

Supporting your trainee - a trainee's health and wellbeing

Jane Lynch, STP Training Programme Director, NSHCS



Higher Specialist Scientist Training Programme

- a bespoke five-year workplace-based training programme supported by a Doctoral level academic award.
- Scientists entering these programmes will be trained to become the consultants of the future offering a pivotal role to meet the challenges of delivering healthcare “at the limits of science”.

Achieving the right balance.

The Job Plan

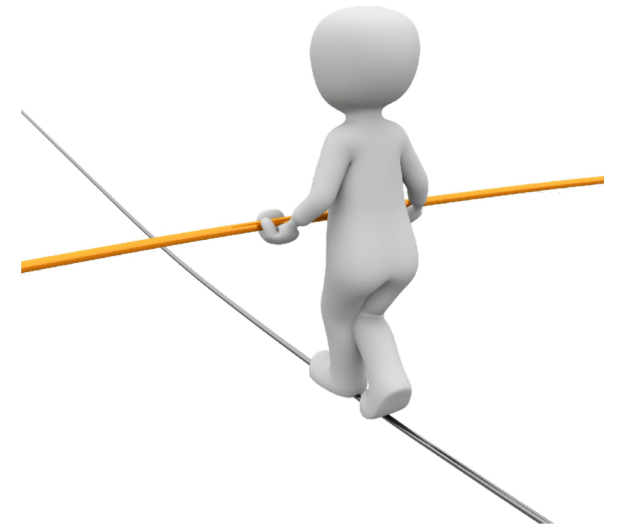
vs.

- Meeting the needs of the department in service provision.
- Assigned roles and responsibilities.
- Working at a defined level.
- Setting objectives.
- Personal Development.
- Time set aside for training.

The Training Plan

- Meeting the needs of the curriculum and AHCS SOPs.
- Included in the individuals job plan
- Bespoke!
- Assessed
- Scrutinised

vs. University



Where to direct the trainee to get help:

- Workplace Supervisor (You!) first point of call
- University supervisors/tutors
- Other work-based trainers and trainees
- Local Lead Healthcare Scientist
- Trainee Networks (local and national)
- Professional Bodies
- Occupational health and Human Resources



NHS Staff and Learners' Mental Wellbeing Commission

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Developing people
for health and
healthcare

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NHS Staff and Learners' Mental Wellbeing Commission

- **Recommendation 13:**
- Every postgraduate trainee will already have access to clinical supervision and educational supervisors in the workplace. In addition, every trainee should have access to a person at a similar level of seniority within the placement organisation who can provide personal wellbeing support that is not linked to assessment or their education progression.

NHS Staff and Learners' Mental Wellbeing Commission

- **Recommendation 14:**
- The Commissions heard from learners of a major impediment to seeking help being fear, including a lack of clarity on the boundaries of disclosure and confidentiality including relation to fitness to practise procedures to allay fears of detrimental impact of disclosure upon future career prospects.
- *Educational and clinical supervisors within NHS provider organisations should give clear guidance on their local support for postgraduate learners with mental distress.*

Where to get help:

- Workplace Supervisor is first point of call
- University supervisors/tutors
- Other work-based trainers and trainees
- Local Lead Healthcare Scientist
- Professional Bodies
- Trainee Networks (local and national)
- Occupational health and Human Resources




Trainee/Trainer Support


If things don't go quite to plan.....DON'T PANIC
contact:

- Contact the School, nshcs@hee.nhs.uk.
Everything discussed with the School is confidential.
- The new school website contains Health and wellbeing support for your trainees.
<https://nshcs.hee.nhs.uk/services/training-support/online-resources/>
- Exceptional Extenuating Circumstances
<https://nshcs.hee.nhs.uk/knowledgebase/exceptional-extenuating-circumstances-application-form/>

Your health and well being




Speak to your Training Officer/
Head of Department




Help is also available via your
Trust's occupational health
department

Occupational Health	→
Reception	→
←	Outpatients
←	X-Ray

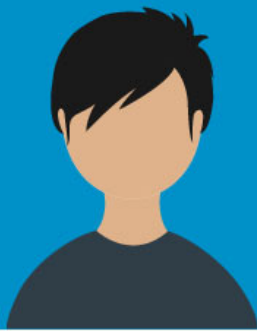
Need more help, contact the School



0121 695 2529



nshcs@hee.nhs.uk



What other sources of support are there?

HR support or legal matters

Contact local employer/HR department and liaise with training officer/line manager

Financial support

Contact local HEE office or regional commissioner if in Scotland, Wales or Northern Ireland

Counselling

Contact local employer/HR department and liaise with training officer/line manager.

Mental health

Access Occupational Health locally and/or counselling services available from the employer or your GP

Adjustments/changes to academic programmes

Liaise with relevant University Programme Director

Registration and regulation

Visit the Academy for Healthcare Science website www.ahcs.ac.uk and the Health and Care Professions Council www.hcpc-uk.co.uk

Supporting your trainee

- Assess each trainee individually.
- Hold regular 1-2-1s with your trainee (including OneFile progress).
- Assign Mentors with knowledge of the Programme.
- Seek help/guidance from Trust HR/OH Dept.
- Create structured learning plans/goal setting SMART targets.
- Offer emotional support/signposting where necessary.
- Seek help/guidance from NSHCS.

Trainee support

- Lots of people can help
- Lots of people are willing to help
- Speak to your trainee if you are worried
- **After** experiencing trainees in difficulty – reflect on what went well, what can you do differently going forward?

