

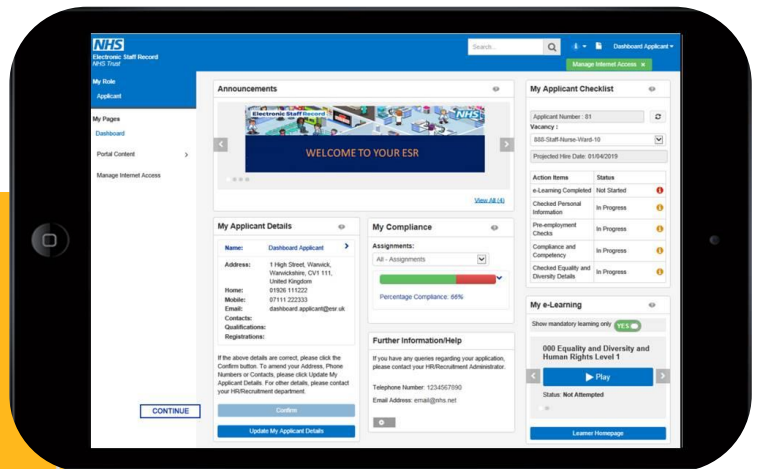
Doctors in Training (DiT)

The NHS People Plan – action for us all 2020/21 gives a commitment to enabling a flexible, more agile workforce and utilising technology to release time to care for patients. The **NHS England and NHS Improvement Enabling Staff Movement Programme** is working with partners, such as Health Education England and supported by the NHSBSA ESR Programme, to provide a range of solutions to facilitate the ability to work in a range of care settings, starting with doctors in postgraduate training (DiT) who move frequently as part of their rotational training programme.

With approximately 55,000 doctors in training (DiT) at any one time within the NHS, there is a range of evidence for the frustration felt by doctors when they move organisation with requests for repeat training and duplication of paperwork and documentation. Over a 10-year training career, doctors in training move organisation an average of 10 times, however for some doctors this could be as many as 16 times. This high frequency of movement reinforces the need to get the rotational process right to ensure a good experience for the trainees while enabling Trusts to run an efficient and effective process.

The **Doctors in Training (DiT) Programme** recognises the pressure on resources and an increasing demand for a highly skilled competent workforce to meet the demands of today's NHS, and support employers to streamline their local recruitment, pre-employment, induction and onboarding processes. Doctors in Training are the most transient group of NHS professionals, moving from one employer to another on their rotation; one way to speed up the process, reduce inefficiencies and get Doctors in Training into frontline care quicker is to redefine the induction and mandatory training process.

“ Eliminate unnecessary employment checks and any duplication of training by transferring data through a fully automated IAT process ”



Improve Doctor's Experience

Internet Access to ESR Applicant Dashboard

Streamline Processes

National Key Deliverables

Health Education England (HEE) has developed six key deliverables within this workstream, four of which directly relate to ESR and support ESR recommended best practice;

- Implement the Streamlined Doctors in Training Interface across all regions.
- All Medical Staffing Teams to use automated Inter Authority Transfer (IAT) to support portability.
- Trusts to record all mandatory training as competencies in ESR to enable training records to transfer electronically.
- Implement the Occupational Health Interface to enable the electronic transfer of OH immunisation and vaccination records.

More Information can be found [here](#)

“
Aligning to the Core Skills Training Framework (CSTF) provides consistency in training standards and essentially enables skills to be transferrable
”



What **action** can NHS organisations take?

The national DiT Programme, along with the NHS ESR Programme recommends that organisations undertake the following actions;

1. Align all statutory & mandatory training to the Core Skills Training Framework (CSTF).
2. Record CSTF competencies in ESR Oracle Learning Management System (OLM).
3. Enable the Streamlined Doctors in Training Interface.
4. Ensure the new simplified Inter Authority Transfer (IAT) is run for all doctors on rotation.
5. Accept CSTF competencies and Immunisations and checks via the Pre-Hire IAT and remove all unnecessary duplicate training.



It's a team game...

To ensure a successful implementation and ongoing delivery of the DiT programme, the role of the Medical Staffing Team is essential, providing the cornerstone to all parts of the programme. **However, they cannot achieve this alone.**

The organisation and its corporate teams also play a significant role as outlined in the **New Starter Journey (DiT)** diagram. There are key roles and responsibilities for Occupational Health and Learning Teams to ensure data is transferred, accepted and fully utilised to benefit the both the organisation and the doctor.

New Starter Journey (DiT)



As the national workforce system for the NHS, the **Electronic Staff Record** is a key system enabler in supporting the DiT programme. ESR provides the functionality to facilitate the transfer of employee data (via the Inter Authority Transfer) across NHS organisations before a doctor starts in post, supporting organisations to provide a positive and efficient new starter experience for new doctors.

