

Managerial Crisis – Basic Script

Colleague is unfit to work

GLOBAL MARK			
CLEAR PASS	BORDERLINE PASS	BORDERLINE FAIL	FAIL

Criteria

Asks for quiet room Shop-floor to be controlled by someone else	2
Explains concern	
Listens to colleague	
Explains colleague is unfit to work	
Explores to see if this a one-off, or a pattern of behaviour	
Ensures safety of the patient's the colleague has seen	
Explores to see if the colleague is a doctor in difficulty Substance abuse Significant Life Event	
Ensures safety of colleague to A) Get home B) Be at home	
If trainee Involve clinical supervisor, educational supervisor and possibly PG dean If SASG Involve supervisor, and medical staffing/medical director or deputy If Consultant colleague Clinical/medical director	
IF this is a professional conduct issue explains will escalate appropriately May need occupational health, GMC, PG dean	
Explains will respect doctor's confidentiality, and only senior staff will know.	
When asked to explain plan Prioritises patient safety (sorting out patients seen by doctor while on shift) Will make contemporaneous notes of discussion Will meet with appropriate supervisor Will ensure rota coordinator is aware that shifts will need covering Aware can get advice from NCAS	
	Total Score