

## **Appendix A**

### **Cardiac Catheter Lab Training Culture Contract**

#### **Trainer:**

- Remember that the trainee is significantly less experienced than you and is likely to make the same mistakes that you made whilst training – use these mistakes as learning opportunities.
- The trainee is a respected adult and clinician with multiple responsibilities, treat them as such.
- Be aware of the pressure of scrutiny on a trainee and the impact that this may have on performance.
- Your trainee is likely to be a consultant colleague, in your department, region or country in future.
- Everybody can have a bad day, do not unduly punish trainees for mistakes.

#### **Trainee:**

- Remember, your trainer has responsibility for the outcome of the case and will be focussed on the safety of the procedure and the result.
- Explicitly communicate your learning needs and stage of training to the trainer before the session if you do not already know each other.
- Attend the session on time, with as much knowledge about the patients as possible.

- Remember, you will be a trainer in future, and recognise that challenges of that role.

**Both:**

- Ensure that you meet and discuss goals and aspirations prior to the first case.
- At the beginning of each case briefly discuss learning and service objectives.
- Before a list, agree a form of words that mean “stop – do not continue with the procedure, I’m coming to help” to be used if the trainer perceives a risk to the patient from the trainee's actions.
- Agree the preferred method for receiving positive or negative feedback for each party i.e. before the case, between cases, after the entire session, in private, on a separate day.
- Discuss what to do if things are going awry. Agree the name of a mediator with whom you both feel comfortable, who can be called upon by either party if they feel uncomfortable communicating directly with the other party or regarding a sensitive topic. This mediator will support the process to achieve resolution and a satisfactory outcome for both parties.