



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

National Programmes

Following collaborative working across all employing and placement Boards, the TUPE transfer of the National/Cross-Regional Programme trainees into NES went ahead as planned on the 5th February 2020. There were 411 trainees transferred over to NES on their existing terms and conditions of employment. Work has been ongoing behind the scenes to ensure a smooth payroll transition. Ad hoc queries are being picked up by NES HR with reference to and support from colleagues across the Boards.

Dentists in Training

It has been agreed that the Core and Speciality Dental trainees will transfer across to NES as their employer in September 2020. Work continues through the Dental Short Life Working Group on extension of the lead employer model to Vocational Dental Practitioners, Regulatory change is required to transfer this group of dentists in training into the lead employer arrangements, the anticipated date then for any change is August 2021.

Occupational Health

It is important for DDITs to complete their Occupational Health screening form online as soon as possible and in advance of their start date, as part of their pre-placement checks, providing the relevant validated evidence. In addition, once working in a programme, it is important that any health changes which could affect work are raised as quickly as possible with the Placement Board OH team. OH clinicians, Medical HR and NES colleagues are continuing to liaise to ensure that the DDIT OH journey, including recognition of and action in respect of any reasonable adjustments, is taken as quickly as possible.

Rotation reports for Occupational Health have been refined 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 will continue to be updated as required.

Turas People

The Development team continue to work alongside users either gathering feedback directly or addressing thematic issues raised via the Helpdesk in order to improve Turas People to ensure the application provides as much value as possible to NHSScotland.

A major feature release in January 2020 was allow Board HR users to be able to switch on and off pre-employment checks on individual trainees; previously any request to open a new form or mark a check as 'not applicable' required the user to submit a helpdesk ticket, this change puts the control in the hands of the users and all changes have a change history visible.

A significant milestone which was achieved was the automation of the passing of SEF and NOCs from Turas People to eESS to ePayroll for the February pay run in the West of Scotland. A significant volume of work went in to this involving NES Digital, eESS and ePayroll national teams and the Payroll, HR and eESS teams in NHS Greater Glasgow & Clyde. There remain some areas for refinement and resolution however this was a significant step forward.

Planned developments:

In the next few months the team are working on some changes to allow trainees who do not yet hold a GMC number (e.g. international medical graduates) to be entered into Turas TPM and People and start their employment journey as early as possible. Previously they could not gain access to the Turas platform and online onboarding information until they had a GMC number, removing this restriction means trainees can complete and submit onboarding information well in advance of their anticipated start date.

Linked to this change are improvements in the user interface for the NES HR PVG team, who will have a new set of screens which will allow them to update PVG information on multiple records at once e.g. date forms sent to trainees, allowing this information to be visible to Board HR users as soon as it is completed.

Work is ongoing with the commercial suppliers of the clinical Occupational Health systems to develop an API to pass data from Turas People to Cohort/OPAS, with a view to removing the need for manual data entry of forms.

Dental trainees (Core and Specialty) are due to be onboarded to Turas People in summer 2020, some user research is underway to determine the optimum user interface to allow HR teams to switch between Medical and Dental trainee information.

Workplan for 2020/2021

In 2020/21, the Core Steering Group will oversee the final project stages of implementation of the lead employer programmes. A workplan has been signed off by Chief Executives that supports the embedding of the lead employer arrangements into business as usual from 2021.

In addition to extending the lead employer arrangements to dentists in training in Core and Specialty training programmes, in 2020 work will be progressed in partnership to seek to improve employment and rotation information provided to DDiTs. The implementation of Once for Scotland policies across all Health Boards provides an opportunity to improve the consistency of the employment experience for DDiTs, with Boards reviewing standard operating procedures to align to the refreshed policies.

Work will continue across Boards to join up systems and processes in order to:

- facilitate financial reporting and recharging;
- report on compliance with statutory and mandatory training requirements for DDiTs;
- refine the information flows required for onboarding and rotations;
- automate processes across systems to minimise manual inputting across multiple systems, and
- improve sharing of information in relation to the health and wellbeing of DDiTs.

MSG Groups update

Meetings between employers, Scottish Government and the BMA are now well established to provide a platform for discussion on employment related matters for Consultants, Associate Specialists and doctors in training. The following summarises recent discussions across these groups:

- Management Steering Group/ Scottish Junior Doctors Committee – to discuss matters pertaining to employment of doctors in training. Recent discussions have included public holidays, rest facilities and fixed leave.
- Management Steering Group/ Specialty and Associate Specialist Doctors - to discuss matters pertaining to employment of SAS doctors. Recent discussions have included induction arrangements.
- Management Steering Group/ Consultants - to discuss matters pertaining to employment of consultants. Recent meetings have considered the impact of recent tax arrangements on pensions.

Benefits Realisation

The lead employer arrangements were implemented primarily as part of the attraction agenda and to improve the working lives for junior doctors. Work is being progressed across Finance teams in Boards to collate data on the benefits of the lead employer arrangements across the system. Please contact Lindsay Lewis (Lindsay.Lewis@nes.scot.nhs.uk) for further information.