

RECOGNISING THE TRAINEE **R**EQUIRING EXTRA **S**UPPORT (**TRES**)

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QUESTIONS



What is TRES?

Why is recognition important?

What are the types of TRES?

What to look out for /how to recognise TRES

What do I do now?

Toxic work culture in surgery: Can it be fixed?

GAIL GAZELLE, MD | PHYSICIAN | MAY 14, 2024



After destroying a light fixture in the OR and being written up for another episode of disorderly conduct, John was at the end of his wits.

His marriage, profession, and self-respect were all on the line, and in the eyes of everyone around him, he was another surgical monster.

ADVERTISEMENT

But little did he know – none of this was his fault. (We'll get there in a moment.)

Share of doctors suffering from any form of depression, anxiety, burnout, stress, emotional stress, or a mental health condition which is affecting their work in the United Kingdom in 2019, by age



BMJ Quality & Safety

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Systematic review

Teamwork, communication and safety climate: a systematic review of interventions to improve surgical culture

A silent emergency: The rise in suicides among UK doctors

Faced with high-pressure workloads, bullying and poor support structures, medics are at least twice as likely to die by suicide than the general population.



Junior doctor burnout rising with one in four struggling with workload, NHS training survey reveals

'Shocking' findings show large number of doctors working on-call night shifts without access to rest facilities or catering

Alex Matthews, *Kino Health Correspondent* • Monday 08 July 2019 06:37 BST



Doctors are turning up to work even when they're ill – and that is bad news for all of us | The Independent | The Independent

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The Mental Health Struggles of Autistic Doctors

The study revealed alarming statistics that showcase the mental health struggles experienced by Autistic doctors. Shockingly, 24% of these professionals have attempted suicide, while a staggering 77% have contemplated it. Furthermore, nearly half of the surveyed doctors (49%) admitted to engaging in self-harm. These numbers demand urgent attention and highlight the need for greater support and understanding within the medical community.

Female surgeons still endure toxic culture

Hippocratic Post | 29th June 2022 | NHS, SURGERY, WOMEN'S HEALTH | No Comments

Share:



Credit: Shutterstock

Female surgeons still endure toxic culture of abuse and discrimination at work: Female surgeons are still enduring widespread discrimination by male colleagues while they work, including abuse and even humiliation, according to a new study of over 300 surgeons across Europe.



WHAT IS TRES?





- Any trainee who has caused concern to his or her educational supervisor about the ability to carry out their duties
- Requires unusual measures to be put into place (anything outside the normal trainer – trainee processes)



WHY IS RECOGNITION IMPORTANT?

The TRES cohort

- It is thought that in the UK, 2–6% of doctors experience difficulties during their training
- This number is likely to be significantly under-reported as problems are managed locally
- No robust data exists re who, when, which specialties are most at risk etc
- Most data relies on self-reporting on surveys
- Often the people most in need of help don't realise it

The state of the NHS workforce

- **The state of medical education and practice in the UK: workplace experiences 2023 report**

- Continued decline in doctor's work-life satisfaction since 2019
- Significant proportion of doctors at risk of burnout
- Sharp increase in the proportion of doctors intending to leave and taking steps to do so.

- In 2022 more than half (52%) of the doctors who joined the workforce were IMGs

.....but..... Brexit? Immigration laws?

- Workforce is becoming more diverse

Which groups of the workforce traditionally are most likely to require extra support?

BUT:

This is by no means exclusive or exhaustive

- Ethnic minority groups
- Neurodivergent doctors
- Sexual/gender minority groups
- Long term illness
- Long term disability
- Religious beliefs
- IMGs
- Women
- Those from widening participation groups

However, GMC workplace survey 2023 says.....



Effective and supportive teams are protective against people becoming a TRES

- LTFT
- UK graduates
- Non-ethnic minority
- Less chance of becoming a TRES- better work life balance
- Less likely to feel part of a supportive team; more likely to achieve non-standard ARCP outcome
- More likely to be struggling with workload

WHAT ARE THE TYPES OF TRES?



