

PURPOSE

The Serious Concerns Review Group has been developed to review all cases in which the Educator body has significant concerns about a trainee doctor's fitness to practise.

MEMBERSHIP

The core members of the Group include senior educators who represent the 3 strands of postgraduate training (Foundation, Secondary Care and General Practice). The group also has representation from HEEM Human resources and the Training Support Service and lay representation from our lay partners.

HOW TO REFER A CASE TO THE SCRG

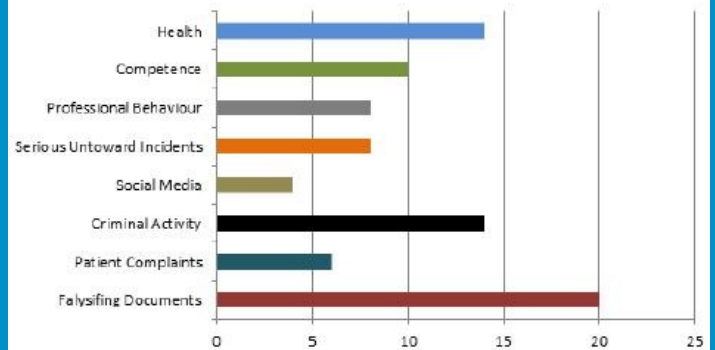
Please send referrals to the Chair of the SCRG via HEEM.scrq@nhs.net
All referrals should include the following:

1. Executive summary (maximum of 10 bullet points to include list of concerns).
2. Narrative letter including chronology of events.
3. Evidence of all concerns as indexed appendices.
4. Evidence to include:
 - a. Complete set of ARCP outcome forms –signed by the trainee.
 - b. Complete set of correspondence between the training programme and the trainee.
 - c. Any written report from local investigation.
 - d. Details of any disciplinary action taken including exclusions and written warnings.
 - e. Written information on any previous incidents/ concerns.
 - f. Written information on support provided/ accessed through the Programme, Occupational Health and the Training Support Service.
5. Written evidence to confirm that the trainee is aware of referral.

Please note the SCRG is not able to independently investigate cases and can only consider the evidence provided to them by the person/s making the referral.

WHAT SHOULD BE REFERRED TO THE SCRG

Types of Concerns Raised to SCRG (% of total)



Examples for consideration include gross negligence, lack of competence, inappropriate behaviours, concern regarding probity, significant ill health and criminal activity.

SERIOUS UNTOWARD INCIDENT INFORM HEEM IMMEDIATELY

Should a major clinical event occur in which a trainee is involved OR should a conduct issue become the subject of a Police Investigation
HEEM MUST BE INFORMED PROMPTLY.

Professor Sheona MacLeod
Postgraduate Dean
sheona.macleod@nhs.net
0115 8233358

Resources:

- GMC Good Medical Practice 2013
- Gold guide
- Foundation Programme Reference guide

Available on HEEM Website:

- Managing trainees in difficulty – Key Facts for Educator Faculty
- SCRG information card
- Specialty training: Information summary for Educators
- Foundation training : Information summary for Educators