

CANDIDATE INSTRUCTIONS

You are an emergency medicine consultant in a tertiary hospital ED. It is 0830hrs and you are on a non-clinical shift.

You are to meet with Manny, an emergency medicine registrar, to discuss concerns about his behaviour.

The charge nurse has reported that during the overnight shift, Manny was overheard loudly criticising a patient for having multiple sexual partners. The conversation was audible in the general ED area as well as other cubicles. The charge nurse reports that when a junior nurse asked Manny to lower his voice, Manny was verbally abusive towards her and left her in tears.

Manny is in his second year as an emergency medicine trainee. He is well respected around the department for his friendly nature and solid work ethic. He is preparing to sit the primary examination. He is compliant with training milestones and there have been no previous concerns about his behaviour or his performance.

Your tasks are to:

- meet with Manny
- discuss events from overnight
- address any issues or concerns you have

You have 7 minutes to complete this station.

Domains:

Leadership and Management	50%
Communication	30%
Professionalism	20%

Marking Schedule

Leadership and Management:

- identifies that behaviour cannot continue
- arranges alcohol/addiction service follow up
- takes Manny off duties
- MANDATORY notification to Medical Council for intoxication at work
- apologise to the patient who is still in the department
- review of patients seen overnight by Manny
- social work input for finances and childcare
- apologise to nurse and follow up

Communication:

- empathy demonstrated
- Manny's concerns addressed re: financial, work/employment

Professionalism:

- maintains confidentiality outside of obligatory notifications
- maintains an awareness of patient safety for patients seen by Manny overnight

PROMPTS:

Can you please keep this between us?

Will the Medical Council find out? Do you have to tell them?

I need this job to look after Angelica and Ezra. If I lose this, we will become homeless.

ROLE PLAYER NOTES

You are Manny, a 25 year old emergency medicine trainee. You are diligent and thorough in your practice, and friendly towards staff and patients alike. You are well respected in your department and have always received good feedback about your ability. You have just finished your second night shift of four.

Recently you have been struggling with events at home. You are the legal guardian of your 16 year old cousin Angelica, whom you are caring for following the imprisonment of her parents. She has recently had an unplanned pregnancy following a one night stand and the child (Ezra) is now 2 months old. Your cousin is relying on you to help care for the child. You are struggling to balance your work responsibilities with your study schedule as well as caring for the newborn child, and are beginning to run into financial difficulties. Neither of you have any other family support as the rest of your family lives in a remote part of Canada.

Last night when you woke prior to your night shift, you discovered that your cousin had left the child unattended to go on a date. You looked after the child until your cousin came home. After she came home, you drank a bottle of wine to calm your nerves before attending work.

You have no past medical history or allergies etc.

You have been informed that you are about to meet one of the emergency medicine consultants to discuss your behaviour over the night shift. You are extremely worried that you are about to lose your job and your medical licence, and that you will not be able to provide for your dependents anymore.

You do not have self harm or suicidal ideation. Your alcohol intake has increased markedly since the birth of the child and you are now drinking on a regular basis. You do not consume any other drugs.