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Health Education
East Midlands

Appeals

Scenario 1

ST4 trainee received an outcome 4 at ARCP panel and appeals the decision.

- Trainee attends the appeal hearing and states that his wife is seriously ill and he has to take care of the children which impacts on his training.
- He also states that he suffers from depression which he has hidden from Colleagues.
- He states he is based at a Trust that is far from home, which again causes him issues.

Should any of the above have any bearing on the decision if none of this has been evident previously?



Appeals

Scenario 2

ST5 trainee received an outcome 3 at ARCP panel and appeals the decision.

- Trainee attends the appeal hearing and states that she hasn't been given the support she requires by her Educational Supervisor.
- She states that there is a personality clash with her current Educational Supervisor that makes meetings very difficult. This hasn't previously been raised and she is reluctant to put in a grievance regarding her supervisor.
- She states that at the outcome 3 feedback meeting her Educational Supervisor was present and therefore she wasn't able to raise the issues she has.

What action do you take?



Appeals

Scenario 3

ST7 trainee receives an outcome 4 at ARCP panel and appeals the decision.

- Trainee attends the appeal hearing and states that he is aware that he received an outcome 4 due to not completing the action plan set at his outcome 3 feedback meeting, but this wasn't his fault as no support was offered to enable him to achieve these goals.
- The panel informs the trainee that they weren't aware of this but there is also the issue that the exit exam hasn't been achieved.

What decision do you make?



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Scenario 4

ST2 trainee received an outcome 3 at ARCP panel and appeals the decision.

- Trainee is educationally progressing but there are conduct issues where the trainee has been referred to the GMC regarding sexual harassment to colleagues.
- The outcome 3 had been given regarding concerns on fitness to practice in light of the above.
- Trainee refutes these allegations and says he is progressing educationally and all the evidence in his ePortfolio supports this.

What action do you take?