Doctors IN

Difficulty (work is main issue)



Inappropriate clinical decisions

Poor time management

Lack of engagement with portfolio

Repeated complaints

Repeated mistakes

Failure to progress

Exam failure

Absenteeism/lateness/presenteeism

Doctors WITH difficulties (work not main issue)



Language barriers

Learning difficulties

Physical/mental illness

Neurodiversity

Personal issues

Legal troubles (often non-criminal)

Lack of support network

DIFFICULT doctors



Inappropriate, unprofessional behaviours

Lack of insight

Rudeness

Arrogance

Inability to learn from mistakes

Legal troubles (often criminal)

HOW DO I RECOGNISE A TRES?





What do I look out for?



The “disappearing act”:

- not answering bleeps
- disappearing
- lateness
- frequent sick leave

Low work rate:

- slowness in doing procedures
- clerking patients
- dictating letters,
- making decisions
- arriving early, leaving late and still not achieving a reasonable workload.





What do I look out for?

Ward rage:

- Unusual irritability
- bursts of temper
- shouting matches
- real or imagined slights
- throwing instruments



Rigidity:

- poor tolerance of ambiguity
- inability to compromise
- difficulty prioritising
- inappropriate 'whistle blowing'
- unwillingness to change schedule for training opportunities (NB: where otherwise would be possible)





What do I look out for?

Bypass syndrome:

- junior colleagues or nurses find ways to avoid seeking the doctor's opinion or help.



Career problems:

- difficulty with exams
- uncertainty about career choice
- disillusionment with medicine





What do I look out for?

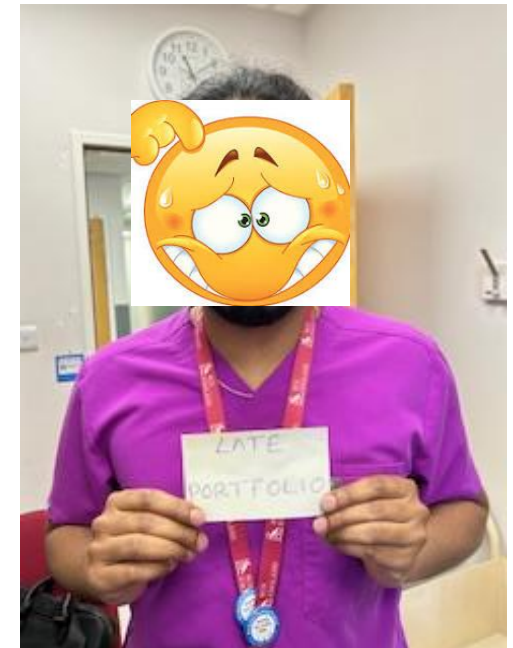


Insight failure:

- rejection of constructive feedback
- defensiveness
- counter-challenge

Lack of engagement in educational processes:

- fails to arrange appraisals,
- late with learning events/workbased assessments
- reluctant to complete portfolio
- little reflection

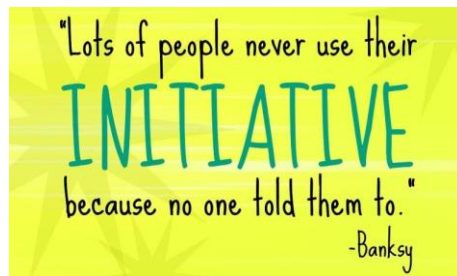




What do I look out for?

Lack of initiative/appropriate professional engagement:

- not allowing juniors/nurses to question them
- Not engaging in opportunities



- Inappropriate attitudes:
 - judgemental
 - lack of respect for opposite sex
 - lack of respect for different ethnicities
 - "not my problem"



What do I look out for?

