

HEE South East COVID-19 Update Bulletin – 20 March 2020

This update covers education and training actions

HEE's priority is to ensure trainees and learners are kept informed of immediate changes to their training and recruitment as a result of COVID-19. Therefore, we have developed this weekly bulletin, which should be read in conjunction with the National HEE COVID-19 webpage [here](#).

In this bulletin we will provide:

- An overview of HEE's and our partner's national response to COVID-19 (pg.1-4).
- An update from the South East local offices across Kent, Surrey, and Sussex; Thames Valley and Wessex (pg.4-7).
- Information on HEE's next steps and planning (pg.7-8).
- Signposting to useful resources and contact information (pg.8-9).

With increasing critical care demand, it may be that mixed teams of anaesthetists, intensivists, surgeons, physicians work with nursing and allied health profession staff from a variety of backgrounds to care for patients in differing environments. Local adaptation of teams will be required depending on local critical care and other service demands. Additional support should be identified in advance of being required to assist with the delivery of critical care services. Local surge protocols should be in place for this eventuality.

Cross-skill training for COVID-19:

This cross-skill training for pandemic COVID-19 document summarises an approach to the training of non-ICU members of staff with transferable and/or trainable/retrainable skills to facilitate safe and effective care of COVID-19 patients. To find out more visit [here](#).

Medical training:

Communications to doctors in training

Regular communication with doctors in training will be occurring on a rolling basis. Doctors in training are encouraged to report any concerns to their TPD/Head of School and Trust Director of Medical Education.

HEE COVID-19 and plans for management of medical and dental training programmes

A letter was sent to trusts and GP practices on 10 March 2020, which reiterates and reinforces HEE's guidance developed for winter pressures and flu management. It provides

information about the plans and contingency for the management of medical and dental training programmes, during the COVID-19 outbreak. The letter can be viewed [here](#).

The national guidance of redeployment of foundation and other grades of junior doctors can be viewed [here](#).

1 April 2020 rotation

The default position is that April rotations will now **NOT** occur. Please let us know if you have any concerns. The Supporting the COVID-19 response: Plans for Management of Medical Training Rotations letter can be found [here](#).

Trainees who have **NOT** transferred to their planned training rotation but **were** due to receive a higher payment rate will still receive payment at a higher rate as planned.

ARCPs

The ARCPs **WILL** occur, but by virtual panels and feedback does not need to be given face to face, even for non-standard outcomes. Guidance for this will be sent out on a rolling basis and trainees will be contacted. Educational supervisor reports may become crucial, and we encourage supervisors to make sure that they are as good as they can be.

The contingency planning for ARCPs – COVID-19 outbreak released on 19 March 2020 can be viewed [here](#).

There will be no Penultimate Year Assessments (PYA's), please see national with local implementation letter [here](#).

Exams

Exam guidance for all doctors in training can be viewed [here](#).

Recruitment and selection centres

Many recruitment and selection centres are being cancelled with information to be found on HEE's website [here](#). Other recruitment and selection methods are being developed by HEE nationally, as national processes are still required.

Medical Schools Council

Medical School Council plans are in place to graduate as many doctors as possible where it is safe to do so with an update [here](#).

HEE national statement on study leave

- The national study leave document can be viewed [here](#). Trainees should endeavour to obtain a refund for any pre-booked expenses. If they are unable to do so we will

honour the claim, but they should provide evidence when they submit their claim that the expense was non-refundable.

- All requests for study leave time not taken during the outbreak will be properly considered by the employers and Postgraduate Deans and will be subject to the need to maintain NHS services, and training requirements for completion of programmes.
- When organisations cancel courses and training, can the Postgraduate Dean and their team please ensure that provision for essential courses such as ALS is still available to ensure patient safety remains a priority.
- We are asking all parties to be flexible both during and after this difficult time.

Academic doctors in training

All Academic doctors in training have been asked to return to the clinical service. The update and letter can be viewed [here](#).

Multi-professional training needs

Students on placement are encouraged to liaise with both their placement provider and their Higher Education Institute (HEI), to seek both support and the latest guidance regarding multi-professional training needs.

Out of Programme (OOP) requests

New OOP applications will be stopped for now. We are reviewing decisions regards those already in training. HEE are reviewing the situation regarding those doctors in training who are currently out of programme.

Simulation training

National scoping on simulation is taking place to explore what HEE could provide. The *'preparing and responding to 2019 novel coronavirus with simulation and technology-enhanced learning for healthcare professional's guidance'* can be viewed [here](#). Further information will be provided on a rolling basis.

Dental training:

It has been decided to cancel all non-essential dental teaching with immediate effect. Alternative modes of delivery are being explored. The update and letter can be viewed [here](#).

