




TRAINERS:

WHO SHOULD YOU ASK FOR HELP?

You will be a key point of contact for doctors in training but there may be concerns that you need to escalate. This guide shows some options of who and how to escalate different types of concerns

	1	2	3	4	USEFUL RESOURCES
					TRAINEES
MISCONDUCT Witness or direct experience  Consider if this needs police involvement	CD/CSM	Site ADME	DME		Trainee escalation NHS Lothian Staff Support Peer Mentor Programme Occupational Health Trainee Development and Wellbeing Service (TDWS) Practitioner health National wellbeing hub NHS Lothian Speak Up Trade Union
PROFESSIONAL BEHAVIOURS	CD/CSM	FPD/TPD (For info)	DME		
PATIENT SAFETY	CD/CSM	AMD	DME	Speak UP	
TRAINING PROGRESSION ARCP, curriculum competency, exam support	FPD/TPD	CD/CSM (For info)	DME		
WELLBEING Burnout, mental health, resilience	CD/CSM	FPD/TPD	DME		
 SPECIALIST ISSUES Your TPD/CD will be able to guide next steps which may include HR, escalation through NES, referral to Performance Review Group (PRG). For health related issues, direct the trainee to GP or occupational health.					TRAINERS Sexual misconduct concerns Anti-racism resources Scotland Deanery Trainer Support Trainee Development and Wellbeing Service (TDWS)
		 PEER SUPPORT Trainees can speak to their trainee reps, chief registrars or sign up for peer mentoring for additional support.			

Additional support resources for trainers and trainees can be found on the [MED website](#)