

TRAINEES REQUIRING EXTRA SUPPORT (TRES) PORTFOLIO ROLE

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DEVELOPMENT OF TRES TEAM



Developed post covid to enhance/ support:

- Trainee Wellbeing
- Patient safety
- Career progression
- Reduction in training hours/ confidence

Aims:

- Early recognition of issues
- Early Intervention
- Feedback and support

THE TRES COHORT

- 2-6% of doctors experience difficulties during their training

HOWEVER

- Likely under-reported as problems managed locally
- No robust evidence exists regarding who, when and which specialties are most at risk
- Most data relies upon self reporting
- Often the people who most in need of help don't realise it

2023 GMC SURVEY SUGGESTS

Effective and supportive teams are protective

LTFT – Less chance of requiring extra support – proposed due to better work/ life balance

UK Graduates – Less likely to feel part of a supportive team; more likely to achieve developmental ARCP outcome

Non-ethnic minority – More likely to struggle with workload

WHICH GROUPS ARE MORE LIKELY TO REQUIRE EXTRA SUPPORT?

No group is exempt!

Lack of accurate data

Possible increase in neurodiversity

Minority groups – ethnicity/ gender

Illness of oneself/ family member/ partner

Disability

IMG

Signs of TRES

Work based/ Clinical performance

- Absenteeism/lateness/pre senteeism
- Inappropriate clinical decisions
- Poor time management
- Lack of engagement with ISCP
- Repeated complaints
- Repeated mistakes
- Learning difficulties
- Language barriers

Behavioural/ Cognitive

- Lack of insight
- Arrogance
- Inappropriate behaviour
- Failure to engage with advice
- Legal issues
- Social Issues

Psychological/ Health/ Social

- Depression/anxiety
- Confidence issues
- Addiction
- Physical illness

KEY PRINCIPLES WHEN CONSIDERING TRES

- Maintain patient safety
- Trainee safety and confidence
- Confidentiality
- Early intervention
- Involvement of senior educators
- Early use of local and external resources

Use:

- Empathy, active listening, teamwork and communication

TRAINEE SUPPORT NETWORK

- CS/ AES
- Surgical tutors
- TPDs
 - ST/ CST
 - TRES
 - Exam support
 - Bullying and Harassment
 - Simulation
- DME (Trust)
- SuppoRTT
- MACH
- Head of School
- PSW
- Associate Dean/ Dean

RESOURCES

Deanery

- PSW - professional support and wellbeing unit
- MACH – Mentorship advice and connection hub
- SuppoRTT – Supported Return To Training Programme
- Occupational Health/ Health work and wellbeing

Other:

- Practitioner Health – Free confidential NHS primary care mental health and addiction service with expertise in treating health and care professionals
- Local hospital staff advise and liaison services

FORMAL ESCALATION



Appropriate for level of concern



Level 1: Local resolution, SMART objectives at ARCP



Level 2 &3: Formal investigation and escalation

TRAINERS



In 2024 trainers were more likely than non-trainers to:



Be dissatisfied with their day-day work



Have worked beyond their rostered hours at least once per week



Find it difficult to provide sufficient patient care at least once per week



= opportunity to support

WHAT CAN WE OFFER?



Independent support

Review of individual cases
ARCP support
Regular TRES meetings



Training and Education

Educational supervisor training days
Trainee education days



Information dissemination

Feedback to TPD's, surgical tutors and DME's
School of surgery website
Signposting



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