Healthcare science recruitment:

HEE and the National School of Healthcare Science have decided to cancel the interview event for admission to the scientist training programme. Development of an alternative selection process is being urgently reviewed.

Releasing medical leadership to support the NHS:

As part of HEE's response to supporting the NHS in maintaining services for patients during the COVID-19 outbreak, we have taken the decision to release clinical staff currently working within HEE who wish to return to frontline services. The update and letter can be viewed [here](#).

Quality processes:

- All routine quality visits have been postponed up to the end of September 2020. All quality issues will still require monitoring, and this will be done as pragmatically and supportively as possible.
- Although many have cancelled training and education events, please ensure that vital training such as resuscitation and life support is provided where needed and note F2 doctors that are being redeployed may need this.
- All doctors in training still require inductions and appropriate supervision.
- The GMC National Training survey has been postponed.

Kent, Surrey and Sussex (KSS) office:

KSS update:

- Kent, Surrey and Sussex staff are now working remotely and will not be in Stewart House or Crawley Hospital. They are well equipped and are available on e-mail, mobile and Skype.
- We will keep you updated as and when there are further developments around GP trainees, Foundation trainees, and medical students.
- Relevant KSS medical and dental COVID-19 response and trainee updates can be found [here](#).
- Trainees are encouraged do their best to look after their physical and mental wellbeing. If trainees are finding this time difficult they should seek support as soon as possible, this can be done via trusts Occupational Health departments, local Guardians for Safe Working or via the London and South East professional support unit [here](#).
- Trainees who wish to return early from OOP, please contact the KSS Deanery via hetbusinesssupport.lase@hee.nhs.uk.

Quality

Trainees will continue to be able to report any concerns directly to Heads of School or via the emerging concerns email for non-medical students/learners on EscalatingConcerns.KSSQuality@hee.nhs.uk.

The team will monitor this and liaise with the providers if we feel trainee or patient safety is at significant risk, to ensure that we are compliant with our regulatory responsibilities.

Pharmacy

Upcoming events and meetings will be delivered virtually via Skype or Microsoft Teams where practical to do so, or postponed/cancelled in some instances. The HEE London and South East Pharmacy team are working to ensure that trainees, educators and pharmacy leads are kept informed of any changes to our programme of activity in the short term and will be communicating accordingly with the relevant groups in the coming days and weeks.

Conferences and events

Conferences and events will be cancelled and rescheduled for a later date.

Meetings

Meetings such as Boards/STCs etc. will convert to Skype where possible, but we appreciate attendance may be limited.

Regional training days

Training days will be converted to Skype where possible, but the team appreciates not practical in most cases in which case cancel/postpone.

Further contact:

- hetbusinesssupport.lase@hee.nhs.uk - for medical and dental trainees' queries
- CPD.KSS@hee.nhs.uk - for GP trainee queries
- kssquality@hee.nhs.uk - for all quality related queries
- Business.KSS@hee.nhs.uk - for all other learners (incl. SAS doctors), stakeholder or business support enquiries
- lasepharmacy@hee.nhs.uk - for pharmacy trainee queries

Wessex:

Wessex staff are now working remotely and will not be in Southern House. They are well equipped and are available on e-mail, mobile and Skype.

Meetings, conferences and events

Meetings, conferences and events will no longer be face to face and will be delivered virtually or rescheduled for a later date.

Quality

Wessex quality team will continue to liaise with trust providers to keep up to date where concerns exist, particularly where triggered visits have been cancelled. This will be done in a proportionate way to minimise workload for providers.

There is significant ongoing work with HEI partners to support student placements and the role students will take in the coming months and this will continue. The anticipated national guidance will further inform this work. An update has been sent to all learners in Wessex from the Postgraduate Dean via HEIs and Directors of Medical Education to reassure them that HEE is working with system partners to consider the implications for their education and training.

The Wessex Quality Committee will continue to meet virtually in order to review current educational quality issues and deal with new concerns.

The quality team can be contacted with any concerns on quality.wx@hee.nhs.uk

Pharmacy

Upcoming events and meetings will be delivered virtually via Skype or Microsoft Teams where practical to do so, or postponed/cancelled in some instances. The HEE South Pharmacy team are working to ensure that trainees, educators and pharmacy leads are kept informed of any changes to our programme of activity in the short term and will be communicating accordingly with the relevant groups in the coming days and weeks.

The HEE South Pharmacy team can be contacted on Pharmacy.South@hee.nhs.uk.

Thames Valley:

Thames Valley staff are now working remotely and will not be in Chancellor Court. They are well equipped and are available on e-mail, mobile and Skype.

Meetings, conferences and events

Meetings, conferences and events will no longer be face to face and will be delivered virtually or rescheduled for a later date.

