

Doctors in difficulty

Support for GP trainees in Yorkshire and the Humber

Identifying trainees



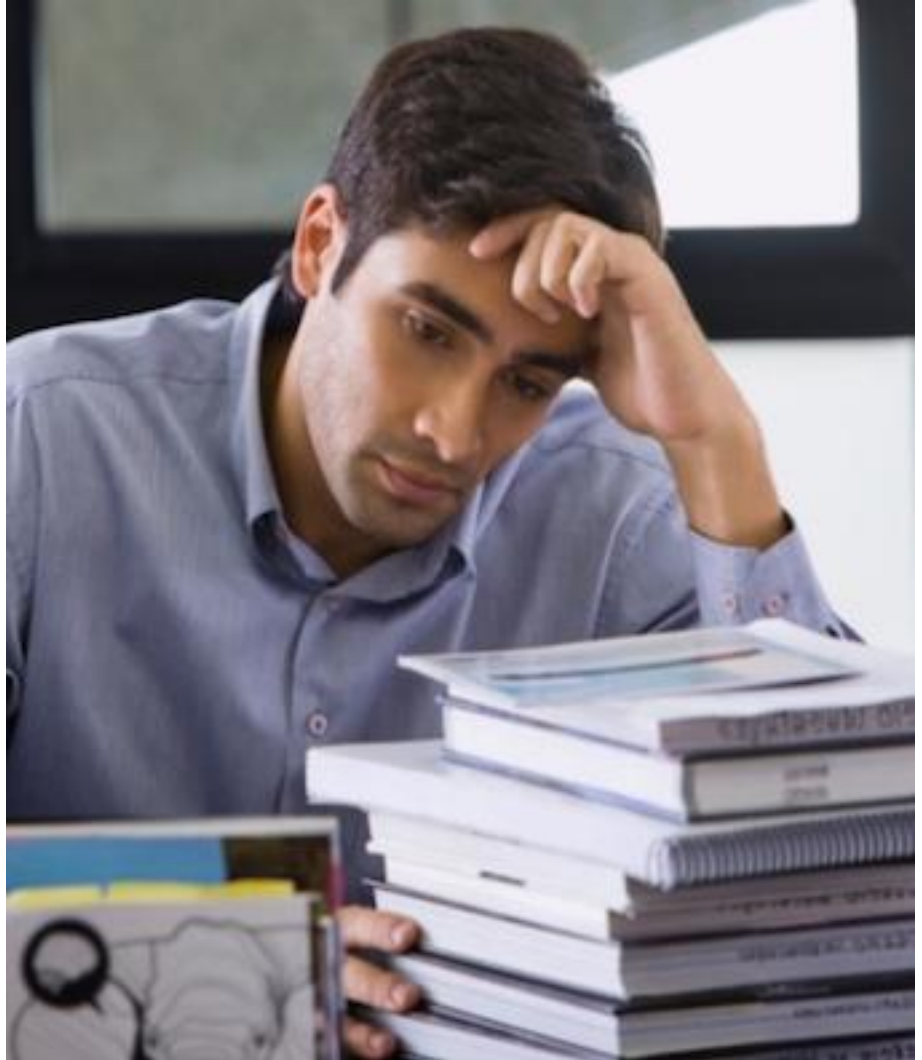
Trainees in need of extra support are identified in many different ways. Many of our schemes use the Y&H RAG tool which uses selection centre scores to identify struggling trainees. Typically a clinical supervisor, commonly in General Practice, will identify difficulties. Sometimes there are concerns around sickness/ill-health. At other times it is exam failure or the ARCP process that identifies problems. However it happens, the subsequent process should be consistent.

Taking some action



First of all it is important to try and identify what the difficulties are...to get a 'diagnosis'. Use of tools such as RDMP and SKIPE can help you understand the trainee's developmental needs as well as their context. At all times, you can seek support from colleagues, the trainee's educational supervisor, your scheme PDs and local Performance tutor. It is important not to feel like you are working in isolation with a trainee. Involve the trainee at every step, being open and honest where possible about what you are doing and why.

