

- To:
- Chief executives
 - Medical directors
 - Directors of nursing
 - Directors of education
 - Independent providers
 - Primary care networks

NHS England and NHS Improvement
Skipton House
80 London Road
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22 March 2022

Dear colleagues,

Maintaining Education to Support Training Recovery

We would like to thank you, and your teams of supervisors, mentors and educators, for your ongoing leadership in supporting education and training delivery during the COVID-19 pandemic, during what has been a very difficult period.

While we fully recognise the challenging service and winter pressures faced by the NHS at this unprecedented time, we also recognise that it is vital that the NHS continues to support these efforts by maintaining a focus on training recovery and on continuing to deliver education and training activities, including where education and training activities are sub-contracted out to the independent sector. This is essential to address the scale of the disruption that the pandemic has had on students and trainees over the last two years and to reduce the cumulative impact of delayed training on workforce capacity now and for future years.

In particular, it is essential that students and trainees continue to be supervised both clinically and to meet their educational needs, and that there is an embedded culture of education and training within services that is fair, promotes equality and values and facilitates learning opportunities for all. We acknowledge and continue to encourage the innovative ways in which this support for education and training has been maintained. For example, we have seen excellent examples of multi-professional team working and supervision, as well as virtual and hybrid technology enhanced learning, including simulation. We also welcome initiatives to reach out to, and welcome back those who have left their clinical roles through retirement to enhance training capacity and support students and trainees. However, we would also emphasise the role of utilising the wider workforce and workforce transformation to ensure training capability and capacity is maintained in the long term.

Training recovery is also key in mitigating the impact of the pandemic on our students' and trainees' wellbeing. For example, we know that healthcare workers may be at increased risk of exposure to distressing experiences during the pandemic, and that this can contribute to burnout, post-traumatic stress disorder, and other trauma-related problems. We would therefore like to draw your attention to a number of resources set-out in the attached Appendix and ask that you signpost these resources to your educators and supervisors.

We will continue to work with you to support training recovery and remain grateful for your on-going support in achieving this.

Yours faithfully



Professor Stephen Powis
National Medical Director
NHS England and NHS Improvement



Ruth May
Chief Nursing Officer, England
NHS England and NHS Improvement



Professor Wendy Reid
Director of Education, Quality & Medical
Director
Health Education England



Professor Mark Radford CBE
Chief Nurse & Deputy Chief Nursing
Officer
Health Education England

APPENDIX – Training Recovery Support Resources

Report: [Technical Advisory Group: moral injury in health care workers during COVID-19 pandemic](#)

NHS England and NHS Improvement - [Health and Wellbeing Framework](#)

NHS England and NHS Improvement - [Health and Wellbeing Programmes](#)

NHS England and NHS Improvement - [Wellbeing Apps](#)

NHS England and NHS Improvement [Staff and Mental Health Wellbeing Hubs](#)

HEE - [Covid 19 Training Recovery Support and Interim Report](#)

HEE - [Quality Strategy and Quality Framework](#)

HEE - [Professional Support Units](#)

NMC - [Training Recovery and Emergency Programme Standards](#)

GMC - [Coronavirus information for trainees](#)

HCPC - [COVID 19 – Information for Education Providers](#)