



INSTITUTE OF MEDICINE

ROYAL COLLEGE OF
PHYSICIANS OF IRELAND

ANNUAL REPORT

July 2022 – June 2023

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Message from the Dean

Dear Colleagues, Members, and Fellows,

I am pleased to present the third Annual Report of the Institute of Medicine, RCPI. We launched the Institute in January 2020, and in its short history, the Institute has faced many challenges but I feel has grown stronger.

At our heart is supporting Education and Training for all our trainees, members, and fellows. We have the highest number of doctor trainees under our governance spanning basic core training through higher specialty training in our 18 specialties. We are delighted to be awarding certificates of completion to over 70 specialist trainees in our first CSCST graduation ceremony on 16 June. I want to recognise their hard work and look forward to working with them in the future. I want also to thank all our trainers, training leads and administrators for supporting this large and essential body of work.



Training is never static. In 2022 we were successful in accrediting our training programmes in all dual specialties with the Medical Council. This was a major project and has driven the development of a ten point quality improvement plan that will be a major focus for our Institute in 2023-25. I would like to acknowledge Ms Siobhan Kearns for all her work on this project. We continue to work with all National Specialty and Regional Programme Directors to develop new training pathways, most notable the work, led by Mr Stephen Capper, on rolling out outcome based curricula for all specialties. We have provided support to our Neurophysiology Colleagues in their efforts to develop a new training programme and it is likely this will be approved in 2024. It will be the 19th specialty under our governance.

A key strategic aim was to review and make recommendations on the optimisation of training in Internal medicine in Ireland. I would like to acknowledge the immense work of Professor Anthony O'Connor and his team in this project. The first report will be published in early July 2023. The next phase is curriculum development with a focus on outcome assessments and the resources required. It is anticipated the programme will be implemented in 2025. The website will keep everyone updated on progress and allow avenues for feedback.

The Irish Clinical Educator Track (ICET) was successfully launched by the IoM due to the great work of Prof Ed McKone, Director of Education and Training, and Prof Margaret O'Connor, Board Member IoM. The first IoM trainees entered this novel programme in 2023 for a pilot 2 year period. While there will be challenges along the way the interest in the programme speaks for itself, and it is aligned to the HSE desire to professionalise training roles into the future as seen in the NDTP Clinical Educator Pilot.

We remain focused on member support and have worked closely with Prof Trevor Duffy, Director of Healthcare Leadership. The IoM is very supportive of his work in advocacy and the development of a mentorship programme. The IoM endorsed the Stroke Guidelines of UK and Ireland, joining our sister colleges in the UK. This process was a first for RCPI and we will use the experience to guide future endeavours in this area. We have also pleased to support the important work of the National Specialty

Quality Improvement Programme and agree to oversee the Bronchoscopy Quality Improvement arm of this programme.

We also have continued with our educational programmes. The webinar series for acute physicians has gone from strength to strength with over 200 attendees at each session with excellent feedback. I wish to acknowledge all those who supported these sessions. We hosted both summer and winter symposia. The former featured remarkable healthcare leaders from Ireland and around the world and was linked to our graduation of CSCST doctors. The winter symposium focused on Internal Medicine training as we welcomed leaders from UK, Europe, and the US to RCPI.

In 2023-24 will see significant changes for the Institute. We will appoint new officers in the near future as my term as Dean will come to an end in early 2024. We look forward to welcoming new officers and members over the year. In the meantime, we will continue to work hard on key areas of training and professional development for all our members.

I wish to thank my clinical colleagues in the Institute of Medicine, Prof Ed McKone, Dr Lucy Ann Behan, Prof Mike Watts, and Prof John McDermott, and of course all the administrative staff led by Ms Cliona McHugh and Mr Brian O'Murchu. We appreciate the support of the RCPI Executive led by Professor Mary Horgan, and Ms Sheila Gallagher, and in particular, the great work of Mr Colm Small. A special thanks to members of the IOM Board and of our standing and examination committees. I want to highlight the tireless work of Professor Cathy McHugh who rotated off the IoM board in October 2022 and welcome Professor James O'Neill who has joined the Board. I was also pleased that all members who could stay on for a second terms have agreed to do so. We have agreed that Board appointments will be staggered into the future to ensure continuity.

Finally, I would like to thank all our members and fellows, who as trainers and frontline clinicians are critical to our mission of providing outstanding training and clinical care in medicine.

