

SPIES.

Seek information, patient safety, initiative, escalate, support. You are likely to be asked a question around dealing with a problematic colleague. Using SPIES helps to keep you on track.

- A junior colleague consistently turns up late to her shifts
- A senior colleague comes into work looking dishevelled and smelling of alcohol
- A nursing colleague repeatedly under-performs and makes questionable clinical decisions

S=	Seek Information What is the problem?
P=	Patient Safety It is critical that is assessed.
I=	Initiative Can you do anything yourself? What is appropriate?
E=	Escalate Involve other colleagues as needed?
S=	Support Can you support the individual/Team?