

Causes and remediation of difficulties



S4-4 Tues 2nd Feb
14:40-14:50

S7-4 Thurs 4th Feb
10:40-10:50



Healthcare Science

When things go wrong...

3 root causes, usually, where there is an issue with the trainee. Often relates to:

1. Competence
2. Attitude
3. Health

Example on Attitude





Example on Attitude



Impact of Trainer Styles

- **M**otivate
- **E**mpower and encourage
- **N**urture self-confidence
- **T**each by example
- **O**ffer wise counsel
- **R**aise the performance bar

S4: Self-directed learner	SEVERE MISMATCH	MISMATCH	NEAR MATCH	MATCH
S3: Involved learner	MISMATCH	NEAR MATCH	MATCH	NEAR MATCH
S2: Interested learner	NEAR MATCH	MATCH	NEAR MATCH	MISMATCH
S1: Dependent learner	MATCH	NEAR MATCH	MISMATCH	SEVERE MISMATCH
	T1: Authority	T2: Motivator	T3: Facilitator	T4: Delegator

Our Special Measures Describes...

- Adverse indicators,
- Root cause,
- Special measure:
***action / remediation /
outcome***

1
**Special Measures
guide for
healthcare scientist
training in NHS
Scotland**

Jan 2018

NES Resources

<http://www.knowledge.scot.nhs.uk/hcstrainees.aspx>

The screenshot shows the NHS Knowledge Network website for Healthcare Science Trainees & Supervisors. The page features a navigation menu with options like 'Home', 'Trainees', 'Supervisors', and 'Practitioners'. The main content area is divided into several sections, each with a green header and a list of links. The sections include:

- Covid-19 Temporary Registration**: Links for 'Biomedical Scientist Covid-19 Temporary register FAQs' and 'Clinical Scientist Covid-19 Temporary registration'.
- Quality management of training by R.E.S. Key documents**: Updated 23-04-19, with links for 'Admissions Principles', 'Doc2 Practice Placement Principles', 'Quality management communication Nov 2017', 'Special Measures (v2)', and 'Specialty Centre self-assessment'.
- Evidence support, obtaining a National Training Number**: Updated 10-5-18, with links for 'Evidence advice' and 'Obtaining a National Training Number'.
- Quality monitoring in Scotland - Progress**: Updated 24-03-17, with links for 'Final Review Biochem/Immunology 20-9-16', 'Final Review Clinical Physiology 16-03-17', 'Final Review Eastern Group BMJ Postgrads 20-05-17', and 'Final Review Services MultiPath/Repro/InSci 27-6-16'.
- 2020 Postgraduate Entry support**: Updated 28-05-20, with a link for '2020 Applications - CLOSED FR 24th April 2020'.

Train-the-trainer & Trainees-in-difficulty

- Blended learning version of our face-to-face courses
- Short eLearn module
- 1 hour online workshop with peers
- Plans to pilot later this year...watch this space!

Our role at NES

- Quality Monitoring -NTN, ARCP, Training Plans, Training Centre Recognition)
- Resources – Special measures, Knowledge Network
- To intervene / act as an independent intermediary in situations where it may help