

Returning to training after time out: how well supported are KSS trainees?

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Background:

- The KSS return to training scheme is aimed at every trainee who has stepped out of the training program for more than 3 months and seeks to aid their return.
- Returning from a prolonged period of leave can be associated with a significant amount of stress, feelings of inadequacy and feelings of becoming deskilled
- An anonymous survey was sent to every trainee who had accessed the scheme over a 2 year period.

Each trainee is contacted by the TPD for a planning discussion if they intend to go out of training, and then again prior to their return

Returning trainees can be offered a period of shadowing, a hands-on practical skills and drills study day and/or monetary funding for relevant courses.

The TPD has an advisory, support and liaison role between returning trust college tutor and trainee.

Results:

- Trainees were all within the ages of 25 – 45 years old
- Most trainees were ST4 when they left training however there were participants from all training grades
- Most participants were out of training for 6 months to a year and the primary reason given was for parental leave (58.3%) although OOPE (16.6%) sickness (8.3%) and caring for family were also featured responses
- Regarding the concerns participants expressed about returning to training, the predominant themes included lacking confidence and the desire to regain clinical skills
- 83% of participants were contacted within 3 months of their return to training date and all bar 1 participant had a bespoke return to training plan completed
- 100% of participants had supernumerary sessions
- 60% *strongly agreed* this scheme improved their experience of returning to work and 40% *agreed*

Conclusions:

- ✓ KSS return to training program has been successful in supporting trainees back into their training roles. One of the published aims of the scheme is to 'create a menu of options that can be built into an individualised return to training package agreed between trainee and educational supervisor', and our survey demonstrates that there is a significant level of satisfaction with the individualised approach.
- ✓ This will inform the continuation and evolution of a structured and systematic process for planning absence and return to training and maintaining contact while on leave