

Thresholds for the management of trainees requiring additional support

Issue	Educational Supervisor/TPDs	Patch Associate Dean/TPDs	HEEKSS Head of GP School/Training Support Service (TSS)/Training Support Group (TSG)	Responsible Officer/Revalidation Manager
<p>Knowledge, Skills & Performance</p>	<ul style="list-style-type: none"> • Failure to demonstrate sufficient WBAs • Time management & basic organisation skills • Basic craft development • Diagnostic skills 	<ul style="list-style-type: none"> • Any issue which is likely to lead to an unfavourable outcome at ARCP • NCASS assessments (Inform School/department) 	<ul style="list-style-type: none"> • Specific concerns which may need external assessment or remediation 	
<p>Safety & Quality</p>	<ul style="list-style-type: none"> • Low-level/non-investigated clinical incidents 	<ul style="list-style-type: none"> • Any issue which is likely to lead to an unfavourable outcome at ARCP • Coroner's Investigations 	<ul style="list-style-type: none"> • Investigated serious incidents/Never events 	<ul style="list-style-type: none"> • Serious patient safety concerns that call into question a trainee's fitness to practise
<p>Communication, Partnership & Teamwork</p>	<ul style="list-style-type: none"> • Mismatches between trainer & trainee • Acting effectively in a team • Rapport with colleagues 	<ul style="list-style-type: none"> • Any issue which is likely to lead to an unfavourable outcome at ARCP • Relationship break down between trainer & trainee 	<ul style="list-style-type: none"> • Investigated complaints • Specific concerns which may need external assessment or remediation 	

Maintaining Trust	<ul style="list-style-type: none"> Minor issues e.g. punctuality, documentation etc. 	<ul style="list-style-type: none"> LEP probity/conduct investigations (inform School/Depart) Addiction/Substance Abuse (which includes probity) 	<ul style="list-style-type: none"> Police investigations, cautions or convictions LEP probity/conduct /disciplinary findings 	<ul style="list-style-type: none"> Serious probity, professionalism concerns that call into question a trainee's fitness to practise
Progression in Training		<ul style="list-style-type: none"> Exam failure which may affect progression Any issue which is likely to lead to an unfavourable outcome at ARCP 	<ul style="list-style-type: none"> Request for remedial time (to TSG) 	<ul style="list-style-type: none"> Non-engagement with revalidation (i.e. not engaging with WBAs, ARCP etc.)
Health	<ul style="list-style-type: none"> Low-level health issues which are unlikely to affect progression 	<ul style="list-style-type: none"> Any absence longer than 14 days Health issues which may require change in program/post-addiction/substance abuse 	<ul style="list-style-type: none"> Request for remedial time (to TSG) 	<ul style="list-style-type: none"> Serious health, addiction, substance abuse concerns that call into question a trainee's fitness to practise
Other	<ul style="list-style-type: none"> Trainee uncertain about career 	<ul style="list-style-type: none"> Visa issues that are likely to affect ability to 	<ul style="list-style-type: none"> Trainee allegations or undermining, 	

	<p>options</p> <ul style="list-style-type: none">• Low level personal issues	<p>train</p> <ul style="list-style-type: none">• Personal issues which may impact on progression or require a change in program/post	<p>bullying or harassment</p>	
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