

Supporting your Trainee

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Key Outcomes

- 1) Awareness of the types of issues that can arise.
- 2) Identify key interventions for trainees.
- 3) Awareness of the variety of support you can offer.
- 4) Know when to seek further help and guidance.

Overview

Group Discussions: Trainee in Difficulty Cases

Discuss: What support would you offer/put in place for this trainee? Are there any wider considerations?



Case 1

Issue:

One of your trainees has had a recent bereavement after the death of a close family member and a long episode of sickness absence. They divulge in a 1-2-1 with you that it is proving to be a very difficult time for them. They are financially struggling to be away from home and also away from the support of family and friends. They clearly look distraught and you suspect they may not be looking after themselves (mentally/physically).

Case 1

Suggestions:

Offer support or Counselling Service (TRUST) for bereavement

Suggest the visit GP for a full assessment of health

Carefully address sickness absence in accordance with Trust policy

See if trust can help with paying for STP finances up-front

Schedule regular 1-2-1s with this individual

Follow up GP/Professional help outcome – keep close on your radar.

See if there's any other trainees or staff who they feel can help support them

EEC for time taken from Bereavement or Transfer of Training Policy?

Case 2

Issue:

One of your trainees has a complex long term health condition. They are being supported by their GP and wider health professionals as well as your OH department. Due to the nature of the condition they may be out of the department anywhere from one day to a whole week. They are clearly motivated to finish the programme but are worried about how they will keep up and their long term job prospects.

Case 2

Suggestions:

Speak to individual OH and HR about adjustments

Work from home on Study Day

Banking extra hours when trainee feels well enough to do so

Set short, manageable training plans/goals

Regular meetings: looking at OneFile data on progress

Review if/when an EEC is required

Ease any anxiety over Jobs

Case 3

Issue:

Your trainee has failed their OSFA and is clearly very upset. You meet for a 1-2-1 and they say they are finding it hard to get past the result and that they are anxious about their workloads and sitting the OSFA again.

You also notice that the trainee has a great deal of outstanding competencies to complete before the upcoming deadline.

Case 3

Suggestions:

Address immediate emotional support

Ask whether they need further professional help

Reassure the trainee regarding the OSFA resit

Set a structured plan of when to submit remaining competencies

Ensure others are supportive during this time.

Seek clarification on which stations they failed and feedback given

Get trainee to reflect on why they thought they failed

Mock OSFAs, working in different team, getting the right exposures

Supporting your trainee

- Assess each trainee individually
- Hold regular 1-2-1s with your trainee (inc OneFile progress)
- Assign Mentors with knowledge of the Programme
- Seek Help/guidance from Trust HR/OH Dept
- Create structured learning plans/goal setting
- Offer emotional support/signposting where necessary
- Seek help/guidance from NSHCS and keep informed of issues



In which areas does the School provide support for the STP?

Recruitment to programmes

Pastoral support:

Health and well being
Conduct/capability
Training progression
Significant life events

Training management and clinical performance

Issues with training delivery/quality

Curriculum content

Extensions to training

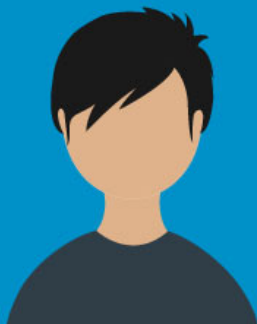
Transfer of training

E-portfolio: OLAT and OneFile

Midterm review of progression

Objective Structured Final Assessment (OSFA)

Completion of training



What other sources of support are there?

HR support or legal matters

Contact local employer/HR department and liaise with training officer/line manager

Financial support

Contact local HEE office or regional commissioner if in Scotland, Wales or Northern Ireland

Counselling

Contact local employer/HR department and liaise with training officer/line manager.

Mental health

Access Occupational Health locally and/or counselling services available from the employer or your GP

Adjustments/changes to academic programmes

Liaise with relevant University Programme Director

Registration and regulation

Visit the Academy for Healthcare Science website www.ahcs.ac.uk and the Health and Care Professions Council www.hcpc-uk.co.uk

Review your training delivery

Before – does we have the right level of support for trainees?

During - ask for feedback from trainees and support staff

After - reflect on what went well, what can you do differently going forward?

And importantly...

Take care of your own Health and Wellbeing

Intensive programme for both Trainee and Trainer

Reflect on how supporting trainees can impact on your health

Ask for help when needed

Your chance to develop your support network

- On your table is a sheet of paper requesting your name and email address, if you would like to share these details with each other on your table, please complete.
- Once those of you who want to share details have written them down, please take a picture of the sheet!
- Hopefully one of you will email your table group and start a conversation that will enable you to share your knowledge and experiences for months to come.

Thank you!

