



# ARCP Chairs' Training

## Scenario 1

**What outcome should the following trainee be awarded based upon the portfolio evidence?**

- ST2 trainee
- MSF Self-assessment – low score
- ES report – all positive comments, 50% are “Above expectations”
  - Free text: “I have told the trainee he is very good but he doesn’t believe me”
  - Portfolio – lots of reflective entries, a current PDP and attendance at training events.
  - At least 50% of entries not recorded as being read by ES

**How would you address the difference in scores given by the trainee and those who assessed them?**

**What action would you recommend to address the ES not reading the trainee’s evidence?**



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## Scenario 2

**What outcome should the following trainee be awarded based upon the portfolio evidence?**

- ST5 trainee
- Trainers consider he/she is technically very able
- Some trainer concerns regarding attitude and communication
- MSF shows universally high MSF self rating but raters highlight attitude and communication with staff and patients as an issue.
- WPBAs - all rate highly with regards to technical skills and only one adverse comment about communication skill.

**How can the ARCP panel best assist this trainee following their assessment?**



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## Scenario 3

**What outcome should this trainee receive? Is there any support you could suggest?**

- ST3 trainee where exam pass is required to proceed to ST4
- Trainee has failed the exam twice with no significant increase in score
- Feedback about the trainee is generally very positive – ES report highlights excellent patient rapport, team working, and communication skills
- Besides the exam fails, the only concerns about performance relate to recent decrease in confidence on the ward and some difficulties with prioritisation and organisational skills



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## Scenario 4

**What outcome should this trainee receive? Is there any support you could suggest?**

- ST1 trainee
- Trainee's MSF is very positive about her overall performance and relationships with colleagues, although there are a couple of comments that at times she gets easily anxious
- However the ES report highlights concerns with:
  - Approachability and general helpfulness
  - Coping with stress
  - Ability to receive feedback and constructive criticism
  - Not taking responsibility for actions
- TPD discusses with panel that the trainee met with him last month to complain about her ES, who she feels has not been supportive and has often made disparaging remarks about her competence
  - It's noted in the ES report that the trainee has been struggling with chronic health problems over the course of the year