PRIOR TO ABSENCE

If the absence is unexpected then this discussion can be held at a different time.

**RETURN TO TRAINING SCHEME**

The Academy of Medical Royal Colleges recommend an assessment of doctors on return to practice after absences of more than 3 months. The Wessex Deanery Return to Training Scheme applies to all trainees after absences of 3 months or more, but can be opted into for absences of less than 3 months.

Any trainees that have been absent due to ill health or a conduct or capability investigation may participate in the scheme, but any phased return/training plan devised by occupational health or HR should take preference.

**DURING ABSENCE**

- If trainee and Trust agree the trainee can use KIT days (optional).
- If possible the PD sends material from training session to trainee at their request.

**PRIOR TO RETURN**

Ideally the Initial Review should take place 6 – 10 weeks prior to estimated return date to allow time for the trainee to be incorporated into the rota. It is expected that this will be a face-to-face meeting.

**SUPERVISED RETURN PERIOD**

- The length of the supervised period can be varied depending on the specific needs of the trainee. It would be expected that a longer absence would require a longer supervised period on return.
- During this period the trainee should engage in workplace based assessments (WPBAs) with feedback from Educational Supervisor.
- This period must be fully supervised including any on-calls or out-of-hours. When appropriate this supervision must be direct and not via phone.
- The trainee should be attached to a range of consultants responsible for supervising trainees returning to training.

Please Note: Normally the supervised period would not affect the CCT date, however in exceptional circumstances the ARCP panel may recommend an extension to training if the required competencies have not been achieved by the time of the next ARCP.

**REVIEW OF RETURN PERIOD**