

# LED Hub- Initiation

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MEL-UK – LED rep for Midlands, East of  
England, Southeast & Wales

# Background

Appointed as LED clinical tutor at Lister hospital, Stevenage in May 2019- 2022.

Information I had:

- Similar to SAS group (non-training grade)
- Contracts based on individual trusts- no national contract.
- Large group with various challenges in each trust
- Most are overseas trained doctors.

# Further information: LED workforce

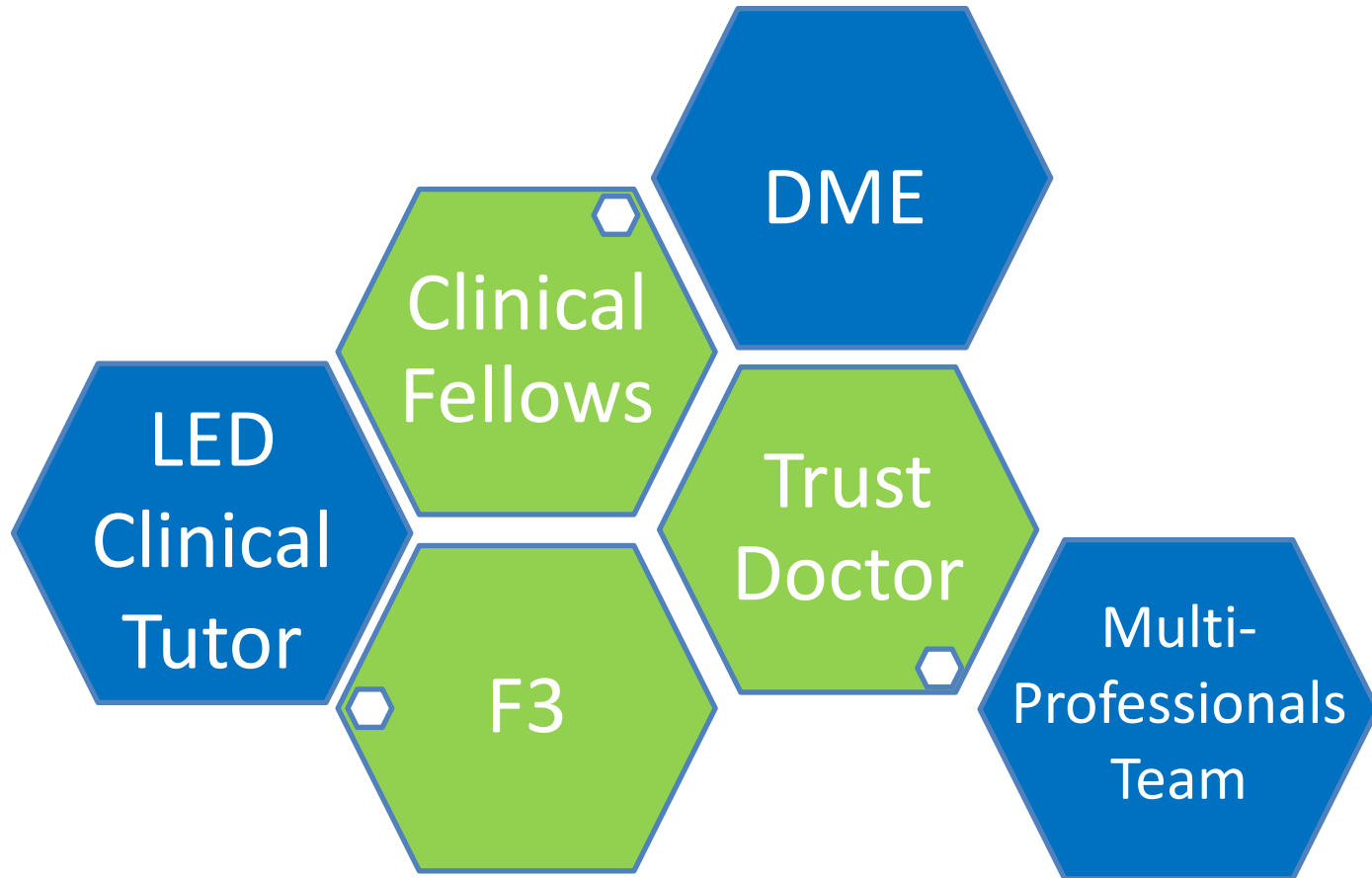
- Fixed term contracts (6-12 months mostly, other regularly renewed)
- Fill rota gaps
- In my trust – about 130 LEDs

# What should I do?!



- Lets not “re-invent the wheel” ...SAS group as example.
- Networking with other colleagues in similar role.
- Improve the lives of LEDs- as I was one many years ago..!!