Unexpected change

- Change in personality i.e.
 - extroverts become introverts
 - introverts become extroverts
 - unusually emotional
 - unusual rudeness



- Change in behaviour i.e.
 - unable to complete tasks they usually manage easily
 - keen trainees become work avoidant
 - new carelessness



WHAT DO I DO NOW?



Gather information* - TRES, colleagues, other supervisors, incident reports, portfolio

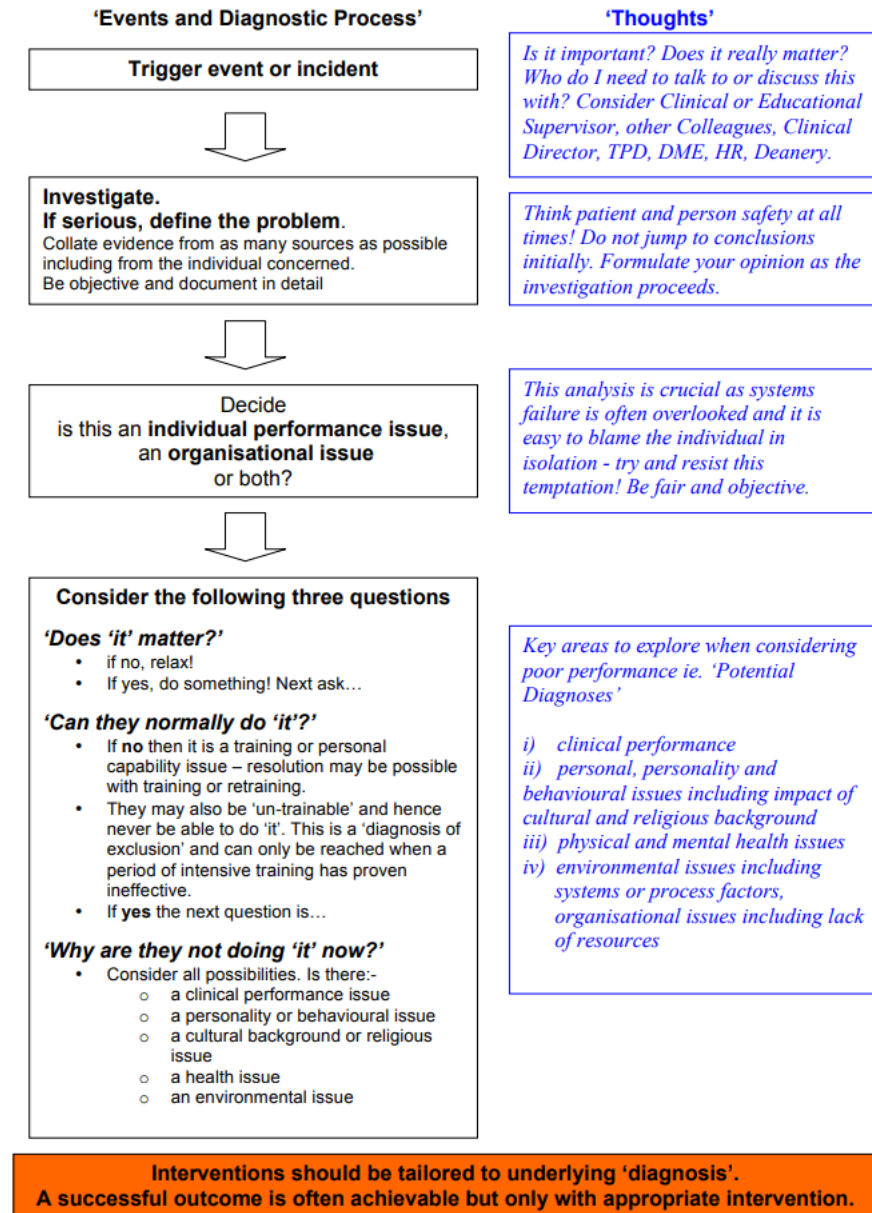
(*be mindful of your own biases)

