



WHAT TO DO IF YOU ARE IDENTIFIED AS A TRAINEE WHO REQUIRES ADDITIONAL SUPPORT

Some trainees might self-identify as needing additional support or assistance. In other instances, you might be approached by a senior colleague who raises concerns with you about your performance.

It is important to remember that the majority of trainees who have issues identified during the early postgraduate years go on to become successful doctors. Your level of self-awareness, insight and willingness to address identified issues will have a significant impact on the outcome.

Whilst it can be hard to resist the temptation to become defensive in the face of criticism, try to keep in mind that your term supervisor and DPET will have your best interests at heart. DPETs in particular will have significant experience in dealing with a range of junior doctors so their views and feedback are important. Becoming defensive or blaming something or someone else may be a significant barrier to you addressing the issues raised.

If you feel that the issues being raised with you are unfair, then speak to a trusted senior colleague but try to bear in mind that senior colleagues have a role

in supporting your learning and making assessments of your progress toward independent medical practice. It is very rare for senior clinicians to raise issues regarding junior doctors that lack substance or are malicious in intent. If there are issues, which you think are impacting on your performance, raise these with your DPET.

TIPS



- ✓ Take a deep breath and listen to what is being said.
- ✓ Resist the temptation to become defensive (self-awareness is key here).
- ✓ You will be given an opportunity to provide your side of the story.
- ✓ Even if you don't agree with all the feedback, try to take it on board – DPETs are trying to assist you in being successful in meeting your term requirements.
- ✓ Be proactive in responding to issues.
- ✓ Engage with the support and assistance offered to you.



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PREVENT ISSUES ARISING

- Look after yourself and remember the basics (all the stuff that you tell your patients – diet, sleep, exercise, monitor health through regular checks up with GP, dental and ophthalmic screening)
- Have your own GP
- Plan regular holidays – having something to look forward to really helps
- Explore the value of mindfulness, stress management, relaxation and meditation techniques
- Maintain your professional and personal support networks
- Actively pursue interests and hobbies
- Remember – HALT (hungry, angry, late and tired)
- Take responsibility for your own learning – follow the adult learning model
- Seek regular informal feedback about your performance
- Keep an open mind, even if you don't agree with all that is being said
- Recognise times of high stress (exams, run of nights etc) and plan well ahead
- If you feel that things are getting on top of you, speak up and seek support
- Consider a mentor

What is an Improving Performance Action Plan?

The purpose of this form is to aid in documenting the remediation process. This form will be completed by your supervisor in consultation with you and your

DPET. It will specifically identify issues that require remediation, along with actions and timeframes. You will be given a copy of the IPAP.



RESOURCES

 *Keeping your grass greener – a wellbeing guide for medical students* – although this guide has been written primarily for medical students, it has key messages which are just as relevant for junior doctors. It is available at www.amsa.org.au/wp-content/uploads/2014/08/KYGGWebVersion.pdf

NSW Doctors Health Advisory Service:
02 9437 6552
<http://dhas.org.au/>

Are you OK? JMO Health website:
<http://www.jmohealth.org.au>

Australasian Doctors Health Network:
www.adhn.org.au

NSW Health Bullying and Harassment JMO support line:
1300 566 321

BeyondBlue (24 hours line):
1300 224 636
www.beyondblue.org.au

Lifeline, 24 hour support line:
131144

Australian Medical Association (AMA NSW):
02 9439 8822
www.amansw.com.au

Australian Salaried Medical Officers Federation (ASMOF):
02 9212 6900

Your Medical Defence Organisation