

Process to follow when a concern is raised that a trainee does not meet the standards for a starter at ST1.

ONGOING REMEDATION TRAINING THROUGHOUT

Concern raised by GP trainer or consultant clinical supervisor

Discussion with TPD about concerns

Key People to be involved:
Clinical supervisor
DME in trust placement / Locality
Foundation Tutor if in a GP Placement
Locality Lead for performance team
Locality ARCP lead - for information only at first stage
DHoS for information only at this stage

- Refer to Performance team
- Inform Key People
- Assessment over at least 4 weeks by clinical supervisor
 - May include WPBA
 - Evidenced based

Objective assessment of the trainee skills:

In GP posts – Contact foundation tutors to arrange to train the CS. Enhanced grant of 50% for doing it.

In Trust posts - contact the CS and DME to arrange assessment by CS/Foundation supervisor to perform the assessment

Assessment report:

Open report asking for evidence SEA, WPBA with detailed areas showing why. free text examples of concerns.

Definitive opinion on whether performing at the level of starter ST1.

Identified remedial training needs.

Report to be discussed with Trainee and then uploaded to Educators notes for Panel.

Assessment report sent back to TPD and Performance Team - may be shared with foundation TPD if appropriate for advice

TPD /Performance Locality lead to make a formal recording of the assessment in the e-portfolio

ARCP panel to be arranged if concerns remain

- Meets standard for starting FY2 - ARCP outcome 1-3
- Does not meet standard for starting FY2 – Discussion with HoS and Dean

Outcome 3 extension 6m

DHoS/HoS with TPD to liaise with Trust to find a suitable post

- Foundation level rota and supervision levels
- Supernumerary funding if needed
- Panel to report to HoS to apply to Dean for exceptional extension funding

ARCP at end of extension

- ARCP Outcome 1-3
- Only just reached ST1 starter standard - Further outcome 3 for 6m
- Not met ST1 starter standard – Outcome 4

Trust posts will be arranged with DMEs. These will be intensive supported posts – either in an unfilled Foundation post or a supernumerary post

This may not be available in the current trust and may be outside the scheme area.