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**Industrial action and management of time out of training for Doctors in Postgraduate Training – Guidance for Wales**

**Impact of Industrial Action on training progression**

**Impact on Foundation training time**

All Foundation doctors have a 20-day absence allowance (per year) for sick leave, compassionate leave. This is particularly important in Foundation Year 1 (FY1) as this is a time-based programme, with each FY1 doctor having to complete 12 months training pro rata.

If a Foundation doctor has more time off than this, a review of their performance is triggered, but this does not mean an automatic extension to training.

In the event of doctors in training taking industrial action in 2024, then any time absent from work may be considered to be within the ’20-day allowance’.

If the ’20-day allowance’ is exceeded for any reason (including industrial action), then this should trigger a review of overall performance and achievement of curricular outcomes but does not mean an automatic extension to training. This review will be carried out by the Foundation School with oversight by the Postgraduate Dean, but, in line with Gold Guide, does not require an Annual Review of Competency Progression (ARCP).

This should be discussed with the Foundation School Director/Postgraduate Dean before any training is extended.

**Progression and ARCP**

In its [2012 position statement](https://www.gmc-uk.org/-/media/documents/20121130-time-out-of-training-gmc-position-statement-nov-2012_pdf_pdf-60998809.pdf), the GMC outline that within each 12-month period where a doctor in training has been absent for a total of 14 days or more (when a trainee would normally be at work), this will trigger a review of whether the trainee needs to have their CCT date extended.

The ARCP process will review whether the trainee needs to have their end of programme or CCT date extended aligned to this and existing principles and guidance. This does not mean an automatic extension to training.

A trainee’s progress may be impacted because they chose to strike or because of the impact of a strike action on services and training opportunities for those who chose to be at work.

Trainees should keep a record of the time they have taken out of training for discussion with their ES and declaration on their Form R for ARCP panel review.

The Educational Supervisor report and ARCP will not record whether an individual chose to strike or not, but where industrial action impacted on their training to the extent of requiring an extension to training, that will be recorded in the Educational Supervisor (ES) report and ARCP.

**Planned ARCPs on days of industrial action**

For any ARCPs planned to take place on a day of industrial action a decision to proceed will depend on the level of industrial action. This will be decided by the Postgraduate Dean and will depend on factors such as panel member availability. ARCPs may need to be rearranged for a non-strike day on the basis that panel members may be required to support clinical services.

Doctors in Training do not attend the ARCP and feedback will be provided through the normal routes taking into account the Doctor’s availability due to industrial action.

**Study Leave**

If the event is cancelled or trainees choose not to attend, trainees should endeavour to obtain a refund for any expenses incurred.

If the event was cancelled and trainees are unable to obtain a refund, claims and receipts should be submitted via the usual study leave claim process.

Study leave for Royal College examinations either immediately prior to or after a strike period must be prioritised.

**Impact of Industrial Action on Medical Specialty Recruitment**

Contingency plans for specialty recruitment are being prepared on a specialty by specialty basis and will depend on the dates of industrial action, recognising that interviewers may not be able to support recruitment if needed to cover in-patient work on strike days.

National recruitment taking place in England or Scotland not affected by industrial action can proceed as planned. Further information will be shared at a later date.

**Certificate of Sponsorship and industrial action**

NWSSP sponsored trainees are required to inform NWSSP that they have undertaken industrial action within 5 working days after the day of action. Please see link below for further guidance on this and reporting processes.

[Training on a Sponsored Visa (sharepoint.com)](https://nhswales365.sharepoint.com/sites/SSP_Intranet_POD/SitePages/Training-on.aspx?xsdata=%3D%3D&sdata=Mk5MQVliOFVCdHh4b3lONi9CWGpQSG1nbVU4WGw2OVkrVURXNW5uZDRWMD0%3D&ovuser=bb5628b8-e328-4082-a856-433c9edc8fae%2CHelen.Baker2%40wales.nhs.uk&OR=Teams-HL&CT=1703083209463&clickparams=eyJBcHBOYW1lIjoiVGVhbXMtRGVza3RvcCIsIkFwcFZlcnNpb24iOiI0OS8yMzExMTYzMDAxMiIsIkhhc0ZlZGVyYXRlZFVzZXIiOmZhbHNlfQ%3D%3D)

**Managing planned local and regional teaching on strike days**

Doctors in Training who opt to take strike action would not be expected to attend planned teaching during the strike.

For trainees in secondary care placements, any formal teaching or training that cannot take place would be expected to be delivered on an alternative day, prior to Doctor rotating or completing their programme.

For trainees in primary care placements, the sessions in the remaining working week may be adjusted to ensure the balance of educational and clinical sessions as follows:

• 5 Day working week: 7 clinical: 3 educational sessions

• 4 Day working week: 6 clinical: 2 educational sessions

• 3 Day working week: 4 clinical: 2 educational sessions

• 2 Day working week: 3 clinical: 1 educational session

• 1 Day working week: 2 clinical: 0 educational session

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