

# Addressing Health Inequalities: Distribution of Medical Specialty Training Programme

**NHS**

Health Education England



**HEE London Distribution Programme Team**

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[www.hee.nhs.uk](http://www.hee.nhs.uk)

We work with partners to plan, recruit, educate and train the health workforce.

# Introduction



**Dr Gary Wares**

**Local Postgraduate Dean for North London**

# Distribution Programme update



**Dr Ruth Brown**

**Associate Dean for Distribution**

# Recap: context

- National programme jointly led by Health Education England (HEE) and NHS England (NHSE) – started pre-Covid.
- Programme based on premise that HEE funding for medical training must better reflect patient need.
- Historical allocation means funding is currently unequally distributed.
- Modelling for distribution of posts is based on allocation of funds, demand and health inequalities.
- Specialised commissioning taken into account.
- 15+ year programme lifespan.
- Development of local specialty specific task and finish groups to review posts and recommend posts for change (distribution, time limited expansion).

# What's new?

- Expansion + planning for 2024 underway.
- National task and finish groups coming to a close – recommendations to follow.
- London's impact assessment.
- National equality, diversity and inclusion (EDI) focus.
- Updated numbers – 2023 + overall programme.
- Trainee representative feedback.



# Expansion Programme

## Expansion programme – running in parallel:

- Currently, time-limited posts (for the length of the Expansion Programme) and aligned with national priorities for cancer and diagnostics, elective recovery, maternity and mental health.
- 1,000 posts spread over 3 years, final allocations next year – although funding agreed on an annual cycle.
- Posts are currently time-limited to one trainee cycle – national discussions to determine whether these are then built into programmes longer term.

# Impact assessment framework– key themes for London

## Impact on training and trainees

- Equality and diversity for trainees
- Quality of training
- Implementation of mitigation actions

## Impact on the service and patients

- Staffing levels
- Financial consequences – trust / Integrated Care Systems
- Service impact – performance
- Consultant behaviour

# Impact assessment framework– proposed metrics

Training and trainee support	Service and patient care
IDT requests/approval	Vacancies/and posts
OOP requests	New posts created - doctors
Creation of CESR rotations	Performance metrics changes – all elements
IMG recruitment	Locum utilisation changes
Trainees resigning	New workforce development costs – MDT
Foundation/core mapping	Consultant behaviour – early retirement
Trainee satisfaction – NTS and NETS	Consultant behaviour – trainer resignation
Loss/gain by site by specialty	Service reconfiguration costs/benefits
Trainer engagement	
National OOP requests to London	
IMG Trainee recruitment	



# Impact on current / future trainees

- **No current trainee will move programme.**
- Foundation/core and core/higher mapping currently being undertaken.
- Return from out of programme (OOP) will be accommodated by Training Programme Directors (TPDs) – but early notification needed.
- Expansion posts are time-limited but trainees will always have full training length honoured – capacity on training programmes managed by the TPDs.
- Rotas may need to change – work starting to ensure early prediction of need to recruit other staff.
- Competition will increase over programme lifespan – total posts in the country will be increasing overall.
- Mitigation for changes in staffing being explored.

# Modelling



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Deputy Head of Workforce Planning and Intelligence

# London impact and updated numbers



**Leah Kline**

**Senior Education Programme Manager**

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# 2023 impact:

Specialties could have:

1. Distribution loss
2. Distribution gain
3. Expansion
4. A combination of the above (1+3 / 2+3)

2023					
School	Specialty	Phase	London Redistribution	London Expansion (time-limited)	London Net gain/loss
Medicine	Cardiology	Trailblazer	-6	+2	-4
Pathology	Haematology	Trailblazer	-10	+1	-9
Obstetrics & Gynaecology	Obstetrics & Gynaecology	Trailblazer	-7	+7	0
Medicine	Dermatology	A	-2	0	-2
Medicine	Endocrinology & Diabetes	A	+2	+2	+4
Medicine	Gastroenterology	A	-2	+2	0
Medicine	Neurology	A	-1	+1	0
Medicine	Palliative Medicine	A	0	0	0
Medicine	Respiratory Medicine	A	-2	+2	0
Psychiatry	Child & Adolescent Psychiatry	A	-3	+3	0
Psychiatry	Forensic Psychiatry	A	-2	+2	0
Psychiatry	General Psychiatry	A	-6	+4	-2
Psychiatry	Old Age Psychiatry	A	0	+2	+2
Psychiatry	Psychiatry of Learning Disability	A	-1	+1	0
Surgery	Cardiothoracic Surgery	A	0	0	0
Surgery	General Surgery	A	-3	+3	0
Surgery	Oral and Maxillofacial Surgery	A	0	0	0
Surgery	Otolaryngology (ENT)	A	-2	+2	0
Surgery	Plastic Surgery	A	0	0	0
Surgery	Vascular Surgery	A	-3	+3	0
Anaesthetics	Anaesthetics (higher)	B	0	+8	+8
Medicine	General Internal Medicine	C	0	+2	+2
Medicine	Acute Internal Medicine	TBC	0	+3	+3
Psychiatry	Medical Psychotherapy	TBC	0	+1	+1
Public Health	Public Health Medicine	TBC	0	+1	+1
Medicine	Clinical Genetics	TBC	0	+2	+2
Medicine	Clinical Genetics	TBC	0	+3*	+3
Medicine	Medical Oncology	C			
Medicine	Nuclear Medicine	TBC			
			<b>-48</b>	<b>+57</b>	<b>+9</b>

# Overall Phase A impact:

School	Specialty	Phase	Previous redistribution numbers	Current redistribution numbers	Change
Medicine	Cardiology	Trailblazer	-22	-18	+4
Medicine	Dermatology	A	-8	-6	+2
Medicine	Endocrinology & Diabetes	A	2	4	+2
Medicine	Gastroenterology	A	-13	-11	+2
Medicine	Neurology	A	-10	-8	+2
Medicine	Palliative Medicine	A	2	-10	-12
Medicine	Respiratory Medicine	A	-5	-4	+1
<b>Medicine total</b>			<b>-54</b>	<b>-53</b>	<b>+1</b>
Pathology	Haematology	Trailblazer	-46	-42	+4
<b>Pathology total</b>			<b>-46</b>	<b>-42</b>	<b>+4</b>
Obstetrics & Gynaecology	Obstetrics & Gynaecology	Trailblazer	-50	-26	+24
<b>Obstetrics &amp; Gynaecology total</b>			<b>-50</b>	<b>-26</b>	<b>+24</b>
Psychiatry	Child & Adolescent Psychiatry	A	-34	-34	0
Psychiatry	Forensic Psychiatry	A	-15	-14	+1
Psychiatry	General Psychiatry	A	-74	-83	-9
Psychiatry	Old Age Psychiatry	A	0	0	0
Psychiatry	Psychiatry of Learning Disability	A	-5	-5	0
<b>Psychiatry total</b>			<b>-128</b>	<b>-136</b>	<b>-8</b>
Surgery	Cardiothoracic Surgery	A	-2	-2	0
Surgery	General Surgery	A	-33	-35	-2
Surgery	Oral and Maxillofacial Surgery	A	-2	-2	0
Surgery	Otolaryngology (ENT)	A	-18	-17	+1
Surgery	Plastic Surgery	A	-4	-4	0
Surgery	Vascular Surgery	A	-10	-3	+7
<b>Surgery total</b>			<b>-69</b>	<b>-63</b>	<b>+6</b>
<b>Overall total</b>			<b>-347</b>	<b>-320</b>	<b>+27</b>

# Head of School perspective



**Miss Karen Joash**

**Head of School, Obstetrics and Gynaecology, London**

# Head of School perspective

- Maximising Training Opportunities (MTO)
- Experience
- Key learnings



# Stakeholder communications and engagement



**Dr Ruth Brown**

**Associate Dean for Distribution**



# National programme communication and engagement

- National HEE webpage
- Interactive modelling maps via Tableau, including by Integrated Care System
- Stakeholder webinars
- London region webpage
- Frequently asked questions
- Modelling data
- Targeted communications to key stakeholder groups – for example, Integrated Care Boards
- Key stakeholders: Heads of School (HoS), Phase A Training Programme Directors, Directors of Medical Education (DMEs), Trust colleagues, Trainees, NHS England
- London Clinical Workforce Redistribution Implementation Group

