

## What Constitutes Exceptional Circumstances?

1. **Educational:** (to support doctors in difficulty)

Where trainees are struggling with performance issues due to several underlying factors that may or may not include conduct, health, significant unforeseen changes to personal circumstances and the learning environment. There may also be disciplinary issues.

2. **Health & associated circumstances:**

Where trainees are currently on long-term sick leave or have underlying health issues that have impacted upon their ability to complete training/competencies.

Where trainees have experienced bereavements or other life-changing events that have impacted upon their health and well-being.

Where trainees have had to undertake caring responsibilities, which have impacted upon their ability to successfully complete training/competencies.

3. **Capacity/service based:**

Where the training programme has been unable to provide the right level of training for individual trainees to enable them to complete all required competencies due to such issues as ineffective supervision, consultant inaccessibility or retirement, posts that are no longer able to deliver the curriculum as originally planned, service reconfiguration.