

Supported Return to Training

Discretionary Offer Definition for Postgraduate Deans and their teams

Purpose

1. To articulate the principles underpinning HEE's discretionary Supported Return to Training (SuppoRTT) offer, as HEE moves to a Business as Usual (BAU) delivery of the initiative.

Background

2. The 18th May 2016 Acas Agreement for the Junior Doctors Contract committed HEE to develop support for junior doctors who return to training after time out. HEE subsequently published its Strategy and Investment Plan in 2017, where we proposed to make resources available to these trainees, returning to a post on a recognised training programme, and where they would be employed on the Junior Doctors Contract.
3. HEE local offices may identify circumstances where a learner who is not employed on the 2016 Junior Doctors Contract could benefit from tailored support during their return to training or clinical placement.
4. The SuppoRTT Assurance Board has considered a number of scenarios where a learner is not automatically eligible to access SuppoRTT. The Board determined that local offices should be permitted to make a "discretionary offer" to these individuals, if a clear benefit to the learner (and by extension the service and patients) is identified.
5. The SuppoRTT Assurance Board has developed a set of principles for making a discretionary SuppoRTT offer, set out below, which should be consistently applied across HEE local offices.
6. The guidance also highlights that some eligible trainees may be in receipt of other return to training resources and packages, in addition to SuppoRTT, and this should be considered when developing a SuppoRTT offer.
7. It is expected that this discretionary offer will be time-limited, and this statement will be reviewed annually in advance of the new financial year.

Discretionary Offer – Key Principles

- i. HEE has committed, under the provisions 2016 Acas agreement, to provide a tailored Supported Return to Training (SuppoRTT) to all postgraduate medical and dental trainees employed on the 2016 Junior Doctors Contract. This includes doctors and dentists who have secured, and are due to commence in, a post in a recognised training programme.
- ii. Any decision to support learners who do not automatically qualify for SuppoRTT can be done so at local discretion.
- iii. HEE asks that discretionary offers are not badged as "SuppoRTT", as these learners are not automatically eligible for this initiative.
- iv. Precedence should be given to providing SuppoRTT to trainees with automatic eligibility, under the provisions of the Acas agreement.
- v. In the event that the financial requirement for eligible trainees matches or exceeds the local SuppoRTT fund, local offices will be expected to arrange alternative provisions for learners receiving discretionary support.¹

¹ HEE acknowledges that accurate projections of SuppoRTT spend cannot always be made, particularly earlier in the financial year. We anticipate that the development of a core common SuppoRTT dataset across England will improve the accuracy of projections. During the interim, we ask that local workforce intelligence is applied to track allocated expenditure, and that discretionary requests are considered on their individual strength.

Eligible trainees receiving additional support

- vi. HEE is aware that some trainees may be eligible for SuppoRTT while accessing other funding and resources for which they are also eligible. The total provision for individual trainees should be considered when making a SuppoRTT offer, to ensure fairness and parity with other trainees.

- vii. Other targeted initiatives, including Return to Practice and support for International Medical Graduates, are being developed and will, in due course, offer tailored provision for these doctors. At such a time as these initiatives become available, local offices should apply discretion to ensure fairness and parity, as outlined in paragraph vi.