

Healthcare Learner Supervision and Induction during Covid-19 Redeployment Guidance

Supervision and Induction principles to support safe redeployment guidance during Covid-19 service pressures

Background

Health Education England Kent, Surrey, Sussex (HEE KSS) recognise that there may be some instances where healthcare learners **including Drs in training** need to be redeployed at short notice as part of a covid-19 response.

This guidance has been produced to support clinical placements with ensuring the appropriate measures have been taken to support healthcare learner and patient safety.

This guidance is to supplement the HEE surge document which is frequently reviewed and updated HEE Guidance - *Supporting the NHS during resurge phases of COVID-19 and the ongoing pandemic: managing the training workforce*.

Minimum safety requirements for redeployment

In exceptional circumstances healthcare learners may be asked to redeploy due to Covid-19 service pressures. Please ensure you follow the [redeployment process](#) to gain approval.

If the decision is made at **short notice** the below guidance principles should assist with a safe redeployment.

1. Healthcare learners must be consulted on redeployment plans as soon as reasonably feasible. This is important if shift patterns or travel to another site is proposed. Enabling healthcare learners to make any plans that may impact on dependents.
2. Informing the healthcare learner who they need to report to ahead of the start of their clinical placement shift is essential.
3. In addition, healthcare learners that are redeployed must:
 - Receive an induction which covers working in a new clinical environment e.g., infection prevention protocols.
 - Have adequate named supervision.
 - Have access to appropriate personal protective equipment.
 - Have access to essential computer systems, referral, and escalation pathways.

HEE Quality Framework Standards

The below HEE Quality Framework Standards are applicable to any healthcare learner on clinical placements as part of HEE commitment to ensuring a safe effective clinical learning environment.

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Learning environment and culture

- 1.1. Learners are in an environment that delivers safe, effective, compassionate care that provides a positive experience for service users.
- 1.2. The learning environment is one in which education and training is valued and learners are treated fairly, with dignity and respect, and are not subject to negative attitudes or behaviours.
- 1.4. There are opportunities to learn constructively from the experience and outcomes of service users, whether positive or negative.

Supporting and empowering learners

- 3.1. Learners receive educational and pastoral support to be able to demonstrate what is expected in their curriculum or professional standards to achieve the learning outcomes required.
- 3.2. Learners are supported to complete appropriate summative and formative assessments to evidence that they are meeting their curriculum, professional standards or learning outcomes.
- 3.4. Learners receive an appropriate and timely induction into the learning environment.

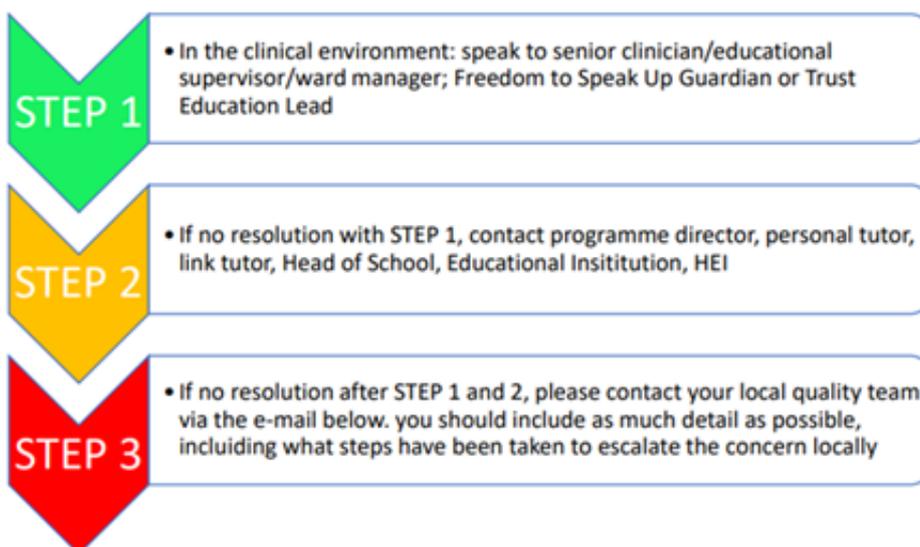
Developing and implementing curricula and assessments

- 5.1. The planning and delivery of curricula, assessments and programmes enable learners to meet the learning outcomes required by their curriculum or required professional standards.

Escalating/Raising concerns

We encourage all healthcare learners to raise any concerns through their organisation's existing policies in the first instance, but it is important that, during this time of intense pressure on NHS services, HEE also continues to enable learners to provide feedback on the clinical learning environment.

The following process should be followed:



The email address for Kent, Surrey and Sussex is EscalatingConcerns.KSSQuality@hee.nhs.uk. This will be monitored daily by our team. We will review concerns and take appropriate action.