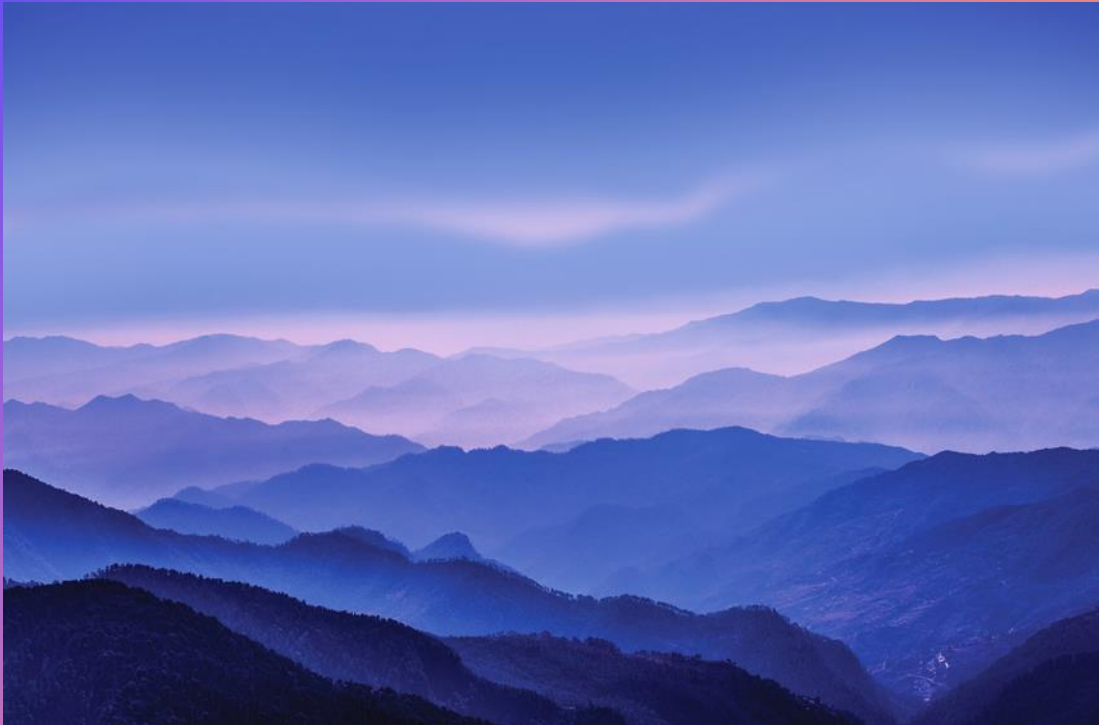
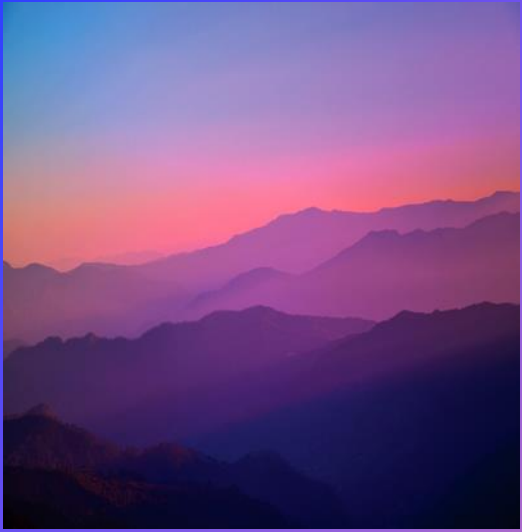
Support the trainee and anyone else affected

Ensure patient safety

Escalate

Further information on what to do can be found on the School of Surgery TRES website





Summary

Remember poor performance is a 'symptom and not a diagnosis'

It is essential to explore the underlying cause or causes



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THANK YOU

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