



## Performance: self-referral FAQs

**I am not happy in my job but I am unsure whether I have a career dilemma or a performance difficulty. I have certainly had some difficult feedback.**

If you refer yourself to the Career Development Unit you will have an interview with a CDU coach. The main elements of a career guidance interview and a career development needs assessment interview are the same. It will become apparent which process will be the most help to you.

**I am an SpR in oncology and my trainer says that my level of competence is not up to standard. However I am not clear what I am doing wrong and I don't know what I have to do. Can I refer myself to the CDU?**

Yes, you can refer yourself but you may want to involve your trainer so that you can be helped to understand his concerns and we can make sure that your performance improvement plan addresses these specific concerns and also addresses the competencies required for your stage of training. If you are reluctant to involve your trainer, you should contact your programme director. [For more information click here.](#)

**I have run into difficulty at work and the PCT have told me they are concerned about the level of care I give to my patients. They have suggested I agree to a National Clinical Assessment Service (NCAS) referral. Can I refer myself to the CDU and what happens if the PCT refer me to NCAS at a later date?**

We work closely with the PCT's and they are aware of our work. In this particular case we would want to discuss with you the probable advantages of involving the PCT from the beginning. It would be important for us to understand the PCT's concerns so that any performance improvement plan specifically addresses their issues of concern as well as your own. They are also likely to look favourably on a self-referral to the CDU and may even give financial support for the Performance Improvement Plan. However, if progress is not demonstrated, the PCT may decide to refer you to NCAS, in which case the CDU would continue to work with you, NCAS and the PCT.

**I have been to the GMC and have undertaken to complete the remedial training programme they have suggested. Can I get that help from you and who will pay for it? I am an established doctor.**

You should discuss this with your employing trust who may refer you to the CDU for remedial training. In addition your Royal College may offer advice and help.

The CDU is only funded for doctors and dentists in training and any remedial training will incur costs. It is possible that your employing trust will make a contribution but many established doctors have to pay for their remedial training.