College Tutors' Day

28 October 2016

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Aims and objectives of Trainee in difficulty workshop

- To be able to identify a trainee in difficulty
- To be able to provide relevant educational, personal and professional support
- To gain an understanding of available resources at Trust, School, Regional and National level



Early signs that something is wrong (NCAS findings)

The disappearing act – not answering bleeps, and disappearing, frequent sick leave

Low work rate – slow in doing procedures, clerking patients, dictating letters

Ward rage – shouting at the nurses or other colleagues

Rigidity – poor tolerance of uncertainty, difficulty making priority decisions



Early signs that something is wrong (NCAS findings)

Bypass syndrome – nurses and other colleagues avoid asking the doctor to do anything

Career problems – examination difficulty, disillusionment with medicine

Insight failure – rejection of constructive feedback, defensiveness, counter challenge to everything



What is the real problem?

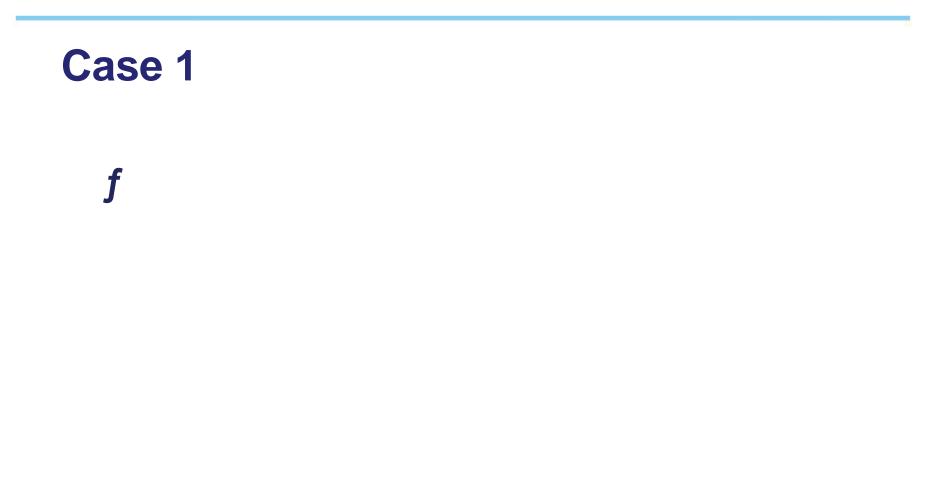
- Is it a trainee in difficulty?...or
- Is it a difficult trainee?
- Is it a difficult trainer?



What are the sort of difficulties?

- Professional conduct
- Personal conduct
- Performance
- Health







What is the real problem?

- PSU format followed
- Family
 - Her mother had died in a car accident during F2.
 - 6 months later her father died of stomach cancer.
 - There had been a rift with her only brother trying to sort out the parents will.
 - Had some good university friends but only a few working in the same region.



Case 2

- Pratima Single parent husband local surgeon left after severe hyperemesis gravidarum in her third pregnancy which was unplanned
- Husband starts affair with Pratima's work colleague
- Had to downsize from 6 bedroom 3 bathroom house to 2 bedroom house with potential for extension
- Found tired and tearful at work by educational supervisor
- Mum recently had MI and was main source of support



Action plan



Case 3

- Susan is a ST7 trainee
- Previous ARCPs have shown outcome 1
- She has been found checking and double checking results
- Her confidence is low
- She has not yet applied to do START



Further information

 6 months ago involved in a SUI of a child with a pneumonia who was sent home from the Assessment unit



Action plan

- Psychology service for counselling
- Keep in same unit for 12 months to gain confidence
- Debrief
- Support for going to coroner's court
- Ensure has advice from defence unit for statement writing
- Careers referral
- Professional support unit
- Local assertiveness and confidence skills course



Resources

Trust

- Occ Health
- Careers lead
- DME

Regional

- Professional Support Unit
 - Coaching and mentoring
 - Educational psychology services
 - Careers services
 - Language and communication skills support