As always, we would appreciate your active engagement, and welcome your involvement in the IOM, this is essential if we are to develop an Institute that reflects our membership into the future.

About the Institute

The Institute of Medicine (IoM) was established in 2020 to enhance the oversight and practice of the 18 clinical medicine specialties in Ireland. The Institute has replaced the Irish Committee on Higher Medical Training (ICHMT) as the training body for these specialties.

Professor Anthony O'Regan, Consultant in Respiratory Medicine, Galway University Hospital, is Dean of the Institute of Medicine, Prof Edward McKone, Consultant in Respiratory Medicine, St Vincent's University Hospital, is the Institute's Director of Education and Training, and Dr Lucy Ann Behan, Consultant Endocrinologist, Tallaght University Hospital, is the Director of Examinations, IOM.

The key priority is to embed accountable governance, enhance national engagement, and increase awareness of the Institute with a focus on continuous improvement for education and training. The Institute also supports professional affairs related to clinical medicine and aims to forge engagement with specialist professional societies, hospitals and other healthcare sites, the HSE, universities and the Medical Council.

Governance

The Institute has established a governance structure as a faculty of RCPI. RCPI Council devolves the responsibility for education and professional affairs of 18 medical specialties to the Institute and the Institute reports directly to the Council and the President of RCPI. The organogram of IoM reporting and its constituent committees is illustrated in the diagrams below. The key to this governance is the ability of members, fellows, trainers, and trainees to actively engage with the Institute.

A key aspect of the Institute governance structure has been the development of a weekly meeting chaired by the Director of Education and Training, Professor Ed McKone, and involving the Dean and representatives of examinations as well as higher, basic, international training. This has allowed for a more responsive institute, and timely decision making.

All committees met according to their terms of reference in 2022-23.