Documentation is key, remember to keep good records, do plenty of WPBAs (extra ones help) and make use of Educators' Notes. It is helpful to have different trainers doing WPBAs and can help to have 2 CSRs especially in GP. (Triangulation helps everybody.)



The real work

Clinical and Educational Supervision and the training schemes provide almost all the support for trainees

It is clear that the vast majority of the hard work required to support trainees is undertaken by our fantastic team of educators. From direct supervision in the practice, to the pastoral supportive work of our educational supervisors and the leadership and guidance of our HDRC programme directors and admin staff.

A massive thank you from us.

What specific support is available?

More details of all of this support is available at www.yorksandhumberdeanery.nhs.uk/general_practice

Understanding GP course

Offered in ST1 to those who have scored less well in selection-centre situational judgment tests. It helps trainees to develop understanding of the context of UK general practice and develop a person centred approach to consulting. 2 days separated by a couple of weeks run in Spring and Autumn. Gpsouth.yh@hee.nhs.uk

Linguistics course

This course is for those who have graduated abroad and mainly offered to those in ST1. It aims to improve general English conversational skills. It is on two days, separated by a week or two. It is held in the university Easter break each year. Gpsouth.yh@hee.nhs.uk

AKT study skills course

The course is aimed at those who have taken AKT once and failed it. It allows reflection on, and ideas exchange around, preparation methods. It's held three times a year, approximately 6 weeks before the next sitting. There is minimal overlap with the local RCGP AKT course. Gpwest.yh@hee.nhs.uk

Dyslexia screening

Trainees who have struggled with exams (especially AKT) as well as other trainees where dyslexia could be a concern are encouraged self assess. <http://doitprofiler.com/personalprofilers/dyslexia/> If this is positive full assessment and support is accessed through Dyslexia Action.

CSA prep course

This is mainly run in autumn and targeted at trainees thought likely to struggle with the exam. These trainees are identified by selection scores, performance in practice or at mock CSA. The day involves exploring the exam and consultation issues in detail, followed by examiner and trainer observed simulations with feedback. Info from Leanne.sorby@hee.nhs.uk

The science & art of passing exams

Led by a psychologist and trainer with many interactive exercises this will help those who have failed AKT or CSA to harness their nerves and perform their best. It will also address the last 4 weeks of exam preparation. Info from gpeast.yh@hee.nhs.uk

CSA support

For trainees who have failed the CSA there is a mixture of support available in addition to that already mentioned. Schemes and localities have different post-failure support groups, often utilizing our faculty of local CSA examiners and involving group and/ or 1-to-1 sessions. Information from locality GP school offices

Coaching

Sometimes difficulties in progression in training are due to issues around organisation, work-life balance, motivation, etc. The Y&H Deanery coaching school can offer help for these trainees; though its main focus is not on Drs with difficulties. <http://www.yorksandhumberdeanery.nhs.uk/education/coaching/>

Trainee health and wellbeing

Every trainee should be encouraged to register with a GP not involved with their training. Free confidential counselling through 'take time' and 'workplace wellbeing' is available to all trainees. There is also support from NHS GP health service. Occupational health referrals are made by practices, or through schemes, and the website has guidance notes and a standard letter for these. Being a doctor with progression difficulties is a stressor in itself and we all need to be mindful of the trainee's mental wellbeing, signpost to support where possible and document that their health has been reviewed or advice to contact resources has been offered.

Support for trainers

There are two well evaluated course at Spring/Autumn school 'Problem registrars; with equal opportunities', and 'Worried about Probity in training' . Both address performance issues. Trainers with trainees in extension and trainers who find that they have a trainee who is struggling and who would value advice and support should contact gpsouth.yh@hee.nhs.uk so that we can organise groups of trainers to meet to discuss how to manage in these challenging training environments. Managing trainees in difficulty is stressful and time consuming. It is really important to talk to other colleagues, ES/CS/TPD and your locality performance tutor if you are in need of any support.