

CAUSES OF PERFORMANCE CONCERNS

- Clinical knowledge and skills
- Communication skills
- Professional behaviour and attitudes
- Health
- Social factors

ARCP OUTCOMES

1. Achieving progress and the development of competencies at the expected rate.
 2. Development of specific competencies required – additional training time not required.
 3. Inadequate progress by the trainee – additional training time required.
 4. Released from Programme with or without specific competencies.
 5. Incomplete evidence presented – trainee to provide a written account to the panel within five working days as to why documentation has not been made available.
 6. Gained all competencies – recommendation for award of CCT.
- 7. OOP....**
- Outcome 3 or 4 - the trainee has a right of appeal.
 - Outcome 3 - maximum extension to a training programme is normally 12 months.
 - Outcome 4 - if upheld on appeal then the training number is withdrawn.

TRAINING SUPPORT SERVICE [TSS]

Referrals may be made by:

- TPD,CS,ES,ARCP panel
- Trainee self-referral

Help available:

- Counselling
- Coaching
- Communication skills
- Occupational Health
- Career guidance
- Clinical Psychology
- 360 degree feedback
- Learning disability support

Contact:

HEEM.trainingsupport
service@nhs.net

Referral form:

<https://www.eastmidlandsdeanery.nhs.uk/page.php?id=901>

Serious Concerns Review Group (SCRG, Formerly ESRP)

The SCRG is a committee at which a review of circumstances around occasions of significant underperformance of trainees may be undertaken. This SCRG is available to offer advice and guidance to educators and trainees within HEEM. Where necessary the committee will liaise with the GMC, and will act as the referral panel to the Regulator if required.

Contact:

Dr Bridget Langham, Chair of SCRG, at
HEEM.scrg@nhs.net or on 0115 823 3353

Health Education East Midlands

Managing Trainees in Difficulty

Key facts for Educator Faculty

SUMMARY

Patient safety should always remain the first consideration

Conduct issues should be dealt with separately through appropriate disciplinary processes – Employer (Trust HR) or GMC

Training issues should be dealt with through HEEM processes, outlined in 'Managing Trainees in Difficulty'.

Serious Untoward Incident (SUI) - NOTIFY HEEM

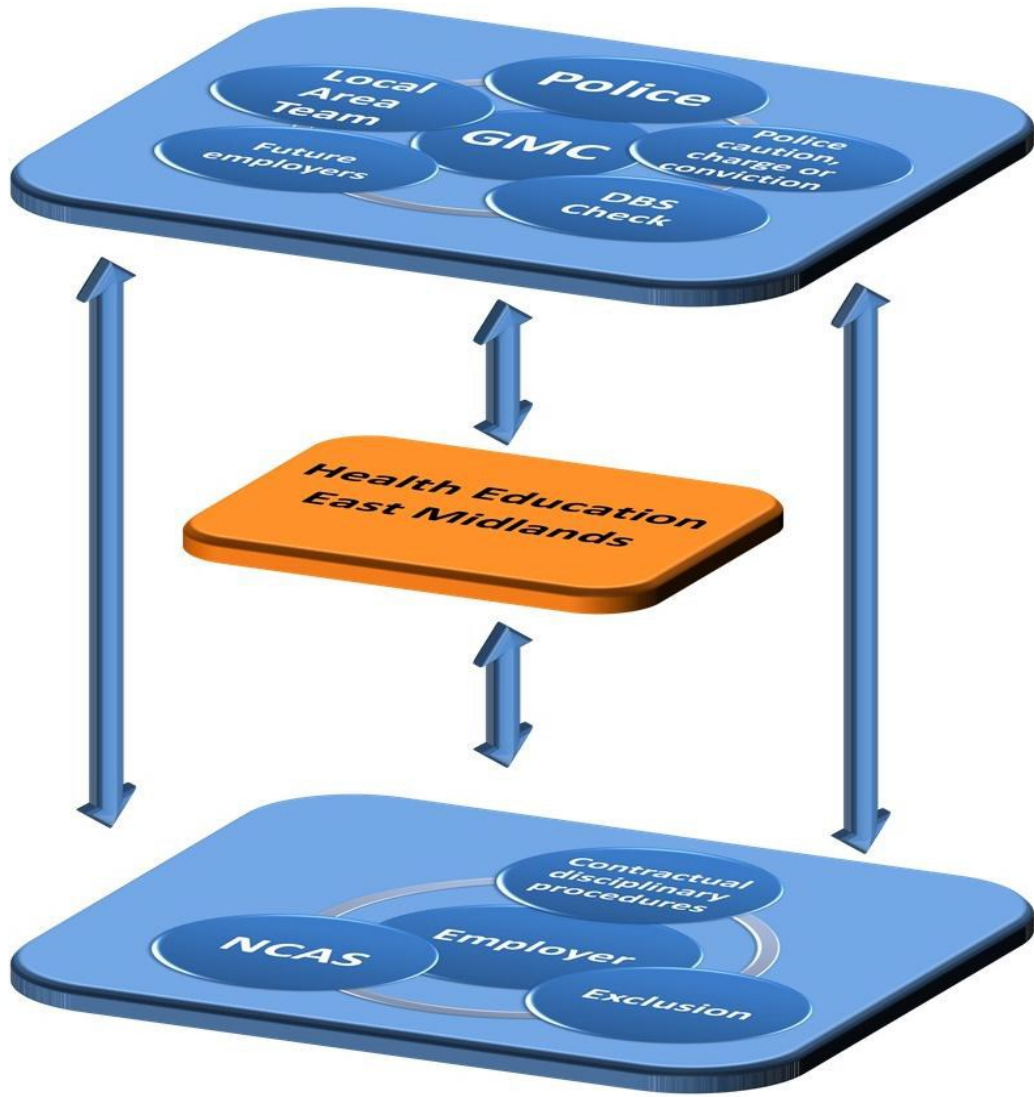
- Should a major clinical event occur in which a trainee is involved, OR
- Should a conduct issue become the subject of Police investigation

HEEM must be informed promptly

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Trainee Conduct issues Management Overview



Trainee Performance Management Overview