IOM Governance Organogram

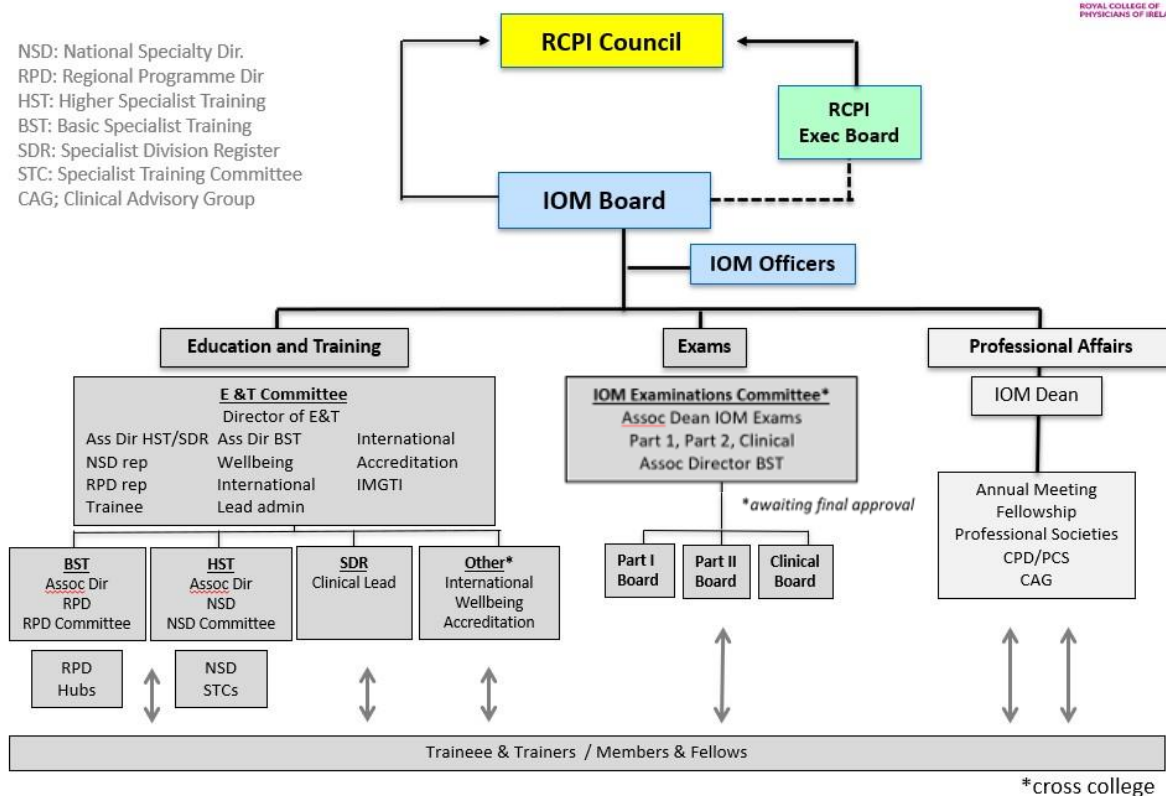


Figure 1 Institute of Medicine Education, Training and Exams Governance

The Board

The Institute of Medicine is governed by the Board, the Chair of which is the Dean of the Institute. The Dean also serves on the Executive of the College. During the 2022/2023 period, the Board met on 4 occasions on 16 September 2022, 24 November 2022, 17 February 2023 and 9 June 2023. Professor Cathy McHugh completed her term in October 2022. The President, Professor Mary Horgan, appointed Professor James O'Neill as Council member of the Board in October.

Board membership for 2022/2023 period	
Board Member	Role
Prof Anthony O'Regan	Dean/ Chair
Prof Mary Horgan	President
Prof Edward McKone	Director of Education and Training
Dr Lucy Ann Behan	Director of Examinations
Prof Cathy McHugh	RCPI Council representative (until Oct 22)
Prof James O'Neill	RCPI Council representative (from Oct 22)
Prof Rónán Collins	RCPI Council representative
Prof Margaret O'Connor	Fellow
Prof Pat Nash	Fellow
Dr Marie Talty	Trainee representative
Ms Justine McCarthy	Lay member
Mr Kevin Marshall	Lay member

Officers

The Dean has established a review of standing orders to ensure they are updated and accurate. This review coincides with 3 years of the Institute and is undertaken according to the requirements outlined in the original standing orders. We are very appreciative of the assistance of Ms Jennifer Heerey in this work stream. Succession amendments were approved by the Board meeting on 17 February 2023 and these were then submitted to RCPI Council for approval at the 28 April 2023 meeting. Final sign off will be at the Institute AGM on 16 June 2023. The terms of the Dean and Director of Education and Training were extended by RCPI Council for one year to ensure that we developed appropriate staggered succession and as such continuity of administrative oversight. The Director of Education and Training role will be appointed in the next 3 months and the new Dean by November. These roles will function as designate roles for 3 months to ensure adequate handover.

The Institute Board has been of exceptional value to our mission. Our lay members and independent fellows completed their first terms and I am pleased to report that all have decided to complete a second term. Staggering terms were agreed such that one will be 2 years and other 3 years in the interests of continuity. I would like to acknowledge the support of all the members of our Board.

Committees

The standing committees of the Institute are the Education and Training Committee, National Specialty Directors (NSD) Committee for HST (formerly NSD Forum), and Regional Programme Directors (RPD) Committee for BST (formerly RPD Forum).

Education and Training Committee

Chair: Professor Ed McKone

During the 2022/2023 period, the Education and Training Committee met on 3 occasions on 24 June 2022, 7 October 2022 and 24 February 2023.

Education and Training Committee membership 2022/2023	
Committee Member	Role
Prof Edward McKone	Director of Education and Training
Prof Anthony O'Regan	Foundation Dean
Dr John McDermott	Associate Director of BST
Prof Michael Watts	Associate Director of HST /SDR Lead
Dr Lucy Ann Behan	Director of Examinations
Dr Sean Fleming	NSD representative
Dr Anna Clarke	International Lead
Prof Gaye Cunnane	Health and Wellbeing Lead
Dr Emily Buckley	Trainee representative
Dr Denise Sadlier/ Dr Helen Tuite/ Dr John McManus	RPD Representative (rotating role)

National Specialty Directors (NSD) Committee

Chair: Professor Mike Watts

During the 2022/2023 period, the NSD Committee met on 4 occasions on 24 June 2022, 30 September 2022, 27 January 2023 and 28 April 2023.

