

Principles for Return of Redeployed Trainees (May 2020)

These principles have been developed to provide guidance when considering moving trainees, who have already been redeployed, to another placement. These principles will provide transparency of decision-making for trainees and will continue the collaboration between Deanery and Directors of Medical Education (DMEs). These principles apply when considering moving trainees up until August 2020. At that time, the principles will be reviewed taking into account the clinical situation resulting from the COVID-19 pandemic.

- The aim is to aid trainees to return to their normal training programme placements (separate principles will be developed for re-establishing the formal training programmes).
- A trainee's individual progress should be supported and preserved as much as possible and collaborative communication between DME and Deanery is essential.
- The DME is responsible for ensuring the process for ending redeployment takes place within the Health Board.
- No department should be destabilised by repatriation of a trainee.
- Flexibility may be required to facilitate ongoing support for certain clinical services; such that trainees with ICM or acute medicine experience may require to remain in redeployed posts for a longer time period.
- Trainees should be returned to the post which they were in training in March 2020 and from which they were subsequently redeployed, unless there are individual training/educational reasons which would require a different placement (e.g. training capacity issues and/or substantial service redesign)
- DMEs will ensure that appropriate induction, supervision and escalation arrangements are in place for trainees returning to their training post, and that the working environment meets applicable health and safety requirements.
- Trainees who have been redeployed once should not be redeployed again (unless there is exceptional COVID-19 pandemic clinical need).
- The DME should record the decision to end a redeployment using the weekly redeployment spreadsheet return and should also inform the regional Postgraduate Dean of this (the Regional Postgraduate Dean will inform the other LDDs of the return of redeployed trainees).
- The weekly redeployment spreadsheet will be shared with the TPM Team who will update TURAS and advise APGD/AD/TPD/FPD to ensure those responsible for training are aware.