

Post-ARCP Feedback Principles and Guidance

Yorkshire and the Humber Deanery

Workforce Training and Education, Yorkshire and Humber, NHS England

The purpose of feedback post-ARCP is to deliver the ARCP outcome, reason for the outcome and targeted objectives going forward.

A suggested outline of post ARCP feedback is:

1. Confirmation of the ARCP outcome issued by the Panel.
2. The reason(s) for that ARCP outcome.
3. What that ARCP outcome means. Be clear that the outcome is not meant to be punitive but is to aid the postgraduate doctor or dentist (PgDiT) in achieving their best possible knowledge and skills.
4. What evidence was found to be good.
5. Where applicable, what evidence needs to be developed or is insufficient, and how that can be improved in the future.
6. Where applicable, explanation of the SMART objectives defined by the ARCP panel which need to be achieved and the time frame in which they are to be achieved.
7. Where applicable, to clarify what outcome may be considered at the next ARCP if the requirements of this ARCP have not been met.
8. If an outcome 2, 3 or 4 has been given, then ensure the PgDiT is given details of the right to review and/or appeal.
9. Signposting to support available through the Yorkshire and Humber Deanery, the programme and/or employer.

Post-ARCP feedback is not:

- Mentoring, careers advice or pastoral support, although these may be targeted objectives from the ARCP and may be suggested and signposted during the feedback.
- A discussion about future placements, although the TPD may need to consider future placements in some circumstances to ensure that the post ARCP objectives are met.
- A debate about the documented ARCP outcome. The ARCP outcome is decided by the panel in the absence of the PgDiT and is based on the evidence presented by the PgDiT in the e-portfolio prior to the specified lockdown date.