NSD Committee Members 2022/2023	
Committee Member	Role
Prof Michael Watts	Chair, Associate Director of HST/ SDR Lead
Prof Edward McKone	Director of Education and Training
Prof Anthony O'Regan	Foundation Dean
Dr Ross Murphy	NSD Cardiology
Dr Briain MacNeill	NSD Cardiology
Dr Andrew Green	NSD Clinical Genetics
Prof David Williams	NSD Clinical Pharmacology & Therapeutics
Dr Johnny Bourke	NSD Dermatology
Dr Cliona Feighery	NSD Dermatology
Prof Fidelma Dunne	NSD Endocrinology
Dr Ronan Canavan	NSD Endocrinology
Dr Orlaith Kelly	NSD Gastroenterology
Dr Eoin Slattery	NSD Gastroenterology
Dr Marcia Bell	NSD General Internal Medicine
Dr Seán Fleming	NSD General Internal Medicine
Dr Aisling Loy	NSD Genito-Urinary Medicine
Dr Martin O'Donnell	NSD Geriatric Medicine
Dr Hilary Cronin	NSD Geriatric Medicine
Dr Clodagh O'Dwyer	NSD Geriatric Medicine
Dr Catherine Fleming	NSD Infectious Diseases
Prof Eoin Feeney	NSD Infectious Diseases
Prof Liam Grogan	NSD Medical Oncology
Dr Miriam O'Connor	NSD Medical Oncology
Prof Denise Sadlier	NSD Nephrology
Dr Lisa Costelloe	NSD Neurology
Prof David Bradley	NSD Neurology
Prof Karen Ryan	NSD Palliative Medicine
Dr Anthony Chan	NSD Pharmaceutical Medicine
Dr Paul Carroll	NSD Rehabilitation Medicine
Dr Emer Kelly	NSD Respiratory Medicine
Dr David Curran	NSD Respiratory Medicine
Dr Barry O'Shea	NSD Rheumatology

We would like to take this opportunity to thank and recognise the hard work of the following NSDs whose terms come to an end this year:

Name	Specialty
Prof Domhnaill O'Halloran	Endocrine
Prof Chris Thompson	Endocrine
Dr Catherine Fleming	Infectious Diseases
Dr Cliona Feighery	Dermatology
Dr Johnny Bourke	Dermatology
Dr Aoibhlinn O'Toole	Gastroenterology

We have welcomed on board the following incoming NSDs during 2022/23:

Name	Specialty
Prof Fidelma Dunne	Endocrine
Dr Ronan Canavan	Endocrine
Dr Hilary Cronin	Geriatrics
Prof Denise Sadlier	Nephrology
Dr Emer Kelly	Respiratory
Dr Orlaith Kelly	Gastroenterology

Regional Programme Directors (RPD) Committee

Chair: Professor John McDermott

During the 2022/2023 period, the RPD Committee met on 4 occasions on 27 September 2022, 13 December 2022, 7 March 2023 and 30 May 2023.

RPD Committee Members 2022/2023	
Name	Site/ Hub
Prof John McDermott	Associate Director of BST
Prof Alan Moore	Beaumont Hospital
Dr Brian Kent	St. James's Hospital
Dr Syed Rivzi	Mayo
Danny Cheriyan	Director of the International Residency Programme
Prof Denise Sadlier	The Mater
Dr Elizabeth Abernethy	South-East
Dr David Gallagher	West
Prof James O'Neill	Connolly
Dr John Garvey	St Vincent's University Hospital
Dr John McManus	Mid-West
Dr Dan Ryan	Tallaght University Hospital
Dr Clifford Kiat	South
Dr Donal Sheehan	South
Prof Cathy McHugh	Sligo
Dr Alana Allen	Trainee Representative

Medical Council Accreditation

The Medical Council accreditation process for 8 specialties (general internal medicine both higher and basic, cardiology, infectious diseases, geriatric medicine, gastroenterology, rheumatology, clinical pharmacology & therapeutics) occurred in November 2020. The accreditation report was not received until December 2022. A quality improvement plan was developed and submitted in April 2023. The remaining specialties for accreditation which was due on late 2021 has been postponed by the Medical Council until 2024.

Training Programmes

The Institute is Ireland's largest training body and training is overseen by Professor Edward McKone, Director of Education and Training, Professor Mike Watts, Associate Director of HST, and Professor John McDermott, Associate Director of BST. The Dean and training leads, along with administrative leads in the Institute meet weekly at the officers meeting which provides operational oversight of IOM related issues.

Basic Specialist Training

There are 590 Trainees on the BST GIM scheme for 2022-2023.

There were 580 applicants interviewed and 285 posts have been offered for July 2022 intake. Although there have been a number of withdrawals, we have been able to offer those places to appointable candidates from the reserve list.

