

# **Wessex Implementation Guide for Management of Postgraduate Medical Training**

## **Rotations**

Heads of Schools and Training Programme Directors are asked to review training programmes according to the principles listed below.

## **Principles**

- 1 The management of postgraduate medical training rotations must always acknowledge that a doctor in training is a professional whose role combines a dual service and training requirement.
- 2 The purpose of rotations in postgraduate medical education is to ensure that trainees receive adequate experience in accordance with curricular standards.
- 3 Postgraduate medical rotations of all specialties and grades should be regularly reviewed to ensure fitness of purpose with respect to quality of the educational environment in accordance with HEE Quality Framework, satisfactory progression in training and personal and educational needs of trainees.
- 4 Rotations should be planned to minimise the need for frequent geographical moves (definition of geographical move being a commute of more than 60 minutes from previous location).
- 5 The programme should retain flexibility to respond to individual change of circumstance and training needs or concerns regarding educational environments.
- 6 The programme should be shared with trainees at start of rotation the geographical base and any expectations of moves and reasons behind this.

- 7 The programme should establish clear process for the trainees to express preference for geographical base at start of rotation and be transparent about the process for allocation if areas are oversubscribed.
- 8 In programmes with under recruitment ensure equitable allocation of trainees to all geographical locations and Local Education Providers (LEPs).
- 9 Where movement between geographical locations is unavoidable for training/specific experience reasons create clusters of LEPs where the majority of training will occur.
- 10 For all rotations aim to pair popular locations with a geographically acceptable less popular location to support delivery of both service and good training in all LEPs.
- 11 Aim to make available rotational information as far in advance as possible. Aim for all rotations geographical hub and LEPs being available at least 2 years in advance, even if post detail is yet to be determined.
- 12 Trainees working LTFT will be placed in unfilled FT slots in their geographical location before slot shares are considered.
- 13 Suggested lengths of training in specific locations:
  - Foundation Programme: 2 years in one LEP
  - Core training and early years of run-through training: Majority in one location / LEP and if for educational reasons required to be placed elsewhere this should ideally be at start or end of rotation.
  - Higher training: Wherever possible higher trainees should remain in the same geographical location for periods of 2-3 years avoiding unnecessary disruption, but accommodating the requirement for breadth of experience and meeting all curricular needs.
  - LTFT trainees in core and higher training should have their placements considered for possible increase to the pro-rata length of rotations. This may be required to meet curricular requirements, but where this is not mandated may be foregone to maintain rotation integrity.