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Longitudinal Study of Outcomes for Trainees/Residents following support for training progression from the Professional Support Unit in Wales Deanery

The Wales Deanery is responsible for all doctors and dentists in training in Wales (c.2500) and for any issues that may arise and prevent progression throughout the training process. To ensure the quality management 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 in Wales whose performance has been affected. PSU provides guidance and information to all parties involved in postgraduate medical and dental training.

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

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.

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