To help organisations undertake the actions outlined by the national DiT Programme Team, the ESR programme has devised the **New Starter Journey (DiT)**.

Designed to outline the simple 10 step process for all new postgraduate doctors, the New Starter Journey (DiT) describes how to use specific ESR functionality to its maximum potential to help organisations provide the best experience for their new doctors.

Training data on another system?

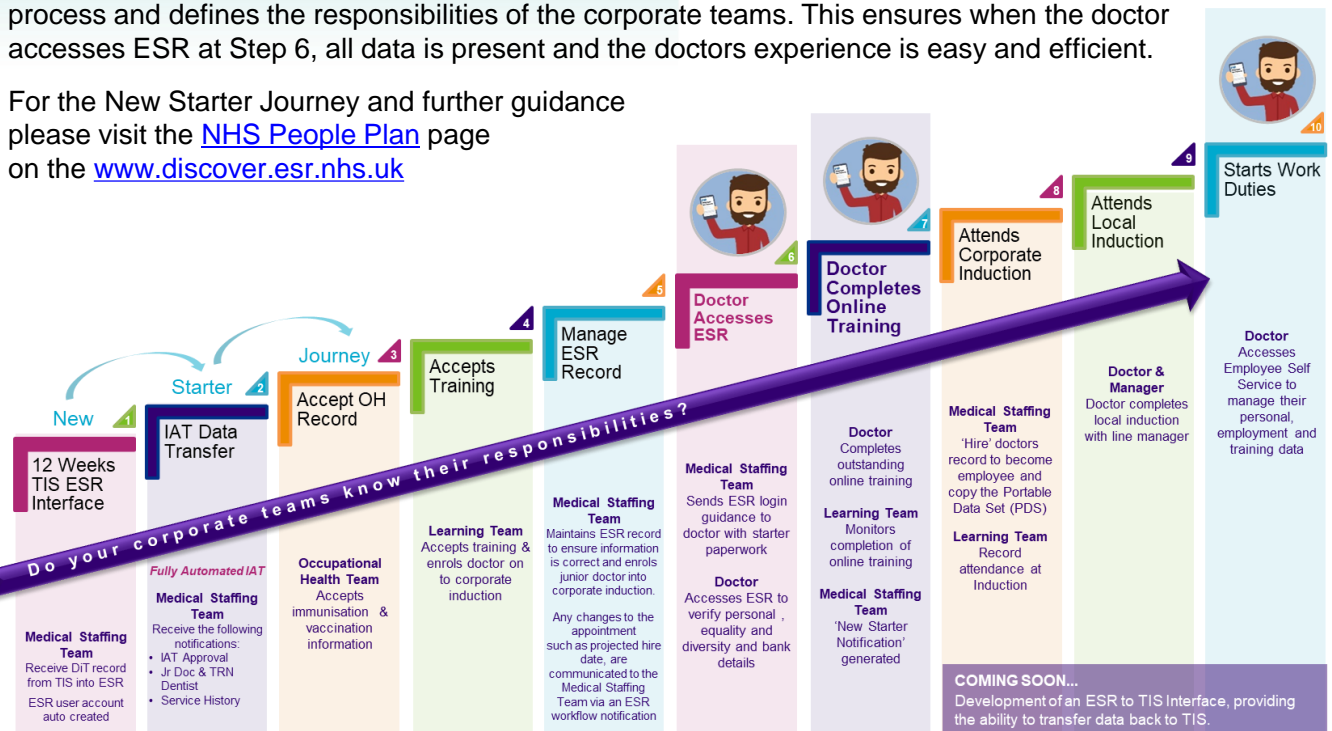
If your organisation does not use ESR Oracle Learning Management (OLM) for recording training records you can contact your regional [NHS ESR Functional Account Manager](#).

They can provide advice and guidance about how to align to the Core Skills Training Framework (CSTF) and the steps you need to take to ensure that your training data is recorded in ESR and transferrable via the IAT process.

10 Simple Steps

The New Starter Journey (DiT) starts with the first milestone of 12 Weeks, in which the doctor's record is transferred through the TIS/ESR interface into ESR, it continues to outline the process from the ESR professional's perspective. It guides the professional through the data transfer process and defines the responsibilities of the corporate teams. This ensures when the doctor accesses ESR at Step 6, all data is present and the doctors experience is easy and efficient.

For the New Starter Journey and further guidance please visit the [NHS People Plan](#) page on the www.discover.esr.nhs.uk



Would you like to discuss further?

Contact your regional [NHS ESR Functional Account Manager](#)