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

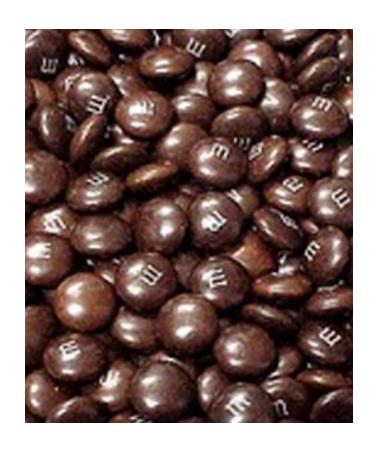
Identifying the struggling trainee

- 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?







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

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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/resource s/web chapter 07/07%20The%20RDMp%20Manual.pdf