# LEDs



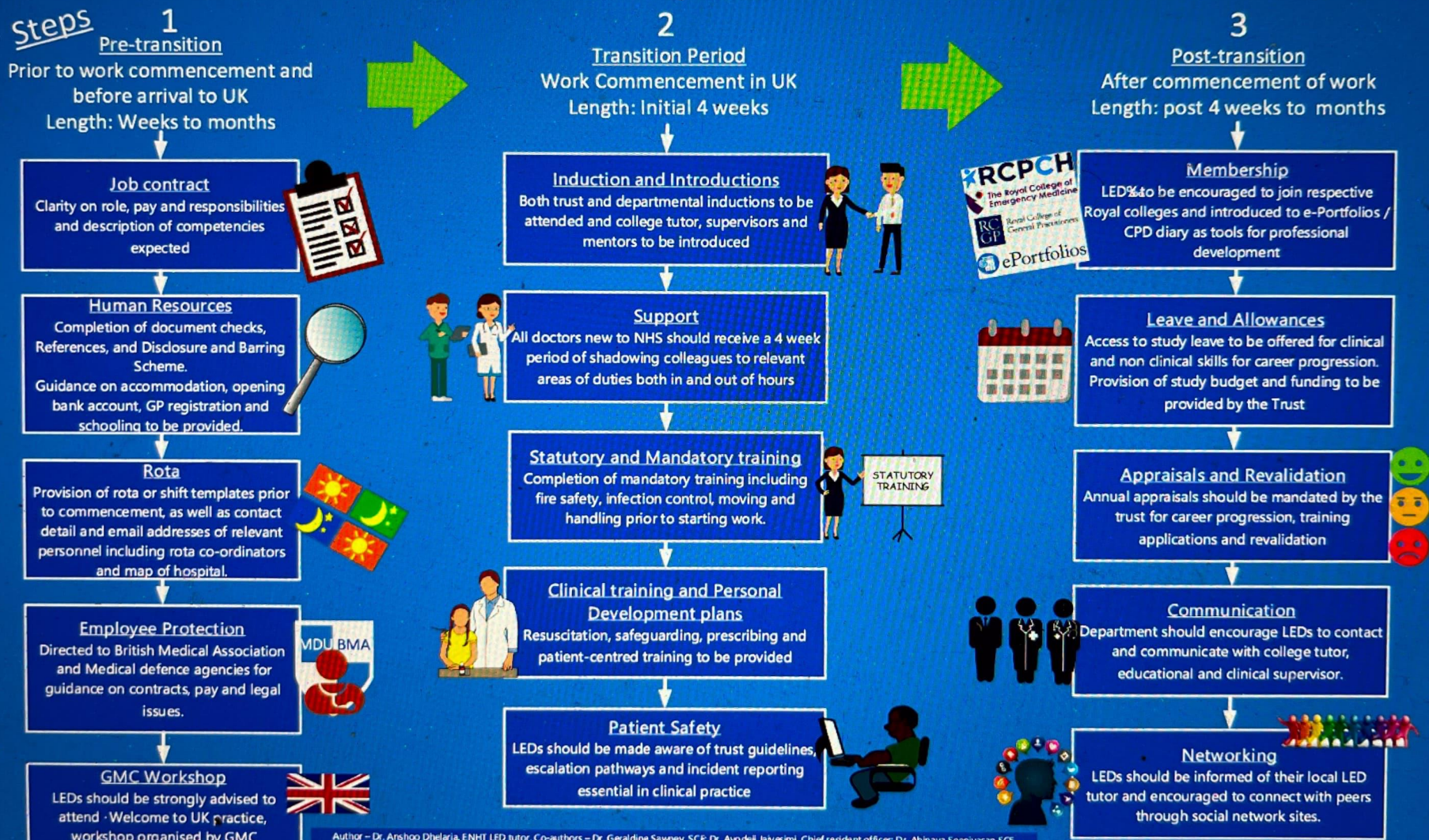


# Challenges

- No **protected training time**
- No consistent **study leave** strategy in the Region
- No or limited **funds for study leave**
- Difficulties with **taking study leave**
- Limited opportunity for **research / QIP**
- No **career structure / career progression**
- Not able to **exception report**
- Not part of **Junior Doctor Forums**



