



# College of Psychiatrists of Ireland

Wisdom • Learning • Compassion

**PROFESSIONALISM AND THE TRAINEE**

**Winter Conference 2018**

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# Curriculum

- At Basic and Higher training the Curriculum encompasses Clinical and Professional Domains.
- Professional Behaviour
  - A Psychiatrist acts in a professional manner and upholds the principles of best clinical and ethical practice at all times.
  - A Psychiatrist demonstrates professionalism, honesty and integrity, follows an ethical code of practice and maintains professional boundaries.
  - A Psychiatrist is aware of the rights of patients and the need to maintain high standards of care.
  - A Psychiatrist acts as an advocate for improved mental health services and endeavours to minimise the stigma of mental illness

# Curriculum

- ↔ Ethics and the law
- ↔ Clinical Governance
- ↔ Team Working
- ↔ Audit
- ↔ Research
- ↔ Teaching

# Annual Review of Progress (ARP)

## What is an ARP?

- Process in which trainee's progress is determined by a Panel based on the documentary evidence produced by the trainee. (Portfolio, WPBAs, attendance at Training Courses and completion of E-learning Modules)
  
- Based on the evidence submitted, there are 5 possible outcomes which may result in the trainee:
  - 1) Progressing to the next stage of training (Outcomes 1 & 2)
  - 2) Requiring further time at the current stage of training (Outcome 3)
  - 3) Being asked to Leave Scheme (Outcome 4 or 4 following Outcome 5)

# Learning Outcomes Attainment Grid

TO BE COMPLETED BY TRAINEE AND CHECKED BY SUPERVISOR						TO BE COMPLETED BY ARP PANEL	
	Learning Outcomes	Attained Yes / No	Assessment Method(s)	Assessment Method(s) Used	Date(s) Attained	Supervisor / Assessor Name(s)	Comments
10	Develop appropriate therapeutic alliances with patients.		miniACE, Supervisor's Report, ACE, CBD				
11	Discuss the challenges of maintaining appropriate boundaries with patients.		CBD, reflective note				
12	Evaluate the impact of diversity on individuals and their psychiatric presentations.		CBD, ACE				
13	Evaluate the effects of one's own behaviour on others.		Reflective Note, Supervisor's Report				
14	Demonstrate good time management.		Supervisor's Report				
15	Show awareness of the stigmatisation of people with psychiatric disorders.		CBD, Reflective Note				
16	Advocate appropriately for patients with psychiatric disorders.		Reflective Note				
17	Identify barriers to accessing health care.		CBD, CP				
18	Balance personal and professional priorities to ensure personal health and professional sustainability.		Reflective Note				
19 (a)	Describe the importance of continuity of care in maintaining a doctor patient relationship over time.		CBD				
19 (b)	Describe the importance of continuity of care when other specialties are involved.		CBD				

# Supervisor Reports

**\*Learning outcomes attained in relation to *Professional Behaviour* that are not documented elsewhere either by WPBA or other learning activities.**

Learning outcome	Supervisor's comment

# Supervisor Reports

Strengths	Weaknesses
Anything especially good?	
Suggestions for further development	
Agreed further action	

## SUPERVISOR DECLARATION

Based on my own observations, the results of workplace based place assessments, on-going structured review of experience and after discussion with the above-named Trainee, I find that the Trainee:

Is satisfactorily progressing in an approved period of supervised training and is achieving the criteria set out by the College for Basic / Higher Specialist Training	
Is <u>NOT</u> satisfactorily progressing in an approved period of supervised training and is not achieving the criteria set out by the College for Basic / Higher Specialist Training	

# Impact of supervisor reports on ARP reports

At each ARP review all Educational Supervisor Midpoint and Endpoint Reports due since the last ARP review must be reviewed.

If any of these have not been submitted for the ARP review the Panel may only award a Decision 4 or 5 and if any are unsatisfactory the Panel may only award a Decision 3, 4 or 5.

If a satisfactory ARP outcome is changed to an unsatisfactory outcome following an unsatisfactory Supervisor's Report this may be appealed in the same way as an unsatisfactory outcome from an ARP Review.



# Some issues that have arisen

- Professionalism of Trainee and / or Trainer
- Deadlines and managing the portfolio
- Interpersonal difficulties
- Interactions with MDT
- Interactions with patients and relatives
- Appropriate dress code / grooming / personal hygiene
- Refusal to carry out tasks assigned by supervisor
- Submission of materials that have not been agreed with the trainer
- Inappropriate use of protected educational time

# Next Steps

- Appointment of the Head of Continuous Assessment
- Additional 'Train the Trainer' events
- Training events for trainees
  
- Suggestions please