



First edition of the Lead Employer Programme for Doctors in Training Newsletter

Colleagues across different functions in NHSScotland Boards have been working collaboratively to continue to implement and refine the lead employer arrangements for doctors in training in Scotland. This programme of work aims to improve the working lives of junior doctors by streamlining the employment journey so that our junior doctors can maximise their training experience.

This first newsletter is aimed at providing colleagues across NHSScotland updates on the ongoing work being delivered across a range of areas to support the lead employer model.

Salary Setting - a consistent Once for Scotland approach for doctors in training

Currently, there is a variety of practice as to where salary setting for doctors in training is completed. In some NHS Boards, HR delivers this function whilst in others, this is a payroll responsibility.

There is work being progressed through the Payroll Services Group in conjunction with the SMT HR Subgroup to identify a once for Scotland solution to ensure consistency in the payroll arrangements across the Boards. An Options Appraisal is being progressed with colleagues across employing and placement Boards, to identify the risks and benefits of each option. This will be shared back to the Directors of HR, so the next steps can be agreed.

Ultimately by ensuring increased consistency in these areas, doctors in training should benefit from clearer Once for Scotland guidance and application of the circulars.

Statutory and Mandatory Training – agreement of minimum learning outcomes for core modules

All employers are legally required to ensure that their employees complete statutory and mandatory training.

In the lead employer model, doctors in training now remain with one employer for the duration of their training programme and are no longer required to repeat the completion of this training upon each rotation, provided they have completed the agreed statutory and mandatory modules in the initial placement Board.

To support employing Boards in demonstrating that they have fulfilled their statutory obligations to provide this training, work is being progressed for a pilot in the North region to facilitate reporting and tracking of doctor in training completion of these modules.

National Programmes – consultation on improvements to employment journey

In August 2018 the employment of doctors in training on national programmes and cross-regional programmes was split amongst the 4 employing Boards.

Post-implementation, feedback from colleagues in placement Boards and from doctors in training suggested that this was causing additional complexity. Some placement Boards were dealing with 4 employing Boards and trainees could not understand why their employer was from a region in which their programme did not have any links.

Following a review of the options that may better improve the employment experience for these doctors in training, it was agreed that one employer for the national programme and cross-regional trainees would reduce confusion for trainees and colleagues in understanding where the contract of employment was held.

Work is being progressed with the current employing Boards to enter into consultation with existing trainees on national or cross-regional programmes as to the impact of transferral of employment to NHS Education for Scotland.

Dentists in Training – consultation on moving to lead employer

The lead employer arrangements were always intended to be extended to apply for hospital dentists in training. Work is now being progressed to extend the arrangements to dentists and at the same time consultation is taking place regarding the employment arrangements for Vocational Dental Practitioners on

placements in general dental practice.

Occupational Health

Boards have signed the national Data Sharing agreement for consent to enable trainees Occupational Health records to be shared on the basis of an agreed “Push/Pull” methodology, this is designed to support the health and wellbeing of trainees as they rotate through placements.

Rotation reports for Occupational Health have been built within Turas People to assist OH Teams with the screening of trainees at each changeover. The OH Risk Assessments for each programme have also been reviewed and updated as required.

OH clinicians have now agreed a set of management information that could form the required fields within eESS.

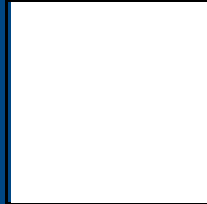
Turas People – improvement made in joining up the trainee journey

Turas People continues to be developed to join up the recruitment information with the pre-employment information through to payroll and the issuing of contracts.

Work is currently being progressed with the eESS team to develop solutions in joining up systems. Developments have also included improved visibility of assessment information for OH users.

Pre-employment checks have also been further refinement to better support

Health board staff in identifying outstanding actions in preparation for the August intake.



Further sources of informaton:

Turas Hub holds further detail on the lead employer arrangements
[BLOCKEDhub\[.\]nes\[.\]digital/lead-employer-arrangements/BLOCKED](#)

Please see [BLOCKEDhub\[.\]nes\[.\]digital/lead-employer-arrangements/in-employment-information/payroll/payroll-forms/BLOCKED](#) for the forms to claim expenses, excess travel and additional hours etc.

To access the HR policies on the hub, for NES employed trainees please go to: [BLOCKEDhub\[.\]nes\[.\]digital/nas-policies/BLOCKED](#) and for trainees employed by Lothian, GGC or Grampian please go to: [BLOCKEDhub\[.\]nes\[.\]digital/lead-employer-arrangements/in-employment-information/policies/BLOCKED](#).