduate Doctor in Training (PGDiT).



## Structure of Health Education England working across the East Midlands

Each training specialty belongs to a Postgraduate School and each Postgraduate School has a Head of School who reports directly to the **Postgraduate Dean.**

General Medical Council

Royal Colleges

Postgraduate Dean

Heads of Postgraduate Schools

Specialty Training Committee Chairs

Training Programme Directors

Local Education Providers (LEPs) i.e. NHS Trusts

Information on each Postgraduate Specialty School can be found on the East Midlands website: [East Midlands Deanery](https://www.eastmidlandsdeanery.nhs.uk/faculty/medical-dental-pharmacy-training/schools-east-midlands)

In addition, there are teams working within the East Midlands local office. Please contact the relevant inbox as per the information on the new starter page of our website: <https://www.eastmidlandsdeanery.nhs.uk/node/1630>

## Reference guide for Postgraduate Specialty training in the UK (The Gold Guide)

The Gold Guide is the reference guide for specialty training in the UK and covers all doctors in training (both core and specialty) appointed from August 2007 onwards.

The Gold Guide covers all areas of training including:

* The structure of training
* Becoming a PGDiT, to include Less Than Full Time Training, movement between LETBs/deaneries, taking time out of programme
* Progressing as a PGDiT, to include the Annual Review of Competence Progression (ARCP) process

It is recommended that all trainees familiarise themselves with the contents of the Gold Guide which can be downloaded from the COPMeD website:

<https://www.copmed.org.uk/gold-guide/>

## Registration with the Royal College

Regardless of your training specialty (other than Foundation), it is imperative that you register as a PGDiT with the appropriate Royal College prior to commencing your post. Failure to enrol with the Royal College could result in your training not being recognised which could impact on your future eligibility for specialty training and the award of a CCT if you are on a run through programme. Please see Appendix 1 for contact details in each College.

## Contacts at the trust

The Trust that you are working in will be your current employer. This means that your employer will change each time you rotate to a new trust (unless you are under a lead employer). Your employer / lead employer will issue all Rota and contract information to you prior to starting your placement.

PGDiTs are expected to familiarize themselves with the policies of their employer and adhere to these accordingly. In addition to the team that you are working with in the hospital, other important contacts for you in the trust will be:

* **Medical Staffing** – for employment issues
* **Educational Supervisor –** for guidance on your educational progress
* **Postgraduate Centre Manager -** for issues relating to postgraduate medical education such as hospital teaching programmes
* **Lead Employer** – for PGDiT’s with a lead employer (e.g. St Helens and Knowsley), the lead employer will issue your contract of employment. You will also have a host Trust who will provide you with your on-call rota.

## Transfer of information between HEE and trusts (ESR Interface)

Your personal and employment data will be transferred to your employing trusts via what is known as the ESR interface. This is a mostly automated process that links our database (TIS) to the trust databases (ESR). This is a two-way interface, with placement details and personal information being sent to ESR 3 months before the start date, while updated contact details are sent back into TIS as they are made in ESR once they have started in that position. The only exception is contact email address as we recognise trainees often prefer a separate email address for HEE contact and their employing trust.

## Removal and Travel Expenses – Local Guidance

Health Education England working across the East Midlands has produced an interim policy on claiming relocation and travel expenses. This policy can be found here:

 [Relocation and Travel Expenses Policy](https://www.eastmidlandsdeanery.nhs.uk/node/1631)

## Less Than Full Time training

You have been offered a full time training post; if you wish to train Less Than Full-Time (LTFT) please refer to the guidance on the East Midlands website: [Less Than Full Time Training](https://www.eastmidlandsdeanery.nhs.uk/policies/ltft)

This site gives further details about LTFT training with Health Education England, including information about the application process - please note that you should apply to HEE with no less than 3 months’ notice of your proposed LTFT start date.

## Out of Programme

Out of Programme (OOP) relates to trainees that wish to participate in an experience that is out of their planned programme of training. There are several circumstances that trainees may wish to spend time out of programme; to gain training or clinical experience, to undertake research or to take a career break.

