

Areas of Concern – Reasons for a PSW referral

Clinical Performance and Progression

(clinical mistakes, critical incidents, lack of knowledge and skills)

Communication

(patients/ families, team members, poor time keeping, lack of accessibility)

Life Events

(stress, anxiety, family and personal problems and bereavement)

Attitudes and Behaviours

(defensive reactions, volatile behaviour, attitude problems, anger, probity, GMC, convictions and cautions)

Sickness and Ill Health

(acute or chronic illness, frequent periods of leave, over or under motivated, reasonable adjustments)

Environmental Issues

(organisational, workload, bullying and harassment)

Lack of Engagement with the Training Programme

(exam failure and anxiety, lack of engagement with ePortfolio, adverse ARCP outcomes)