# Charter for New International Medical Graduates (IMGs) at East and North Herts NHS Trust commencing as Locally Employed Doctors (LEDs)





# Initiatives



steps  
steps

1  
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## Pre-transition

Prior to work commencement and  
before arrival to UK

Length: Weeks to months

### Job contract

Clarity on role, pay and responsibilities  
and description of competencies  
expected



### Human Resources

Completion of document checks,  
References, and Disclosure and Barring  
Scheme.  
Guidance on accommodation, opening  
bank account, GP registration and  
schooling to be provided.



### Rota

Provision of rota or shift templates prior  
to commencement, as well as contact  
detail and email addresses of relevant  
personnel including rota co-ordinators  
and map of hospital.



### Employee Protection

Directed to British Medical Association  
and Medical defence agencies for  
guidance on contracts, pay and legal  
issues.



### GMC Workshop

LEDs should be strongly advised to  
attend - Welcome to UK practice,  
workshop organised by GMC




Author - Dr. A  
Ackno

# Collaborative work with Trust Recruitment team

- LED clinical tutor profile in Job description-  
Welcome section.

**Senior Clinical Knee Fellow  
in  
Trauma and Orthopaedics**

**Job Description**



## Introduction



**Dr. Anshoo Dhelaria, Locally Employed Doctor (LED) Tutor**

Thank you for considering applying to the East & North Herts NHS Trust. It is a crucial decision to make for your career to join us but I can vouch how supportive the team has been. The trust offers excellent opportunities for your professional development.

The LEDs are a large group of doctors in this trust. We aim to nurture you so that you can make the right career choices. We have succeeded in developing a LED forum and that you represent in trainee forum. Also we encourage you to meet with your supervisor, develop your e-portfolio and complete your yearly appraisals. If successful, I hope you will be able to contribute not only in your career development but also get involved in clinical governance, research, teaching and education.

# Collaborative work with Trust Recruitment team:

- International Doctors Forum (IDF) monthly- invitations to all LEDs (including recently appointed LEDs).
  - Agendas: Ranges from relocation logistics
    - Introduction to Relocation company
    - Bank representative
    - Information on local areas- GP/School
  - Talk by EDI representative
  - Leadership development pathway facilitator
  - Introduction to LED tutor/ LED representative

Transition Period  
Work Commencement in UK  
Length: Initial 4 weeks

Induction and Introductions

Both trust and departmental inductions to be attended and college tutor, supervisors and mentors to be introduced

Support

All doctors new to NHS should receive a 4 week period of shadowing colleagues to relevant areas of duties both in and out of hours

Statutory and Mandatory training

Completion of mandatory training including fire safety, infection control, moving and handling prior to starting work.

Clinical training and Personal Development plans

Resuscitation, safeguarding, prescribing and patient-centred training to be provided

Patient Safety

LEDs should be made aware of trust guidelines, escalation pathways and incident reporting essential in clinical practice

# Induction

- Trust
- Departmental
  - successful in few departments
  - work in progress in other departments
- Generic- as part of annual conference-
  - Structure of NHS
  - Indemnity cover
  - Primary/Secondary/ Tertiary care
  - GP Vs Consultant practice
  - Referral process
  - Clinical Governance topics





# Collaborative work with Medical workforce team

- If new to NHS/ country: Rota to encourage as follows:
  - 4 week shadowing period upto 3months (based on previous experience) |
  - If initial SCF post- advise to work at JCF level for few weeks.
- Access to Electronic Staff Record- access Mandatory & Statutory training
- Support in study leave budget

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#### Post-transition

After commencement of work

Length: post 4 weeks to months



#### Membership

LEDs to be encouraged to join respective Royal colleges and introduced to e-Portfolios / CPD diary as tools for professional development



#### Leave and Allowances

Access to study leave to be offered for clinical and non clinical skills for career progression. Provision of study budget and funding to be provided by the Trust



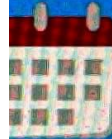
#### Appraisals and Revalidation

Annual appraisals should be mandated by the trust for career progression, training applications and revalidation



#### Communication

Department should encourage LEDs to contact and communicate with college tutor, educational and clinical supervisor.