# Next steps



**Angela Fletcher**

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**Dr Ruth Brown**

**Associate Dean for Distribution**

# Next steps

- Ongoing contributions to national task and finish groups.
- Discussions around potential use of trust-funded posts where evidence supports.
- Planning any time-limited expansion posts for 2024 once numbers finalised.
- Workforce transformation planning (ongoing).
- Finalising letters to trusts for all 2023 time-limited expansion and decommissioned posts.
- Ongoing communications and engagement – supporting trusts, Integrated Care Boards, internal / external stakeholders.
- Ongoing work with Kent, Surrey and Sussex (KSS) for posts for curriculum requirements in some programmes.
- Plans for Phase B onwards.

# Distribution phasing: all specialties

Phase A 2023-2025	Phase B 2026-2028	Phase C 2029-2031
Child and Adolescent Psychiatry	Medical Microbiology	Clinical Radiology
Forensic Psychiatry	Urology	Rehabilitation Medicine
General Psychiatry	Renal Medicine	Chemical Pathology
Dermatology	Intensive Care Medicine	Allergy and Immunology
Old Age Psychiatry	Medical Virology	Clinical Neurophysiology
Otolaryngology (ENT)	Paediatric Cardiology	Community Sexual and Reproductive Health
Palliative Medicine	Internal Medicine Training	Genito-urinary Medicine
Plastic Surgery	Geriatric Medicine	General Practice
Respiratory Medicine	Neurosurgery	Histopathology
General Surgery	Trauma and Orthopaedic Surgery	Paediatric Surgery
Endocrinology and Diabetes	Paediatrics	Rheumatology
Gastroenterology	Core Anaesthetics	GIM
Cardiothoracic Surgery	Core Surgery	Medical Oncology
Neurology	Core Psychiatry	Clinical Oncology
Oral and Maxillofacial Surgery	ACCS	Acute Internal Medicine
Vascular Surgery	Emergency Medicine	Occupational Medicine
Psychiatry of Learning Disability	Anaesthetics (higher)	Ophthalmology
Stroke Medicine		

# Distribution plan/Pace of Change: 2024 and beyond

Distribution Plan: London										
Specialty	Guided Distribution Model	Actual Expansion 2023	Actual Distribution 2023	Distribution Plans 2024	Distribution Plans 2025	Distribution Plans 2026	Distribution Plans 2027	Distribution Plans 2028	Distribution Plans 2029	Distribution Plans 2030
Cardiology (Initial Speciality)	-18	2	-6	-6	-3	-3				
Cardio Thoracic Surgery (Phase A)	-2			-1	-1					
CAMHS (phase A)	-34	3	-3		-5	-5	-5	-5	-5	-6
Dermatology (Phase A)	-6		-2		-2	-2				
Endo & Diabetes (Phase A)	4	2	2	1	1					
Forensic Psych (Phase A)	-14	2	-2	-2	-2	-3	-3	-2		
Gastroenterology (phase A)	-11	2	-2	-2	-2	-2	-1	-2		
General Psych (Phase A)	-83	4	-6	-11	-11	-11	-11	-11	-11	-11
General Surgery (Phase A)	-35	3	-3	-5	-4	-4	-5	-4	-5	-5
Haematology (Initial Speciality)	-42	1	-10	-5	-5	-5	-5	-4	-4	-4
Neurology (Phase A)	-8	1	-1		-1	-2	-2	-2	-2	
O&G (Initial Speciality)	-26	7	-7	-4	-4	-4	-3	-4		
Old Age Psych (Phase A)	0	2								
Oral & Max Surgery (Phase A)	-2			-1	-1					
Otolaryngology (Phase A)	-17	2	-2	-3	-2	-2	-2	-3	-3	
Palliative Medicine (Phase A)	-10			1	1					
Plastic Surgery (Phase A)	-4			-2	-1	-1				
Psych of LD (phase A)	-5	1	-1		-1	-1	-1	-1		
Respiratory Medicine (phase A)	-4	2	-2	-1	-1					
Vascular Surgery (Phase A)	-3	3	-3							
						Phase B				
						Phase C				

# Question and answer session

