Scale of concern: examples of TiD

Repeated Incidents/Inability to resolve →

high
- involvement in serious untoward incident(s)
- repeated complaints from patients, relatives or healthcare professionals
- serious disciplinary issues
- poor performance in the workplace, clinically, managerially or inter-personally.
- failure to engage in educational process
- erratic behaviour or issues around bullying or harassment
- adverse progress review outcomes (e.g. ARCP outcome 3)

intermediate
- repeated exam failure
- continued failure to complete work based assessments
- problems with generic skills such as team working or professionalism
- health/disability matters requiring specialist help
- repeatedly arriving late or low attendance
- repeated delay in acquiring areas of professional competence

low
- non-attendance at educational programme
- some incidents of arriving late
- unavailable on occasions when required
- some absent portfolio documents
- some gaps in knowledge or skills
- reported minor non-clinical skills gaps
- occasional miscommunication

TiD=trainee in difficulty