

Identifying the potential doctor in difficulty

Interactive Development Session
GP Education Team
Portsmouth & Wessex

Is there a problem?

Failure to achieve CCT:

- Costs to Deanery (£40K per 6 months)
- Pressure on training places
- Trainer motivation
- Trainee well-being

Who is at risk?

- IMGs (COGPED data)
- Low scorers at recruitment
 - Low scores Stages 2 / 3 = exam failure¹
 - SJT paper (Stage 2) = increased panel attendance²
- “Commuters” (local evidence)

¹ Wessex data (unpublished)

² Remedios L, Deshpande A, Harris M, (2010) Helping international medical graduates to succeed in the nMRCGP. *Education for primary care*. **vol./is. 21/3**: 143-4

COGPED Evidence: one indicator

2010/2011 CSA Pass Rates Data

X Taken	UK Graduates	Non-UK Graduates
One	92%	41%
Two	98%	63%
Three	99%	74%
Four	(100%)	80%

Deanery Strategies

- Culture and Learning training for GP educators
(Prof Ross Freeman & Dr Majid Jalil)
- Deanery training package for GPST1/2 trainees to encourage self-identification
- Additional support for trainees at risk & GPST4 extensions
- New activities to identify those at risk asap

REAM

Rachel's Early Assessment
Model

REAM

- Reason for development
- Pilot
- Proposed use

Structure

- CSA exam practice
- Change from hospital model
- 10 min consulting

InSPIRE DOCS

- **I**nroduce yourself
- **S**tarter question
- **P**sycho social/ **P**ut problem in context.
- **I**deas Concerns Expectations
- **R**ed Flags
- **E**xamination
- **D**iagnosis
- **O**ptions for treatment
- **C**heck understanding
- **S**afety net

Non medical

- Negates the need for a level of medical knowledge or experience
- Examines the ability of candidates to apply a structure in a day to day conversation.
- Can identify some cultural differences

REAM cases

- Ethical dilemma (stained dress)
- Organisational anxieties (dinner party)
- Breaking bad news (car crash)
- Managing chronic disease (dripping toilet)
- Genetics/family tree (Uncle Patrick)
- Unidentified rashes (Animal)

Marking Scheme: CSA domains

- Data Gathering
 - Positive / Negative descriptors
- Clinical Management Skills
 - Positive / Negative descriptors
- Interpersonal Skills
 - Positive / Negative descriptors
- See handout example

Case example

Notes for actor:

- Opening statement: 'I am holding a dinner party and am feeling really anxious about it'
- You are about to host a dinner party for six guests. Your husband will be there too, making a total of eight. You do not know what to cook.
- You are concerned that some people may be vegetarians.
- You are not a great cook and have limited menus you feel confident with.
- You are not sure whether to cook something new and exciting or stick to the 'old favourites'
- You do not know what to wear.
- You do not have enough matching crockery and don't know if you should buy some new or just use mix and match.
- You are concerned that you will 'get it wrong' and embarrass yourself and your husband.
- You expect your GP to listen to all this and explore your options.

Have a go

- Us

goldfishbowl demonstration

- You

in pairs

REAM Activity

In pairs

- One be 'doctor' / other be 'patient'
- Chose your problem
- Use InSPIRE model to explore problem

- Did you find a solution that the 'patient' felt able to carry forward?
- Who did most of the talking / listening?

Learning for Us

- Identifying poor consultation skills also illustrates lack of clinical knowledge & understanding of psycho-social context.
- Several strategies needed
 - Increased activities to identify needs
 - One-to-one practice with actors/feedback
 - Language development support
 - Individual trainer support – mentor; locums
 - Trainer support groups

And they said.....

- All the scenarios were absolutely original
- Allowed me to practice assessment without the worry of inadequate clinical knowledge
- This is an invaluable tool for consultations
- We are lucky to have such a wonderfully clever resource in our Deanery
- There were many things that made me think, and lots to go away and work on now!!