

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

Professor Sheona MacLeod, Postgraduate Dean, at sheona.macleod@nhs.net or on 0115 8233358.

Contact:

HEEM.trainingsupportservice@nhs.net

TRAINING SUPPORT SERVICE [TSS]

Referrals may be made by:

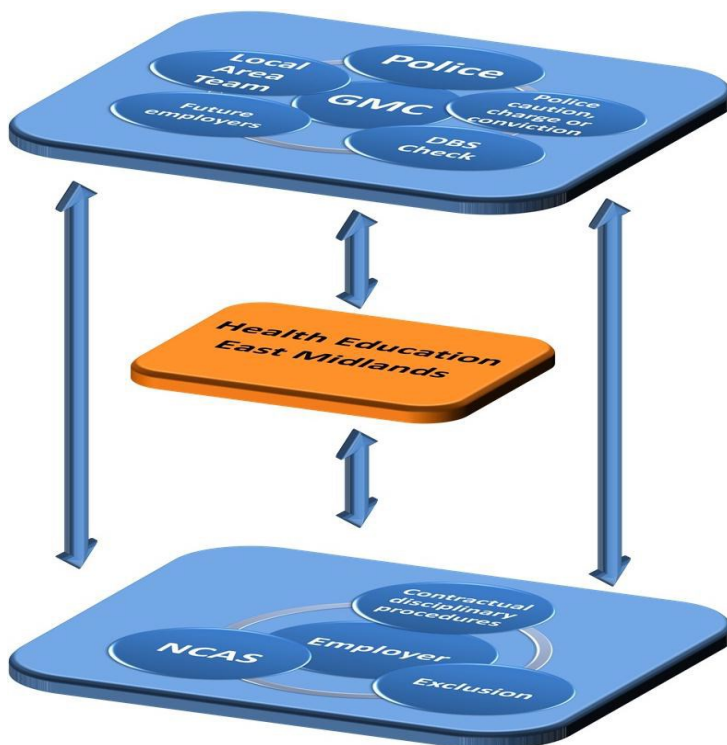
Educator Faculty, ARCP panel or Trainee self-referral

Help available:

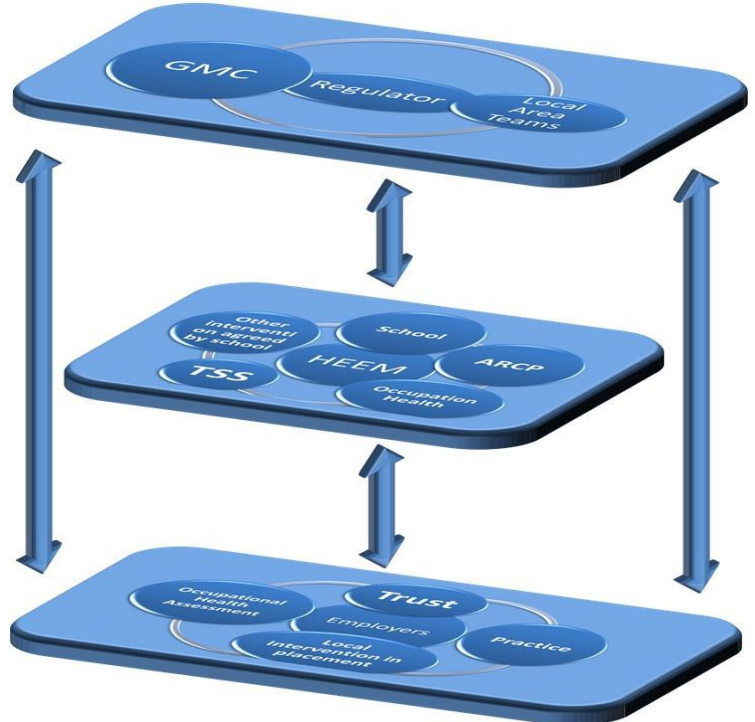
Counselling	Coaching
Communication skills	Occupational Health
Career guidance	Clinical Psychology
360 degree feedback	Learning disability support

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

TRAINEE CONDUCT ISSUES MANAGEMENT OVERVIEW



TRAINEE PERFORMANCE MANAGEMENT OVERVIEW



CAUSES OF PERFORMANCE CONCERNS

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

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 – trainee to provide a written account to the panel within 5 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 - Outcome 4 - if upheld on appeal then the training number is withdrawn.

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.scr@nhs.net or on 0115 8233353