

# RDM-p

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# TiD definition

A trainee in difficulty is one whose progress is causing concern or who is not meeting curricular requirements. This may be due to

- ill health,
- life events,
- difficulties with learning or
- through less than satisfactory professional conduct.

# Trainees in Difficulty

- Don't assume that a trainee who *performs* badly is a bad trainee.....
- The trainer needs to be humble enough to explore their own potential role in this

# So, is this trainee.....?

## **Doing well?**

- Enterprising
- Resourceful
- Good at problem solving
- Adaptable

## **Doing badly?**

- Bolshy
- Cavalier
- Attitude problem
- Reckless

# Identifying the struggling trainee

- RDMp helps identify problems with  
...PERFORMANCE
- SKIPE is a framework that can be used to help  
identify.....

CAUSAL/INFLUENTIAL FACTORS

What's the value of **any** system?





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# R = Relationships

- Examines whether there are any issues in the building or maintaining of relationships between the trainee and others
- Symptoms and signs of concern shown by
  1. Communication and consulting skills
  2. Working with colleagues and in teams



# D =Diagnostics

- Problematic decision making; diagnosis, but also data-gathering and prioritising of information.
- Problem could relate to difficulties in decision making about patients, colleagues, the practice , the hospital or oneself

# Management

- In RDMp this refers to administrative and organisational side of things, day to day personal routines, and systems we work with.
- NOT management in the clinical sense

# Professionalism

- Respect for people, maintaining an ethical approach
- Respecting contractual responsibilities

# RDM-p

## Relationship

- With patients
- With staff and with other colleagues (*withiin and outside the practice*)

## Diagnostics

- Assessing patients (and their needs)
- Assessing oneself
- Assessing staff and colleagues
- Decision-making in practice-related activities

## Management

- Managing patients
- Managing oneself: performance, health and well-being
- Managing staff and colleagues
- Managing practice related activities

## Professionalism

- Respect for people
- Respect for protocol
- Respecting the importance of R, D & M
- Awareness and carrying out of contractual responsibilities

*“Relate to someone, diagnose their needs, manage the process, and at all times ensure you act professionally.”*

*Tim Norfolk*

# Scoring for RDM-p

All are scored against the expected level of performance for the stage of training that the trainee is at.

- 4: performing above the expected level
- 3: performing at the expected level
- 2: performing below expected level
- 1: serious concerns about performance

Additionally, there is a

+ for trainee insight into the level, and  
– for no trainee insight  
for each of the scores.

Now it's your turn...

# How is it used

- CS in General Practice submits every 2 months.
- Score 2 or less? **Review with TPD**
- **SKIPE** to discover causes.
- Review progress/change at agreed interval.
- Share concerns (AD)
- May prompt need for PSU

# RDM-p Manual

- <http://www.essentialgptrainingbook.com/resources/web-chapter-07/07%20The%20RDM-p%20Manual.pdf>