# Collaborative work with Education Department

- DME & Administrative support
- Encourage ES/CS support- hit & miss!!
- Simulation sessions
- Library access
- Regional learning resource access
- Mentor- Mentee program
- Courses
  - most specific for LEDs planned for the year
  - Some courses to include SAS group
  - invitation with neighboring trust- LED network

# Collaborative work with Trust appraisal team

- Process of appraisal and revalidation paperwork



**Revalidation**

# Strategic level - Senior management team- Monthly Trust LED committee

- Discussion of important aspects of the charter-
  - Study leave budget
  - ES/CS support
  - Relocation expenses
- Wider discussions
  - LNC
  - Trust trainee forum.



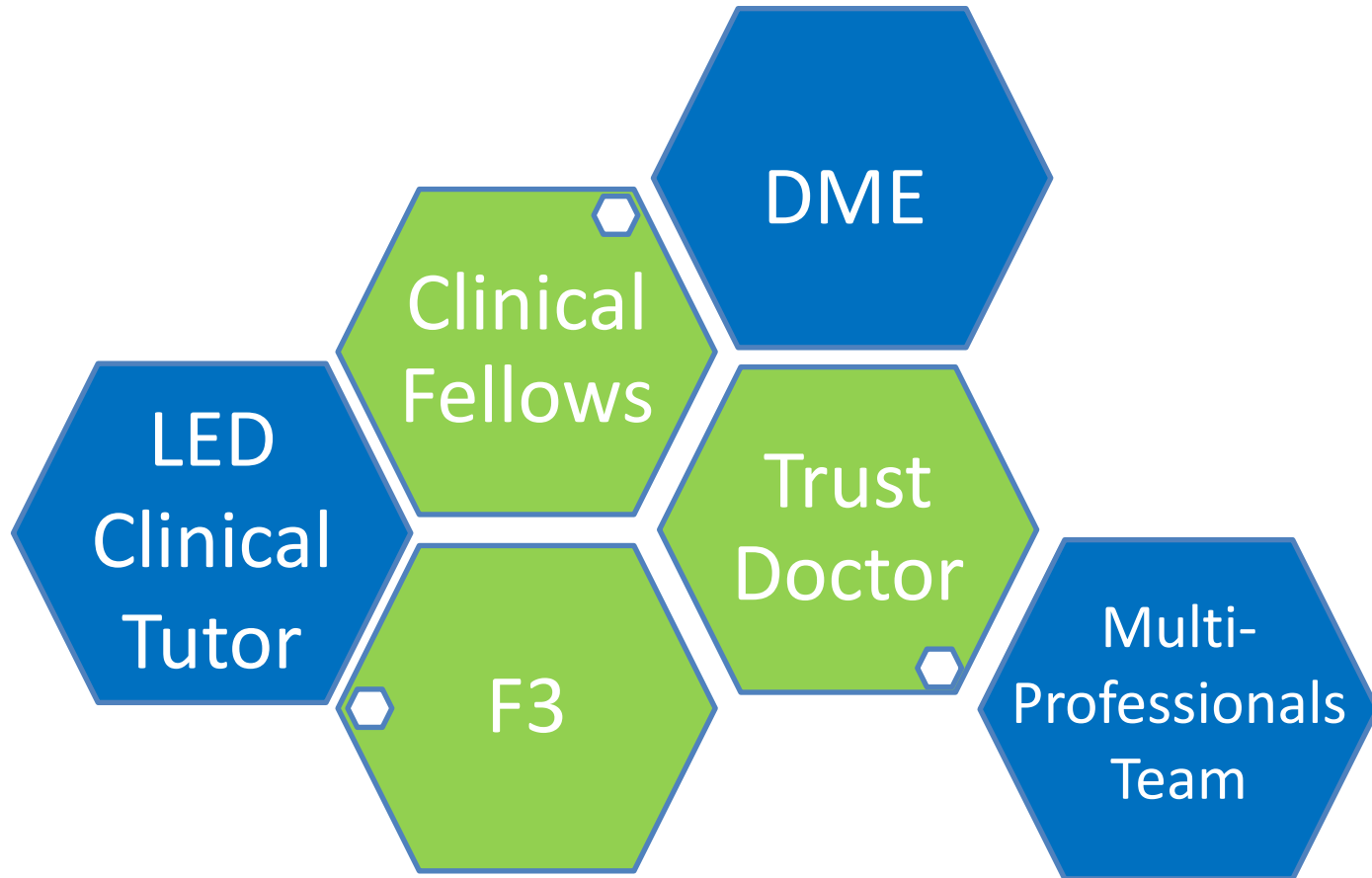
# Support LEDs

- Working closely with various department leads addressing individual issues
- Refer to Health at work team
- Review progress of individual doctor from health perspective
- Support LTFT working pattern
- Complaints.

