**Trainees Experiencing Difficulty RAG Rating**

Performance Team

Performance Lead: Dr Karen Bradley ()

Locality Lead South: Dr Elena Pamphilon (elena.pamphilon@hee.nhs.uk)

Locality Lead East: Vacant Post

Locality Lead West: Dr Nicholas Whelan (nicholas.whelan@hee.nhs.uk)

Objectives of the RAG Scoring System:

* Using measurable markers to identify trainees who are likely to struggle early
* Early identification means we can put active measures into place to help them succeed through ARCP/CCT
* Early identification hopefully gives us the opportunity to help make trainees' lives better
* Increase the Y&H pass rate through ARCP/CCT
* Cost-effectiveness: reduce public expenditure on extensions etc

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| **Amber**Some ConcernsIncreased level of supervision needed – manage at scheme level (unless more than 3) | **Red**Major ConcernsHigh level of supervision needed – involve Performance Locality Lead if any of the below are present |
| CSA fail but the trainee still has >6 months WTE training left | AKT failure1. Trainee has not passed by end of the first 6 months inST3
2. A 2nd failure
3. Or is the trainee fails by >8 points
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| ARCP outcome 5 | CSA fail but <6 months training left (WTE) |
| ESR says ‘panel opinion requested’ | ARCP outcome 2, 3 or 4 |
| >1 ESR ‘unsatisfactory outcome’ | Significant illness combined with poor educational progress |
| Repeatedly not responding to emails from Scheme/Educators | Non-engagement with OOH in first GP post |
| Poor service commitment to the post (by CS or employer) | Notifications to GP School about performance |
| Notifications to GP School about probity issues | SUI’s where patient safety is compromised (unless trainee has demonstrated they had no responsibility) |
| SJT in the bottom quartile (only look if other indicators are present) | Any GMC referrals, criminal investigations or removed from the Performers’ List |

**Additional Notes**

* IDT trainees who have had Amber or red concerns in the past should keep these
* Three Amber concerns mean that the trainee should be discussed with Performance Locality Lead
* Trainees should be aware of the process and level of monitoring they are under
* The RAG grade should last until the next ARCP, ESR, trainee passes an exam or if they are exonerated