

## Doctors in Difficulty

### Support for GP trainees in Yorkshire & the Humber

#### Identifying Trainees

Trainees in need of extra support are identified in many different ways. 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.

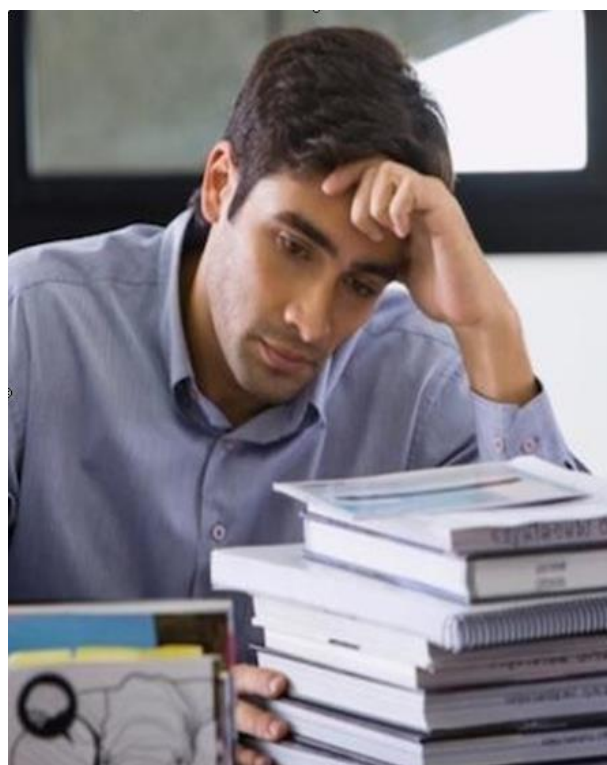
#### Taking some action

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 TPD's 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?

## AKT Revision and Exam technique guide

This online [powerpoint](#) looks at the revision requirements for the AKT exam, tips on effective studying, and exam technique. It is available to all through this link.

For AKT fails, Y&H will be offering an AKT exam course looking at statistics as well as other aspects of the exam. This will run regularly throughout the year.

## Booster Course

This is a day course run for ST1s who may need more support in their training. The course covers consulting as a GP, eportfolio and organization, identifying and meeting knowledge gaps, as well as pastoral care aspects. Trainees are invited to attend this via their TPDs.

## AKT Support Course in preparation for the AKT exam

Programme designed to help prepare efficiently and effectively for the exam and to help those who may benefit from more input and support, particularly those taking the exam in near future and those who have previously been unsuccessful with the exam. Trainers help diagnose reasons for not being successful and identify routes to future success.

When each course date has been set, the deanery will be in touch with the Scheme to inform them of the course date/s and details. This can then be passed to relevant trainees via TPD's.

## Revision and Exam Techniques Course

Led by a psychologist and trainer with many interactive exercises this will help those who have failed AKT to harness their nerves and perform their best. Course includes:

Exploring evidence-based ways to design the right studying approach that fits you and your very busy life, including:

- How to reframe your exam disappointment, learn from it and build from where you are now;
- How to overcome procrastination (and understand more clearly how it works);
- Explore the most time-effective studying techniques (no more forgetting what you studied an hour ago);
- How to juggle studying, other commitments and your most important relationships during revision time;
- How to manage exam anxiety and find more calm and composure when the pressure is on;
- How to get back into a good revision groove if things start to slip and you lose your momentum (which happens to all of us sometimes).

When each course date has been set, the deanery will be in touch with the Scheme to inform them of the course date/s and details. This can then be passed to relevant trainees via

### RCA Support

Currently RCA support is being designed at various levels.

For all trainers, webinars run throughout the year with RCA examiners. As the exam is changing with each sitting, Trainers are encouraged to attend a webinar if their trainee is sitting RCA.

For trainees who have failed the RCA there is a strategy of support, increasing in intensity with each subsequent fail. See your local performance TPD for more information.

### Enhance Induction for IMGs

This course runs twice a year (February and August), as additional support for those who have graduated abroad. It covers working as a GP in the NHS, specific skills for consulting as a GP and linguistic elements.

### GP Linguistics Day Course

A whole day's course looking at consulting skills from a language perspective. Trainees are put forward for this course by their TPDs. It is an interactive course using small groups and role play to underpin consulting skill learning.

### Coaching

This service can be accessed by the trainee without referral.

Sometimes difficulties in progression in training are due to issues around organisation, work-life balance, motivation, e.t.c. The Y&H deanery coaching school can offer help for these trainees; though its main focus is on Drs with difficulties.

[https://www.yorksandhumberdeanery.nhs.uk/learner\\_support/coaching/faqs](https://www.yorksandhumberdeanery.nhs.uk/learner_support/coaching/faqs)

### Dyslexia Screening

This service can be accessed by the trainee without referral.

Trainees who have struggled with exams (especially AKT) and any other trainee where dyslexia could be a concern are encouraged to self-assess.

[https://www.yorksandhumberdeanery.nhs.uk/sites/default/files/access\\_to\\_dyslexia\\_support\\_protocol\\_v5\\_may\\_2019.pdf](https://www.yorksandhumberdeanery.nhs.uk/sites/default/files/access_to_dyslexia_support_protocol_v5_may_2019.pdf)

### 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 courses at both Spring and Autumn school, which 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 their performance TPD in the first instance.

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.

More details of all of this support, please visit:  
[www.yorksandhumberdeanery.nhs.uk/general\\_practice](http://www.yorksandhumberdeanery.nhs.uk/general_practice)