Quality

Trainees will continue to be able to report any concerns directly as per the Thames Valley escalating concerns process [here](#). For further information please contact the Thames Valley quality team on escalatingconcernstv@hee.nhs.uk.

The team will monitor this and liaise with the providers if we feel trainee or patient safety is at significant risk, to ensure that we are compliant with our regulatory responsibilities.

For areas with significant concerns/risks, the quality team will work collaboratively with the Trust's DME to identify creative processes for receiving direct feedback from trainees in a way that doesn't disrupt service or involve face to face meetings.

The Thames Valley Quality Committee will continue to meet virtually in order to review current educational quality issues and deal with new concerns.

The quality team can be contacted with any concerns on quality.TV@hee.nhs.uk.

Pharmacy

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The HEE South Pharmacy team can be contacted on Pharmacy.South@hee.nhs.uk.

HEE's next steps:

Medical

HEE will be developing selection processes to replace cancelled interviews and will finalise and communicate guidance on ARCPs as well as develop further information for trainees on the impacts of these changes.

Nursing and Midwifery

HEE is working with partners including the NMC, NHS England and NHS Improvement and HEIs to ensure we are doing everything we safely can to maximise the contribution current students and trainees can and will make to frontline services and dealing with the coronavirus (COVID-19) outbreak. This includes responding to requests from many students and former registered nurses who have contacted to offer support to frontline colleagues by trying to create a UK wide policy and guidance to support those students and registered nurses in doing this.

HEE is working directly with the Chief Nursing Officers from the four nations on combined response to support returners, redeployment of HEE and other Arm's Length Body nursing staff and students to the front line.

HEE is also in discussion with students, unions, universities and the Council of Deans to agree a safe, pragmatic and fair way to allow students to play a role in dealing with COVID-19. National guidance will be issued very shortly.

Health and Care Professions Council (HCPC)

The HCPC are working with the government to enable the following groups to practice on a temporary basis.

- Former HCPC registrants who have de-registered within the last three years.
- Final year HCPC students, on UK approved programmes, who have completed all their clinical practice placements.

HCPC policy position – COVID-19 response can be viewed [here](#).

Supporting colleagues through e-Learning

HEE e-Learning for Healthcare is currently collating relevant e-learning content from the existing catalogue for the health and care workforce into one programme to support the COVID-19. We will share where this content will be as soon as it is ready.

The HEE TEL team is also scoping current practise and potential capacity to upscale simulation-based training for the NHS response to COVID-19 and organisations are being asked to submit their responses to a survey on this by Friday.

These programmes, as well as working closely with NHS England and NHS Improvement and the Department of Health and Social Care on policy and regulatory issues, are part of a coordinated and focussed effort to ensure all efforts are being made to deal with this virus.

Useful resources:

HEE's national update page:

<https://www.hee.nhs.uk/coronavirus-information-trainees>

The Lancet – COVID 19 resource centre - Clinical information open access

<https://www.thelancet.com/coronavirus>

Primary Care COVID-19

<https://www.england.nhs.uk/coronavirus/primary-care/>

Secondary Care COVID-19

<https://www.england.nhs.uk/coronavirus/secondary-care/>

Resources for acute care cross training

<https://icmanaesthesiacovid-19.org/cross-skill-training-for-pandemic-covid-19>

UK Government

<https://www.gov.uk/government/collections/coronavirus-covid-19-list-of-guidance>

General Medical Council – medical education and training support new

<https://www.gmc-uk.org/news/news-archive/guidance-regarding-medical-education-and-training-supporting-the-covid-19-response>

General Medical Council – information and support news

<https://www.gmc-uk.org/news/news-archive/coronavirus-information-and-advice>

General Dental Council

<https://www.gdc-uk.org/information-standards-guidance/covid-19-latest-guidance>

Heath and Care Professions Council

<https://www.hcpc-uk.org/registrants/updates/2020/how-we-will-continue-to-regulate-in-light-of-novel-coronavirus/>

Nursing and Midwifery Council

<https://www.nmc.org.uk/news/news-and-updates/how-we-will-continue-to-regulate-in-light-of-novel-coronavirus/>

Simulation

<https://stel.bmj.com/content/early/2020/03/11/bmjstel-2020-000609/>

World Health Organisation - COVID-19 Online training and simulation

<https://www.who.int/emergencies/diseases/novel-coronavirus-2019/training/>
<https://openwho.org/courses/>

Joint statement from Chief Execs of statutory regulators

<https://www.gmc-uk.org/news/news-archive/how-we-will-continue-to-regulate-in-light-of-novel-coronavirus.>

General Pharmaceutical Council

<https://www.pharmacyregulation.org/>