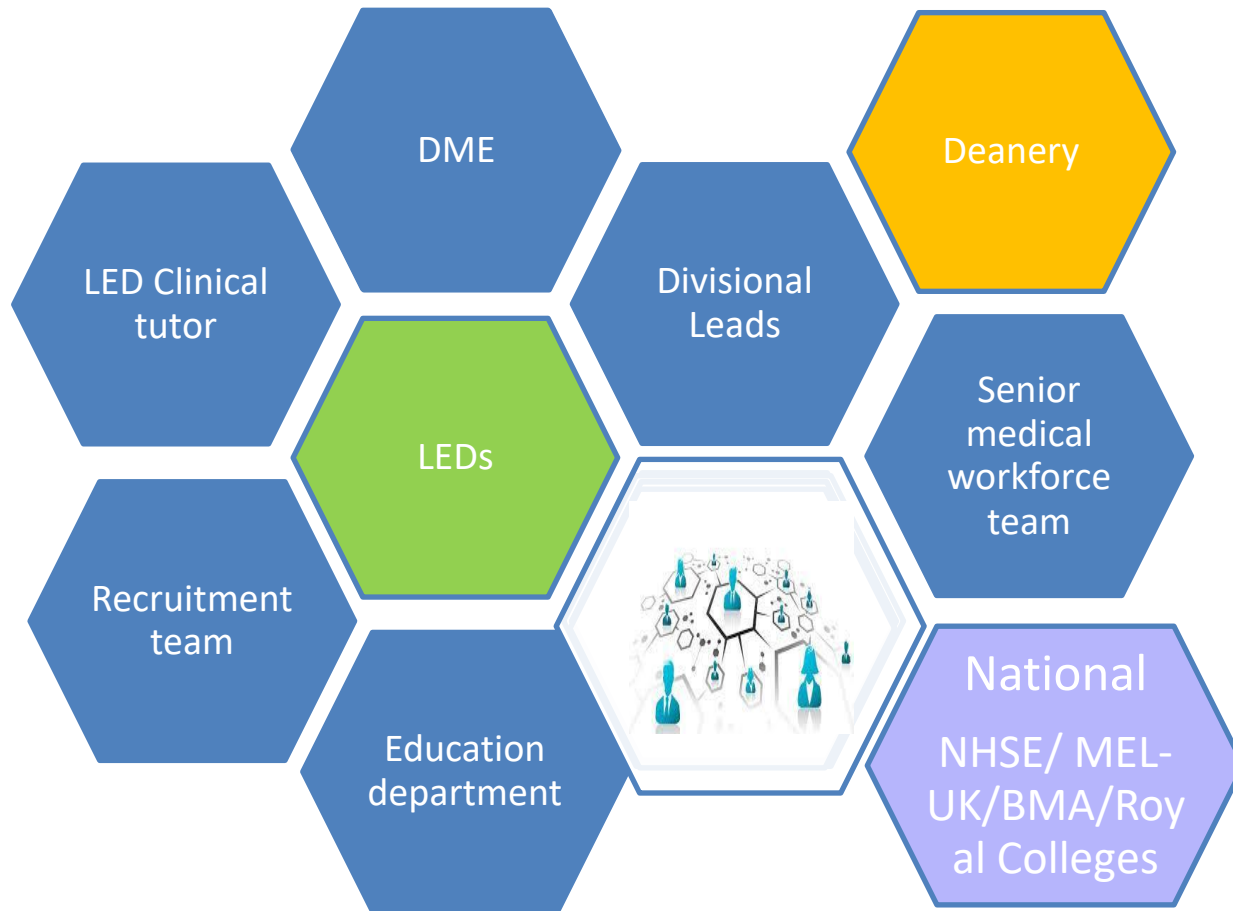




# LEDs



# LED Hub-Collaborative work



**THANK YOU!**

