

# Supporting Trainers of “Trainees in Difficulty”



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# Introductions

# Scenario 1.1

Your trainee is clearly struggling in your post. They lack some key clinical skills, turn up late to work and you think they are sometimes tearful.

You know they have some family difficulties and met with occupational health just before starting.

*How do you respond in this kind of situation?*

# Scenario 1.2

The trainee doesn't turn up to work one day and you are starting to get worried.

They call mid-afternoon in tears, apologising and ask if they could meet to discuss their situation at 5pm in a nearby coffee-shop as they are too anxious to come into the hospital.

# Scenario 1.3

When you meet, they explain that they have had depression, and their relationship at home is under a lot of pressure.

They had some thoughts of suicide but are feeling a bit better now. They ask you not to tell anyone as they feel very embarrassed and will make sure that they turn up to work.

# Scenario 2.1

As a TPD (or ES), you know that one of your supervisor colleagues is struggling with their trainee, who has been underperforming.

*What kind of things might you notice in a struggling educator?*

# Scenario 2.2

You receive an email from the trainer sent to all the department saying that the trainee isn't safe to be working unsupervised, and that “she is a complete basket-case” and “why do I get all the nut jobs?!?”

*How would you respond?*

# Scenario 2.3

The trainee's ES meets the trainee who says they don't think they have a problem, but that you're providing no teaching, won't do WPBAs, won't let him go to clinic.

What would you do as the CS?

What would the ES do?



# Scenario 3.1

A trainee who has struggled previously is moved to a new Trust. Just before arriving they are diagnosed with ADHD with a “strong suspicion of autistic traits”.

They are due to start next week, but they email saying they should be getting Reasonable Adjustments and have applied to Access to Work for support.

*How would you prepare as ... DME / TPD / CS?*

# Scenario 3.2

You struggle with the trainee, who has a range of attitude and behaviour concerns towards patients and staff, that you do not think are acceptable and require frequent challenging.

The trainee complains that they are being bullied and undermined to the MD.

*How would you feel and what would you do?*

- Emotional responses to challenging trainees
- Boundaries / rescuing roles
- Record keeping / confidentiality
- Responding to mental health challenges
- Recognising burnout in educators
- Educator communications
- Trainee push-back (informal)
- Neurodiversity diagnosed just before starting (adjustments, preparation etc)
- Formal complaints



# Thank you