There are 250 doctors due to receive their BST Certificates of Completion this July.

Higher Specialist Training

There are 485 Trainees on HST schemes for 2022-2023.

Interviews took place between January and March for July 2023 intake. Reflecting the quality of applicants, additional posts in Cardiology and Neurology were approved. There were 254 applications to the HST programmes, with 181 interviewed, and 115 places offered onto 17 schemes. This represents a significant expansion of HST enrolment over the last 4 years and we continue to work with NDTP in workforce planning.

There are 74 doctors due to receive their Certificate of Satisfactory Completion of Specialist Training (CSCST) at the Institute Awards this summer.



Specialty	Submitted	Shortlisting			Interviews				NDTP Intake number
		Shortliste d	Unsucces sful	Withdrawal	Successful	Panel	Unsuccessf ul	Withdrawal	
Cardiology	33	26	6	0	12	10	4	0	8 - 12
Clinical Genetics	2	1	0	0	1	0	0	0	2 - 3
Clinical Pharmacology	1	1	0	0	0	0	0	1	2 - 4
Dermatology	33	13	20	0	7	6	0	0	5 - 8
Endocrinology	22	13	4	1	7	6	0	0	9 - 11
Gastroenterology	22	17	3	1	11	6	0	0	11 - 13
Genito-urinary Medicine	0	0	0	0	0	0	0	0	1
Geriatric Medicine	27	22	2	0	17	1	2	1	19 - 23
Infectious Diseases	13	12	1	0	7	0	4	2	4 - 8
Medical Oncology	12	10	0	0	8	2	0	0	7 - 9
Nephrology	8	8	0	0	6	0	2	0	6 - 8
Neurology	24	14	5	0	9	0	5	0	5 - 8
Palliative Medicine	21	13	5	1	7	6	0	0	7 - 9
Pharmaceutical Medicine	0	0	0	0	0	0	0	0	1
Rehabilitation Medicine	1	1	0	0	1	0	0	0	5 - 7
Respiratory Medicine	23	19	3	0	14	1	3	1	12 - 15
Rheumatology	12	10	0	0	8	1	1	0	7 - 8
	254	180	49	3	115	39	21	5	

Fellowships

Irish Clinical Educator Track (ICET)

The aim of the ICET (Irish Clinician Educator Track) is to develop a national programme to provide training and a pathway into a career in post-graduate medical education in Ireland. The programme has three main components: Teaching Theory, Teaching Practice and Research and will be open to SpRs from all specialties. The ICET steering group, chaired by Prof Ed McKone has progressed the pilot ICET programme with one trainee recruited to the programme in July 2023. The ICET programme development is supported by NDTP Development Funding.

Trainee	Post
Karen Dennehy	Waterford/UCC

RCPI Management Fellowships

Name of Trainee	Company	Specialty
Dr. Clare McAteer	PwC	Geriatrics
Dr. David Tansey	PwC	Endocrinology & Diabetes
Dr. Jane Noble	EY	Endocrinology & Diabetes
Dr. Patrick Coghlan	EY	Respiratory

Advertised Fellowships for July 2023 start

Specialty	Post
Frailty in Geriatric Medicine for Palliative Care	University Hospital Kerry
Oncogeriatrics	St James's Hospital, Dublin
Geriatric Oncology	University Hospital Waterford
Capsule Endoscopy & Device Assisted Enteroscopy	Tallaght University Hospital
Adolescent Transitional Rheumatology	St James's Hospital, Dublin

Intestinal Failure and Complex Nutrition	St James's Hospital, Dublin
Genetic Lung Diseases	Beaumont Hospital

International Medical Graduate Training Initiative

The International Medical Graduate Training Initiative (IMGTI) continues to provide a route for sponsored and scholarship overseas doctors to experience structured postgraduate medical training in the Irish public health service. To date over in the Irish Healthcare system 572 doctors have participated within the scholarship programme from Pakistan and Sudan and over 250 have participated in the sponsored programme from the Gulf region.

