

# Identifying & supporting the trainee requiring extra support

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Developing people  
for health and  
healthcare

[www.hee.nhs.uk](http://www.hee.nhs.uk)

## Outline of the session

- Identifying the trainee requiring extra support
- Some facts and figures
- Consider the help and support available

# Trainee Requiring Extra Support

## Definition

- ‘Any trainee who has caused concern to his or her Educational Supervisor about the ability to carry out their duties, and which has required unusual measures to be put into place. This would mean anything outside the normal trainer – trainee processes where the Training Programme Director (TPD) has been called upon to take or recommend action’.

# Potential initial triggers raising concern

- Patterns and repetition rather than one – off incidents
- Sudden, ‘out of character’ behaviour with no obvious explanation
- Higher than expected levels of sickness
- One-offs that are more serious, but which the trainee feels able to easily rationalize

# Paice's early warning signs

- Disappearance
- Low work rate
- Ward Rage
- Rigidity
- Bypass Syndrome
- Career problems-exams etc
- Failure to engage with portfolio
- Lack of insight

# Potential reasons for a trainee to require extra support

- **Doctors in Difficulty**
  - Struggling to manage workload
  - Failure to progress
  
- **Doctors with Difficulties**
  - Illness
  - Home or personal life issues
  
- **Difficult Doctors**
  - Inappropriate, unprofessional behaviours'
  - Lack of Insight

# The size of the issue

- Internationally, up to 10% of trainees fail to meet the standards of their training programmes (Tabby 2011)
- Doctors in the early stages of training are more likely to get into difficulties (Brennan 2010)

# The size of the issue

- Medical school: Approximately 20 % of students access SWAP
- NW Foundation School: prevalence approximately 5 – 10%
- HEE(NW) Specialty training: prevalence approximately 2 – 5%
- GMC involvement - small proportion: approximately 1%
- GMC rising numbers of referrals but same % to fitness to practice



# NW Foundation School

Year	Total No of trainees	No requiring extra support	Percentage
• 2018/19 (to Apr)	1698	74	4.34%
2017/18	1728	81	4.69%

# HEE(NW) referrals 2018/19

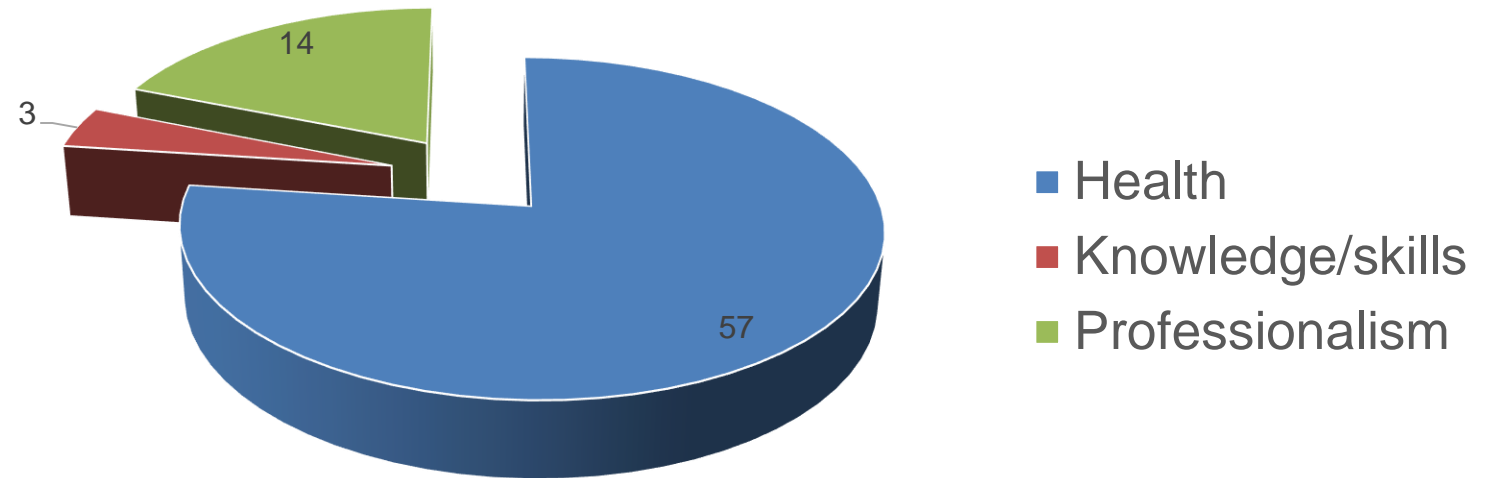
- **Total: 74 trainees**

- 49 F1
- 25 F2

- (2017/18 81 trainees)