Time out of programme will not normally be agreed until a trainee has been in a training programme for at least a year and will not normally be allowed in the final year of training other than in exceptional circumstances.

Before applying for OOP, trainees must discuss their plans with their Educational Supervisor and/or Training Programme Director. This discussion will determine the suitability of the out of programme experience and ensures the proposed post will meet the educational needs of the trainee.

Health Education working across the East Midlands requires OOP Application Forms and supporting documentation to be submitted at least **6 months in advance** of the proposed OOP start date; exceptions will only be agreed by the Post Graduate Dean. Trainees must inform their current employer at least 3 months in advance to ensure the service is given sufficient notice.

Guidance on how to apply for Out of Programme can be found on the Health Education working across the East Midlands website: [Out of Programme](https://www.eastmidlandsdeanery.nhs.uk/policies/oop)

## Parental/Sick Leave

During your training you may need to take a period of statutory leave (such as parental or sick leave). If this does occur, please can you make sure to keep the following people and organisations informed (with exact dates where possible):

* **Your employing organisation or trust** – This is part of your obligation as an employee to ensure you are paid correctly and cover can be arranged.
* **Your Training Programme Director or equivalent** These TPDs are responsible for arranging your placements and so will need to take your leave into account.
* **The HEE Programmes Team** (<https://www.eastmidlandsdeanery.nhs.uk/node/1630/>) – These teams manage the Trainee Information System (TIS) which is the primary database for recording your training time. Keeping TIS up to date is imperative for ensuring the trust ESR system is accurate for pay and your CCT date is calculated correctly.

If you ensure all three of the above are kept informed of any changes to your programme or placements it will greatly minimise data issues throughout your training.

## Revalidation

Revalidation came into effect for doctors in training at the end of 2012. The Responsible Officer for all Trainee Doctors is the Postgraduate Medical Dean. Revalidation will be undertaken through an enhanced ARCP process.

For further information relating to revalidation please refer to Health Education England working across the East Midlands website: [Revalidation](https://www.eastmidlandsdeanery.nhs.uk/policies/revalidation)

## Professional Support

The Professional Support and Wellbeing (PSW) aims to support all doctors in training whose performance may have been affected by circumstances that have arisen preventing progression throughout the training process, whether these circumstances are personal, training or work related.

The PSW provides a consistent, single point of access to expert advice, guidance and information regarding concerns to all parties involved in the management of medical trainees.

A referral to the PSW is a non-punitive measure and remains confidential whilst enabling trainee's within the East Midlands to access fully funded external support measures from providers specializing in working with doctors.

[More information on Professional Support can be](http://www.westmidlandsdeanery.nhs.uk/Support/Professional-Support) found on the Professional Support and Wellbeing section of the Health Education working across the East Midlands website: [Professional Support and Wellbeing](https://www.eastmidlandsdeanery.nhs.uk/trainee/psu)

## Escalating Concerns

Postgraduate Medical Trainees are encouraged to raise concerns when appropriate regarding their training programme via a number of mechanisms such as the GMC Survey, Job Evaluation Survey Tool (JEST), Reviews/Visits to Local Education Providers (LEPs), Annual Review of Competency Progression (ARCP), Appraisals, and Incident Reporting etc.

There is also a complaints policy that can be found here: <https://www.hee.nhs.uk/our-work/doctors-training/raising-concerns-about-training-revalidation-including-complaints>

## Resignation from training programme

You are required to notify Health Education England working across the East Midlands, your employing trust and your Training Programme Director should you decide to resign from the training programme. Please contact your Employing Trust to find out what length of notice you need to give.

## And finally…

If there is any other information that you would like to receive that has not been provided as part of this welcome pack, please do not hesitate to contact the Programme Management Team via the address relevant to you.

Secondary Care: SpecialtyProgrammes.EM@hee.nhs.uk

Primary Care: GPProgrammes.EM@hee.nhs.uk

Public Health: publichealth.midlands@hee.nhs.uk

Academics: academicprogrammes.em@hee.nhs.uk

May we take this opportunity to congratulate you on your appointment and wish you success in the completion of your training Programme in the East Midlands.

