

Single Assessment Concerns

Rationale – sometimes a trainee who has otherwise been progressing satisfactorily has an assessment done which raises concerns. This simple document aims to give trainees and educators a framework with which to deal with this situation. It did arise from a scenario where a single trainee assessment raised significant issues, against a background of acceptable progress so far in training.

Areas to consider

- Patient safety
- Discussions with trainee and other educator(s) – identify keyworker if not done already
- Triangulation – getting information from different viewpoints – people/assessments
- Future planning

Patient safety

Does the trainee need a higher level of supervision or be temporarily withdrawn from direct patient care pending further investigation?

Discussions

- Trainee – look at possible reasons for performance in the assessment – illness, upset, etc. Also consider the effects of problems identified.
- Others – share ideas with clinical and educational supervisors, programme directors, associate deans, etc.,. How does the assessment fit with day to day work?

Triangulation

Look at other assessments in portfolio – formal workplace assessments, Applied Knowledge Test, Clinical Skills Assessment. If not enough information then may need to do extra or different assessments e.g. additional patient satisfaction questionnaires, multi-source feedback, or ask assessments to be repeated but by additional assessors.

Future planning

Need to consider appropriate level of supervision, support e.g. Training Support Service, further assessments, next review date. Can ask Serious Concerns Review Group (SRCG) if there are significant remaining concerns which may warrant GMC referral.