

Juggling Parenthood and Medical Training.

Support for Doctors in Training Navigating the Dual Challenges of Training and Becoming a Parent.

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INTRODUCTION



Understanding the barriers



New parents. Return to work

Navigating the required procedures and paperwork of parental leave while a doctor in training is complex. **Understanding the barriers faced will help to facilitate a positive leave and return to work experience for new parents.** This work was based on insights from a survey of doctors in training who had recently become parents and informed improvements in access to information ensuring equality.

METHODS

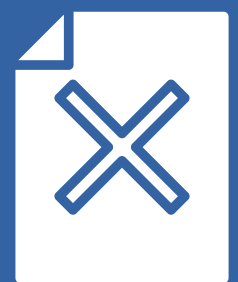
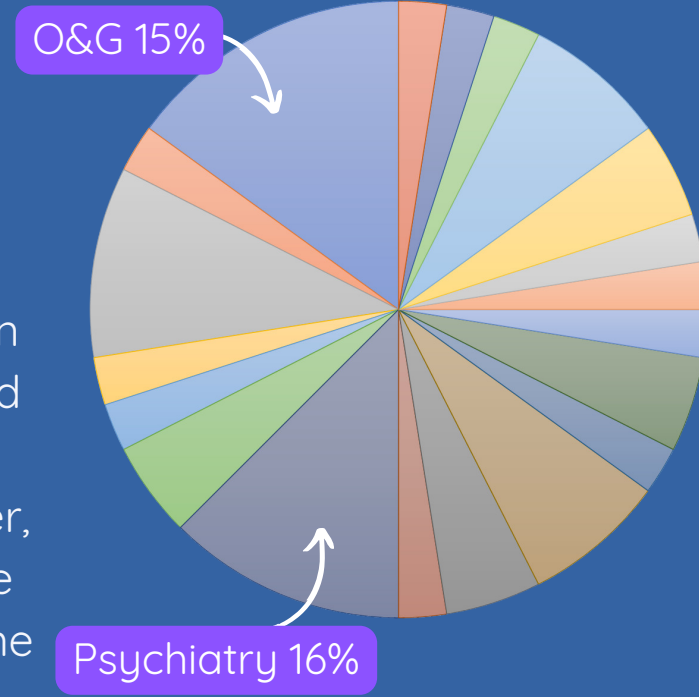


Between January and February 2023 doctors in training in NHS Lothian were invited to complete a questionnaire on their experience of parental leave. The results were analysed, and free text comments reviewed to inform positive improvements.

RESULTS

40 trainees completed the questionnaire from a wide range of medical and surgical specialities with the highest number of responses from obstetrics and gynaecology (15% n=6). Barriers included: **access to correct information, supervisors not being familiar with the forms or processes and calculating pay and annual leave entitlement.** 33% of trainees felt they had been given incorrect information. The trainees surveyed had often experienced part of their parental leave during COVID-19 pandemic with additional concerns about their health and safety at work. However, consistent themes of physically being able to carry out duties while pregnant were clear. These results have led to the creation of online resources to support trainees navigating parental leave.

Responses: n = 40



Incorrect information



Supervisors unfamiliar with process



Development of online resources

CONCLUSIONS

The results of this questionnaire sheds light on the systemic barriers and proposes strategies for creating more supportive environments for trainees navigating maternity leave.



CONTACT DETAILS

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