Appendix 1 – Royal College Contact Details

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| Royal College of Anaesthetists Churchill House35 Red Lion Square LondonWC1R 4SG**Tel**: 0207 092 1500**Email**: info@rcoa.ac.uk **Website**: [www.rcoa.ac.uk](http://www.rcoa.ac.uk/) | Royal College of Ophthalmologists 18 Stephenson WayKings CrossLondon NW1 4QW**Tel**: 020 3770 5353**Email**: membership@rcophth.ac.uk **Website**: [www.rcophth.ac.uk](http://www.rcophth.ac.uk/) |
| Royal College of Psychiatrists21 Prescot StreetWhitechapelLondonE1 8BB**Tel**: 020 7235 2351**Fax**: 0203 701 2761**Email**: membership@rcpsych.ac.uk **Website**: [www.rcpsych.ac.uk](http://www.rcpsych.ac.uk/) | Faculty of Dental Surgery(Royal College of Surgeons)35-43 Lincoln’s Inn FieldsLondonWC2A 3PE**Tel**: 020 7869 6700**Email**: membership@rcseng.ac.uk **Website**: [www.rcseng.ac.uk](http://www.rcseng.ac.uk/) |
| Royal College of Paediatrics & Child Health5-11 Theobalds RoadLondon WC1X 8SH**Tel**: 020 7092 6000**Email**: enquiries@rcpch.ac.uk **Website**: [www.rcpch.ac.uk](http://www.rcpch.ac.uk/) | Faculty of Public Health Medicine4 St Andrew’s PlaceRegents Park LondonNW1 4LB**Tel**: 0207 935 0243**Email**: membership@fph.org.uk **Website**: [www.fph.org.uk](http://www.fph.org.uk) |
| Royal College of Obstetricians & Gynaecologists27 Sussex PlaceMarylebone LondonNW1 4RG**Tel**: 020 7772 6200**Fax**: 020 7723 0575**Email**: membership@rcog.org.uk **Website**: [www.rcog.org.uk](http://www.rcog.org.uk/) | Royal College of Pathologists 4th Floor21 Prescot StreetLondon E1 8BB **Tel**: 020 7451 6700**Email**: info@rcpath.org**Website**: [www.rcpath.org](http://www.rcpath.org/) |

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| Royal College of Radiologists63 Lincoln's Inn FieldsLondonWC2A 3JW**Tel**: 020 7405 1282**Email**: enquiries@rcr.ac.uk **Website**: [www.rcr.ac.uk](http://www.rcr.ac.uk/) | Faculty of Occupational Medicine2 Lovibond London SE10 9FY **Tel**: 020 7242 8698 **Fax**: 020 3116 6900 **Email**: FOM@fom.ac.uk  **Website**: [www.facoccmed.ac.uk](http://www.facoccmed.ac.uk/) |
| Royal College of Physicians11 St Andrew’s PlaceRegents ParkLondonNW1 4LE**Tel**: 020 3075 1649**Website**: [http://www.jrcptb.org.uk](http://www.jrcptb.org.uk/) | Royal College of Surgeons35-43 Lincoln’s Inn Fields LondonWC2 3PN**Tel**: 020 7405 3474**Website**: [www.jchst.org](http://www.jchst.org/) |
| Royal College of Emergency Medicine7-9 Breams BuildingsLondonEC4A 1DT**Tel**: 020 7404 1999**Website**: <http://www.rcem.ac.uk/>  | Faculty of Intensive Care MedicineChurchill House35 Red Lion SquareLondon WC1R 4SG**Tel**: 020 7092 1688**Email**: contact@ficm.ac.uk **Website**: <http://www.ficm.ac.uk/> |
| Faculty of Community Sexual Reproductive Health2nd Floor27 Sussex Place LondonNW1 4RG**Tel**: 020 7724 5534**Website**: <https://www.fsrh.org/home/>  | Royal College of General Practitioners30 Euston Square London NW1 2FBTel: 020 3188 7400Website: <http://www.rcgp.org.uk/> |