

How will annual/statutory leave for doctors/dentists in training (DDiT) who are required to rotate between different organisations be affected by the ongoing arrangements at this time?

The HSC fully acknowledges the significant impact of service demands on you and indeed all of our health and social care colleagues during these times of immense pressure due to Covid-19. As part of surge planning, you have been asked to be flexible in terms of leave/statutory leave arrangements and you have responded with the utmost flexibility and understanding. We thank you sincerely for your commitment and willingness to go above and beyond usual expectations. To ensure that these efforts are sustainable in the weeks and months to come it is of paramount importance that you are not working in a manner that compromises your health or safety or that of your patients. We hope that by de-escalating COVID working patterns and reducing the OOH proportion of many DDiT rotas there will be more opportunities to take annual leave before the next DDiT changeover date.

Application and taking of annual leave

Your rest and recuperation at this time is vital and we want to ensure that you have enough rest in order to maintain your own physical and mental wellbeing in the days ahead. It is therefore important that you all are given the opportunity to take some annual leave before you take up your new posts in August 2020. Managers should discuss taking annual leave with you to ensure that you have the opportunity to take proper rest before you move to your next rotation. Trusts should try to facilitate at least half of your outstanding leave in June and July 2020. Managers are asked to carefully consider your applications and facilitate your requests for leave to ensure adequate rest for a period of consecutive days, whilst also balancing the needs of the service.

Carry over of untaken leave

Where you still have a period of untaken leave from the 19/20 leave year (Feb – July 2020) due to Covid-19, you can request to carry over these untaken days for up to a maximum of two years 20/21 and 21/22 and this will be honoured by future rotations. To ease the burden on the 20/21 and 21/22 leave years DDiT's who have been granted permission to carry over leave, can spread the leave days equally over the two year period. This carry forward leave will be agreed and signed off by the Director of Medical Education, to ensure fairness in its application.

HSC Trusts have agreed to recognise and facilitate the carry-over of the untaken leave from this period. This also applies to those of you moving to a GP placement, academic placement or placement with the Public Health Agency.

Payment for untaken leave

We want you to take your annual leave and for your clinical supervisors to facilitate your requests. Where it is not reasonably practicable to do this, requests for payment for a proportion of the untaken leave at the end of any rotation up until

August 2022 can be considered on a case by case basis by the Director of Medical Education and Medical HR.

Any DDiT leaving the training scheme will have any outstanding leave paid as per normal termination arrangements.

Agreed with BMA – 26.5.2020