



# **A Non-Engaging Trainee**

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**Bolton Trainers Group  
December 14<sup>th</sup> 2017**

**Nick Pendleton**

## Attendees

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Julian Page (PCME), Sumit Guhathakurta, Rachel Jesudas, Raza Akram, Kamran Khan, Reuban Pratheepan, Charles Hendy, Nick Pendleton (TPD)

## Apologies

Ian Hamer, Niruban Ratnarajah, Ali Majid, Andy Lloyd, Dharmesh Mistry, Helen Wall, Antoni Pomian, Eve Haworth

## **First impressions were good**

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**Sent a CV when requested**

**Had done an a range of hospital specialties 2011-15 inc  
GP**

**6 Publications 2011 – 2014**

**Student Staff Liason Committee Chair at Medical  
School**

**Performed well in GP recruitment**

**Attended ST1 Induction**

## ePortfolio Activity

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### August 2016

- **3 learning log entries – first was ‘very bullet point’. ES gave advice.**
- **2<sup>nd</sup> was reflective – praise and encouragement given by ES.**
- **3<sup>rd</sup> had good documentation of learning from a lecture and further learning suggestions. ES gave advice about showing how learning loop could be closed.**

## Educators Notes

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- **7<sup>th</sup> Sept 2016, 19<sup>th</sup> October 2016, 17<sup>th</sup> November 2016 :**  
**Requests from ES for Trainee to make contact** so an initial meeting can be arranged.
- **17<sup>th</sup> Nov ES contacts TPD – any issues?** TPD contacts Trainee on **18<sup>th</sup> Nov** to tell her to meet ES ASAP. No response!
- **Meets ES on 1<sup>st</sup> December 2016** : initial and belated meeting, very constructive. documentation of expectations wrt log entries and assessments.
- **Log entries: 2 in Sept, 1 in Oct, 1 in Nov 2 in Dec.**

## **1<sup>st</sup> TPD meeting: 24 Jan 2017**

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- **ES copied TPD into email about lack of evidence on eportfolio on 12 Jan 17. ES was 'Surprised and Disappointed' No CBDs or Mini-Cex, 1 learning log in Jan, No CSR.**
- **Initially the Trainee did not respond to email requests to meet. Planned to go to hosp and find her! AD informed and gave advice about format of meeting.**
- **Trainee turns up at Education Centre for meeting. Had sent email late at night to accept offer of meeting following day.**

## Meeting with TPD

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- Trainee admitted poor communication
- Keeps problems to herself
- **Unable to say what current issue is other than was planning to move abroad and this had fallen through**
- Hospital post has been stressful
- Offered support and guidance, refer for OH opinion
- Advised about contractual obligation to engage with ePortfolio
  - If continues to not engage will lead to involvement of Lead Employer and eventual removal from Training Programme
- Specific targets given for evidence, CSR made aware
- Review again at 4 weeks

## Review of Evidence at 4 weeks

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- 4 good log entries
- Good MSF with 6 respondents
- No CEPS, CBDs, Mini-Cex
- No CSR
- OH opinion is that she is fit to work
  
- ESCALATED TO LEAD EMPLOYER
- Meeting at HENW 9<sup>th</sup> March 2017 with TPD, AD and Lead Employer representative.
- Enjoying post in ED. Has personal issues outside work but is fit to work. Evidence targets and potential outcome reiterated

## 4 weeks after Lead Employer meeting

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- Continued poor engagement, **Did not arrange ESR**
- Educators notes from AD and ES
- Referred to ARCP panel
  
- **ARCP 12 April 2017**: Given an 3 month extension in ST1 to correct deficits in eportfolio evidence in a different practice from August 2017
  
- Educator note from AD Sept 2017 '**woefully below targets set by ARCP**'
- Nov 2017 – **no contact at all with with ES, does not arrange ESR by time of ARCP panel review**

## ARCP 28 November 2017

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- The trainee has not completed the requirements of the last ARCP. She has not engaged with the educational supervisor and has not communicated with HENW despite emails. There is no ESR. There is no CSR for the O+G post. The MSF feedback is good but there are not enough people contributing. There are not 3 log entries per week. There are not enough WPB assessments on the portfolio.
- All competence areas need development
- Outside stresses acknowledged but is fit to work.
- Not sure about a career in GP

# ARCP OUTCOME

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- **Outcome 4**
- **Unsatisfactory progress - Released from training programme with or without specified competences**
- **Reason for unsatisfactory outcomes (more than one may apply):**
- **U1. Record Keeping and Evidence, U3. Inadequate Engagement with Supervisor and U8. Other reason**
- **Can work to end of contract and should continue to add evidence to eportfolio.**
- **Can appeal panel decision**

# NON- ENGAGEMENT PROCESS

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- **The first step is that the ES notifies the Training Programme Director**
- **The trainee needs to attend a formal documented meeting with the Training Programme Director. The notes of this meeting should be copied to the local AD.**
- **At this meeting a clear deadline should be set for the trainee to demonstrate engagement**

## NON- ENGAGEMENT PROCESS

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- **If there is still insufficient engagement after 4 weeks then the Head of School and the Lead Employer should be notified with a second deadline for engagement given to the trainee in writing**
- **The Head of School and Lead Employer will decide on the next steps if non-engagement continues**

## Analysis

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- **The ES made very good Educators Notes and tried very hard to engage this Trainee**
- **The TPD was informed early**
- **The TPD met the Trainee and set clear targets**
- **Adverse personal and health issues were considered**
- **An early Occupational Health Referral was made**

# Analysis

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- **The non-engagement policy timelines were followed**
- **The Trainee was given specific documented advice and guidance and the Trainee was made aware of the consequences of non-engagement**
- **The Trainee felt unable to open up about personal issues and non-engagement continued**
- **Very good documentation in Educators Notes helpful to understand timeline and advice and support given**