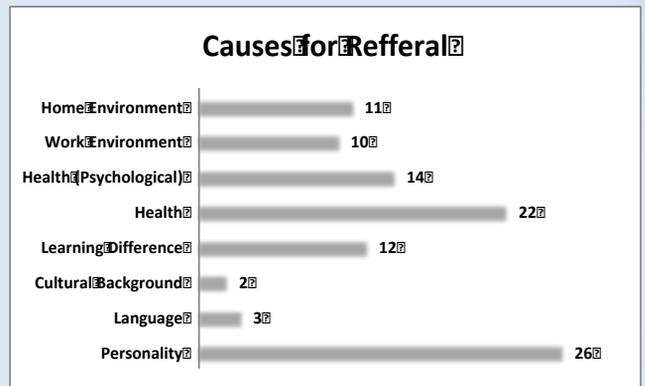
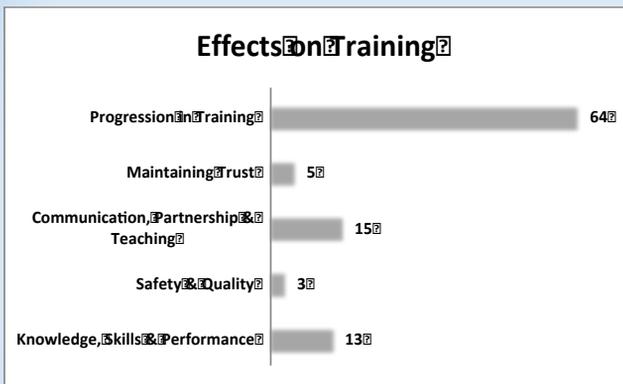


Referral of medical trainees with health issues to the Professional Support Unit in Wales

The Wales Deanery is responsible for all doctors and dentists in training (c.2500) in Wales and for any issues that may prevent progression throughout training. To ensure the quality of training the Deanery has developed systems to respond quickly to any concerns raised.

The Professional Support Unit (PSU) was created in 2008 to support all doctors and dentists in training whose performance has been affected. PSU provides advice, guidance and information regarding support to all parties involved in postgraduate medical and dental training.

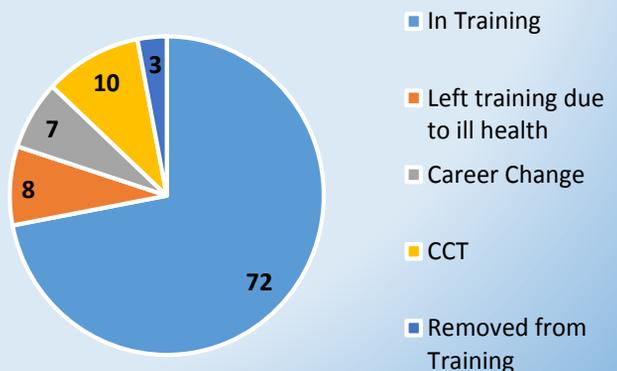
A random sample of 100 closed cases of trainees referred to the PSU indicates that 36% of trainees primary cause for referral was for health reasons with common reasons being: psychological health, stress, anxiety and 4% had a disability.



Successful support

- Confidential
- Early identification of issues
- Immediate action upon identification
- Review of support available
- Tailored support
- Support with repeated exam failure
- Access to experts to deal with specific areas
- Planned return to work
- Targeted educational plan
- Adjustments to working environment
- Pastoral care and support

Outcomes



With PSU support the majority of the sample (82%) remained in their training and/or attained CCT. 7% changed career.

This study demonstrates that investing in early intervention, proactive identification of the issues and tailored support helps trainees with ill-health and/or disability address their health issues and continue in training. This indicates that PSU support promotes equality and diversity and has a positive effect on retention of doctors in Wales.

To date PSU has provided support for 839 training doctors and dentists. 219 cases are currently active and of the 620 closed cases 80% had positive outcomes (Return to training / CCT* / Change of career). *Certificate of Completion of Training