

AoMRC template (Example 2)

Outline the skills, activity or event

I am a senior surgical trainee and at the time of the incident was the trainee rep for the division. A meeting had been arranged to discuss rota arrangements that clashed with my theatre list. I asked to swap but was told this was not possible and therefore I would not be able to attend the meeting. Other trainee colleagues were able to attend the meeting, but I was unhappy with this as I did not feel they understood all that had gone before and would be more compliant than I would have been.

When we got to the time that the meeting was taking place I saw an opportunity to nip out of theatre to attend for the first 15 minutes. I did this, but did not tell anyone else in theatres, so the anaesthetist went ahead and anaesthetised the next patient.

I was back within 20 minutes and scrubbed so the operation was only delayed by 30 minutes. The patient did not come to any harm. However, the theatre sister had reported my absence and when it later came to light that I had been in the meeting despite being told not to I was called to account by the medical director.

What is the most important thing you have learned from this experience?

I should not let my passion for local politics distract me from my duties as a doctor.

I need to communicate with colleagues and share.

I need to become more aware of myself as part of a team rather than an individual.

If I am given an instruction I follow that instruction, if I do not agree with it I might try to discuss it, but I should not ignore the instruction.

I have found that in valuing myself and all I do as a doctor rather than the local politics makes me feel better about myself.

I have found this has given me more space to develop team awareness – my educational supervisor has directed me towards some useful learning resources and I have started to keep a weekly log of team development experiences I have had.

How has this influenced your practice?

I am still involved in local politics and management but ensure I listen to feedback and advice from colleagues about what I should do/prioritise.

I only get involved in time structured for such activity i.e. I do not try to multitask with clinical work.

I am much more aware of the responsibilities I have, and the trust patients and colleagues have in me. I need to reflect on this across my clinical practice and ensure I live up to it.

Looking forward, what are your next steps?

I now would like to get involved in mentoring more junior trainees who are interested in the local political agenda to share my experiences, support them and learn from them.

To do this I am going to do the local mentorship course and look into developing my leadership skills and competencies.

I have reflected on the incident and am grateful that I got the feedback at the time that my actions had been inappropriate. I was upset with myself that I had lost sight of my duties as a doctor and it took me several weeks to regain my confidence. I am no longer the trainee rep for the division, but I am now back involved in local politics and supporting my successor. My priority is to develop my peer support and leadership skills and to see where this takes me. I would be interested in exploring an out of programme opportunity in management should a suitable opening become available.