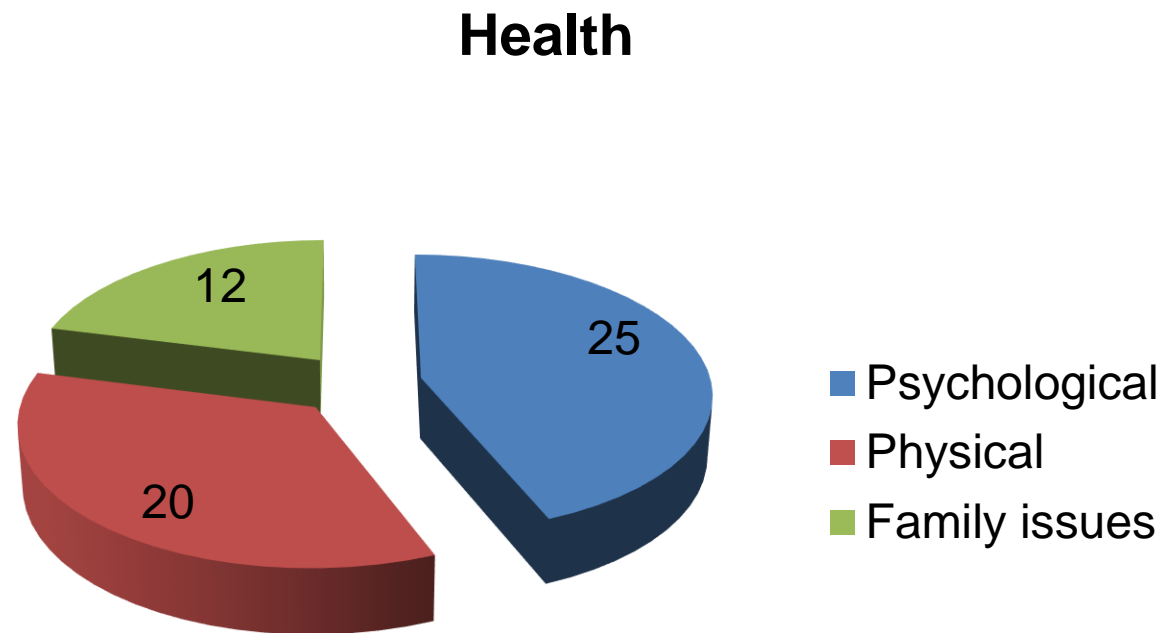
- 48 F1
- 33 F2

Reasons



# Health

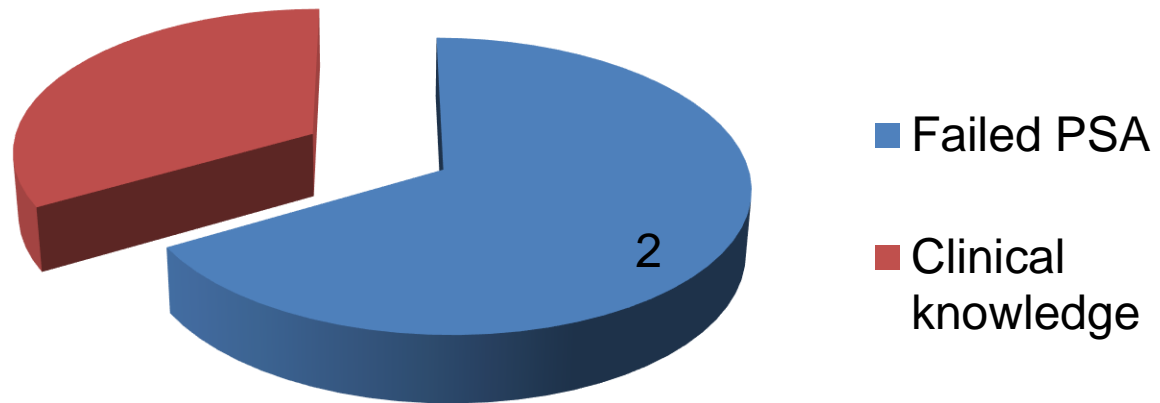
- Total: 57 trainees



# Knowledge & skills

- Total: 3 trainees

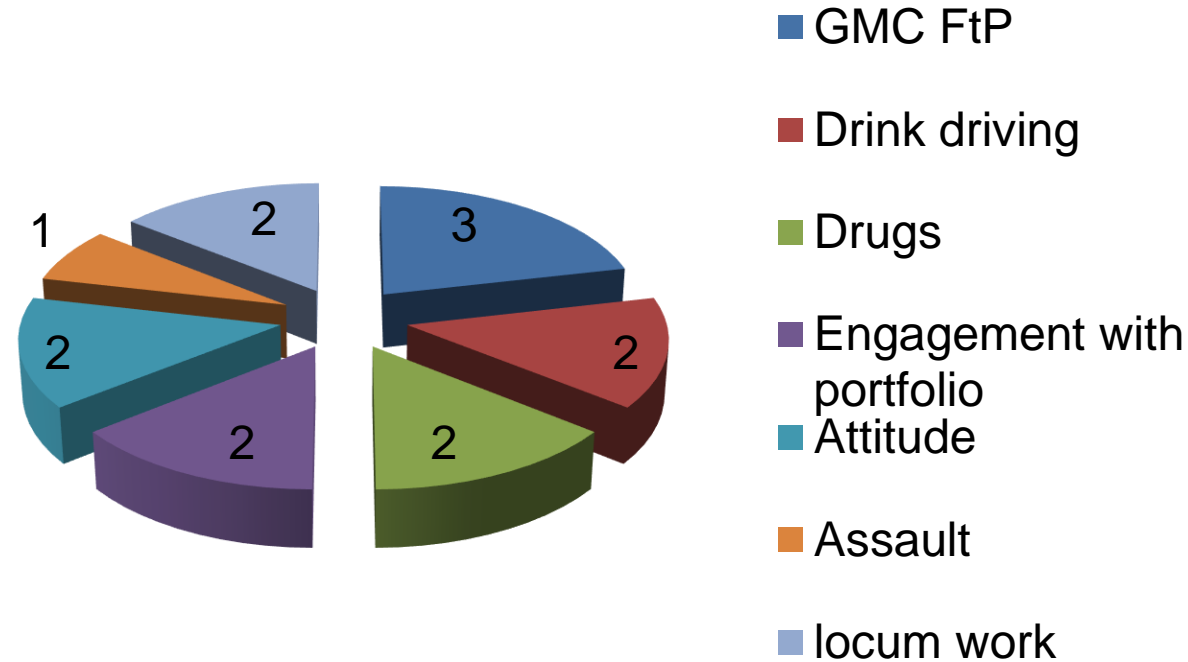
## Knowledge & skills



# Probity / Professionalism

- Total: 14 trainees

Probity / Professionalism

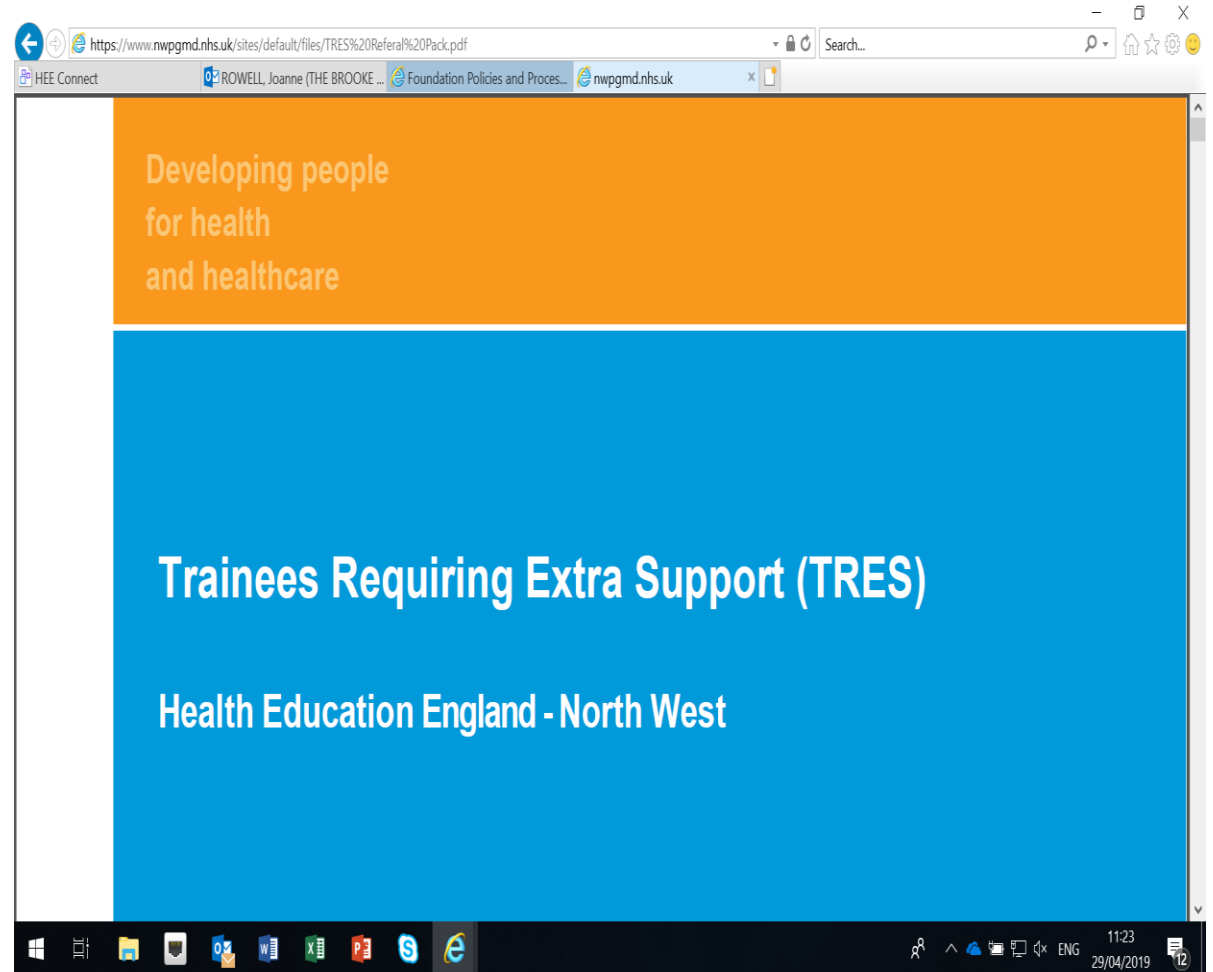


## **Most taxing issues**

- Probity, professionalism & FtP issues
- Late reporting of trainees
- Finding other resources to help

# Available support

- Local:
  - CS/ES/TDP/DME
  - OH/HR
- LEP:
  - Health, work and wellbeing
- HEE:
  - TRES policies & procedures
  - ADs – patch / specialty
- RO
- GMC
- NCAS



# Introducing.... Training Support Network

- The TSN has been established to signpost trainees, and their trainers, to