



GIG  
CYMRU  
NHS  
WALES

Addysg a Gwella Iechyd  
Cymru (AaGIC)  
Health Education and  
Improvement Wales (HEIW)

Dear colleagues

As we head towards the winter months, we are seeing a marked increase in COVID cases in most regions of Wales, which is now beginning to impact on our NHS and care services. It is in this context that I should like to update you on matters relating to your training. Maintaining postgraduate training in the context of COVID is a challenge but a priority - across the four nations we have agreed some guiding principles to promote a consistent approach to this issue and I have attached this for your information. We are working closely with UHBs and Trusts to ensure we adhere to these as far as is possible.

Some important issues for you to be aware of:

- 1. Redeployment of trainees-** during the first wave most trainees' roles changed in some way. The collective attitude and response was fantastic and a credit to you all. If the current pressures on services continues to increase then it is likely we will see a change to elective services and redeployment of staff, including trainees, to support safe patient care during this ongoing crisis. Any trainee redeployment needs to be managed in a staged way, for as short a time as possible and with trainee and HEIW involvement in the process. If you are to be redeployed please ensure your educational supervisor and TPD are aware so that there is an understanding of the potential impact on your training progression.
- 2. Risk Assessments:** all trainees should have completed a risk assessment so that your employer can determine whether adjustments to your working conditions are needed to ensure your safety in the work-place. If you are in the highly vulnerable category and unable to work in clinical facing areas, it is important that your ES and TPD are aware so an individualised training plan can be developed for you. We have seen multiple curriculum derogations put in place to enable training progression but the training standards for completion of your training programme remain the same. Where alternative arrangements to achieve competencies can't be provided then extensions to training time may be required for some of you.
- 3. Wellbeing:** You are an essential part of the NHS today and for the future. Medicine is a challenging but rewarding career and looking after yourself is essential to success and happiness both in work and at home. If you are struggling in any way then do not hide it- talk to friends, family and colleagues or any other support networks you have. Remember our Professional Support Unit is there to help you. Some people still consider it a personal failure to contact PSU or worry that it might impact on career progression- nothing could be further from the truth. The PSU is there to help you fulfil your potential- if you ask for help and support it will be provided
- 4. Professionalism and leading by example-** I'm sure I don't need to point out the importance of this. Whether you are in work or not please ensure you lead the way in your behaviour strictly adhering to recommended guidance on social distancing, mask wearing, hand hygiene etc. If you have coffee breaks at work please do not let your guard down in staff rooms or other social areas. Someone testing positive in these areas can lead to others having to isolate and can severely impact already stretched services and pressures on staff

Communication will be central to our success in navigating the next few months. Attached is a document outlining key contacts relevant to your training. I would draw your attention to the PSU contact details and also HEIW open. Our aim is to provide you with whatever advice and support you need but we can only guide you if we know what the issues are so if in doubt about anything please get in touch. Thank you again for everything you are all doing.

Kind regards

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