

Redeployment of trainees to support urgent care demands – guiding Principles

Background

Redeployment of trainees to support the pandemic response has been essential for the delivery of safe patient care. Whilst patient need will always be the priority, it is important to recognize the cumulative impact that redeployment has on trainee progression and wellbeing.

Health Boards are asked to review their redeployment plans for future COVID surges or other winter /system pressures in accordance with the following principles.

Guiding Principles

- Consider individual trainee wellbeing and try to avoid or at least limit the involvement of those trainees who have previously been redeployed
- Trainees on COVID ARCP outcomes 10.1 and 10.2 have already had their progress significantly affected and further redeployment must be avoided without prior discussion with the Postgraduate Dean.
- Trainee redeployment should be of the minimum duration to support the essential service response and should not exceed a period of 6 weeks without prior discussion with the Postgraduate Dean.
- Consideration must be given to the impact of any proposed changes to out of hours rotas on trainee availability for daytime working/training.
- Surgical trainees (especially core surgery trainees and those within 18 months of CCT), anaesthetics trainees and trainees in other 'craft' specialties (e.g. cardiology, gastroenterology) must not be redeployed without prior discussion with the Postgraduate Dean. The reduction in access to procedural experience in these specialties carries a particular risk to trainee progression and these trainees should be integral to recovery plans in these service areas.
- GP Trainees in Practice based posts should not be moved into the secondary care setting without the prior agreement of the Director/Deputy Director of General Practice in HEIW (Phil.Matthews@wales.nhs.uk).
- Consideration should be given to the option of redeployment of teams rather than individuals.
- Redeployment will have the least impact (from a training perspective) on FY1 trainees who started in August 2021 and for trainees who are in their 6-month grace period post CCT.

In line with previous guidance issued to support COVID¹ and Winter Pressures, all parties must ensure:

- Trainees should not be asked to nor should they agree to undertake any activity beyond their level of competence.
- Trainees deployed to a different clinical area must have appropriate induction.
- Trainees must have a named clinical supervisor and have an appropriate level of clinical supervision at all times.

For any queries relating to redeployment, including details of trainees on outcome 10.1 and 10.2 please use the following e-mail address as the single point of contact Tom.Lawson2@Wales.nhs.uk

¹ [Guiding principles for Educational Organisations during Pandemic Surges](#) issued by the 4 Statutory Education Bodies early in September 2020.