specialist support services. It is available to all trainee doctors and dentists working across the HEE NW footprint who are experiencing difficulties which may affect their ability to train.
- The TSN is also facilitating a training the trainers programme for the NW educators.



# Training Support Network

- Trainee area
- Trainer area
- Directory of Services
- Calendar
  
- Access the TSN at [www.nwpgmd.nhs.uk/TSN](http://www.nwpgmd.nhs.uk/TSN)

# TSN

- What would you like to see within the TSN?
- Please spend 5 minutes on your table thinking about recent examples of managing trainees requiring extra support. What resources would help?

# Take home messages

- Referrals to TRES pathway increasing – ? Increased number of issues +/- increased awareness
- Majority of referrals due to health, professionalism catching up
- Early identification and management essential
- Serious issues are rare but can be invariably complex and extremely challenging to deal with
- TSN established to provide information re. specialist services for trainees and training for trainers
- Please use the TRES pathway and contact us early when issues are identified

## A final thought.....

- Lake (2009)
- “Reaching those doctors who experience difficulty is certainly challenging, such is the deep stigma and embarrassment felt by those struggling in their careers”.
- *All of us are likely to experience periods of difficulty at some point in our own careers. One starting point when faced with a trainee in this situation is to consider the type of support and guidance you might want if you were in their shoes.*

# Questions

