

Template questions to consider in cases of poor performance

Is there a difficulty with clinical knowledge and skills?	<i>Formal assessment might be needed.</i>	
Is there physical illness?	<i>Is there a new or previously unknown condition? Has previous chronic illness worsened or relapsed? Could behaviour be medication-related?</i>	
Is the practitioner depressed or suffering other mental illness?	<i>This might explain problems with decision-making, memory, loss of confidence or irritability</i>	
Might alcohol or substance misuse be involved?	<i>Is there a history or is it a new problem?</i>	
Could there be a cognitive problem?	<i>Cognitive problems can result from substance misuse, certain chronic physical illness, head injury etc, as well as from - more commonly - advancing age</i>	
Are there pressures at home? Has there been a recent life event?	<i>Birth, death, separation, family illness or financial worries can all have an effect on psychological and physical health.</i>	
Has the practitioner had good enough educational and supervisory support?	<i>Some critical update training might have been missed or poor role models might have encouraged inappropriate practices</i>	
Are there new responsibilities?	<i>The practitioner might be struggling with different work, without enough leadership experience. There might be overload and sleep loss</i>	
Are there team difficulties?	<i>Is there new leadership, or a new team member who may be challenging the practitioner's role in the team?</i>	
Have there been major changes in the way work is organised and supported?	<i>There may have been a clash of values between practitioner and managers, within the practice or more widely with local NHS managers.</i>	
Could the practitioner be experiencing some form of discrimination? Is there bullying?	<i>Think outside as well as inside the legal framework about discrimination – discrimination and bullying can take many forms.</i>	
Is this new behaviour or a recurrence of a long-standing problem?	<i>Have we tried to take action on this before? What happened?</i>	