RCPI IMGTI HSE Scholarship Programme Intake

The College of Physicians and Surgeons Pakistan's (CPSP's) working relationship with the HSE and the Forum of the Irish Postgraduate Medical Training Bodies, continues to provide a Postgraduate Scholarship Programme in Ireland for doctors from Pakistan. This allows doctors who are enrolled with the College of Physicians and Surgeons in Pakistan to complete two years of their training in Ireland. The Sudan Medical Specialisation Board (SMSB) has joined the CPSP in offering the programme in 2018 and their first cohort of trainees from Sudan completed their programme in 2020. I am very appreciative that Prof Cathy McHugh took up the role of CPSP/SMSB Director in 2022/23. There are 45 doctors from the CPSP and SMSB currently in training in various medical specialties, 27 in Year 1 and 18 in Year 2. There projected intake for 2023 is 25 trainees but this may be impacted by the political issues in Sudan. We anticipate the publishing of the IMGTI review from the Forum in July with an implementation plan.

RCPI IMGTI Sponsored Programme Intake

The sponsored route for trainees from the Gulf at Residency and Fellowship level continues to be a successful programme. 80 trainees have graduated from IOM Residency and Fellowship programmes and have returned home to embed their newly acquired knowledge and skills in health services in their own countries. This year, we have 31 trainees on both programme across IOM specialties. The total number of trainees across all RCPI faculties and institutes is 38 at Fellowship and 12 at Residency indicating both strong demand for IOM programmes and the dedication of IOM trainers to the programme. A breakdown of numbers per speciality can be read under the international affairs section. International members and fellows from IMGTI sponsored programme contribute significantly to our activities. These contributions include becoming exam convenors, interviewing at Residency level and supporting new potential partnerships in the region.

Training Site Quality Improvement (QI) Model

(Previously training site accreditation)

In December 2019, RCPI Executive Board committed to a continuous data-driven, quality improvement model of site visits in a change from the historical model of episodic visits. The Site QI Model commenced in 2021.

October 2022

The following sites in the South were reviewed and approved in October for BST and HST GIM, along with Cardiology, Endocrinology, Gastroenterology, Geriatric Medicine, Infectious Diseases, Medical Oncology, Nephrology, Neurology, Respiratory Medicine and Rheumatology:

- Cork University Hospital
- Mercy University Hospital

- South Infirmary University Hospital
- Mallow General Hospital
- Bantry General Hospital
- University Hospital Kerry
- South Tipperary Hospital

March 2023

- CHI at Temple St, CHI at Crumlin. IOM specialties to be accredited include Clinical Genetics.

May 2023

- Letterkenny University Hospital
- Mayo University Hospital
- Sligo University Hospital
- Portiuncula University Hospital

The following IOM specialties were reviewed as part of the visit:

- Dermatology (Sligo)
- HST GIM (Mayo, Sligo, Letterkenny)
- BST GIM (Portiuncula, Mayo, Sligo, Letterkenny)
- Geriatric Medicine (Letterkenny, Sligo *additional post approval also)
- Palliative Medicine (Sligo)

Trainer Engagement Project

The project is currently in its third phase, focused on Quality Improvement. So far nearly 60% of eligible trainers have completed the course and we are encouraging those who are still to complete to do so as soon as possible. Feedback has been collected from the Refresher Course participants and will be used improve the next iteration of the course. The Trainer Agreement, formerly the 'Trainer Roles and Responsibilities' document has been reviewed by the Trainer Programme working group. The document has been updated, in line with international terminology, consistent with other training bodies, and is in parallel to the Training Agreement used by RCPI Trainees. The revised document, the 'Trainer Agreement' was signed off by RCPI's Training Committee and is available in the Trainer Hub and Trainer ePortfolio. The Annual RCPI Trainer Conference will take place on 3 November 2023 at No 6 Kildare Street.

SDR Applications

IOM SDR applications numbers from July 2022 to May 2023:

New Applications Received: 16 in total

- 4 Dual Specialty – Cardiology & GIM; Gastroenterology & GIM; Geriatric Medicine & GIM
- 12 Single Specialty – 3 Cardiology; 1 Dermatology; 4 GIM; 1 Medical Oncology; 2 Neurology & 1 Rheumatology

Written Reviews Received: 11 in total

- 3 Dual Specialty – 1 Gastroenterology & GIM and 2 Geriatric Medicine & GIM
- 8 Single Specialty – 3 Cardiology; 3 GIM & 2 Medical Oncology

Re-Applications Received: 1 in Cardiology

Recommendations made during this period

Initial Assessments (New applications): 17 in total

- Recommended – 3 (1 Medical Oncology & 2 Neurology)
- Not Recommended – 14 (2 Cardiology; 2 Cardiology & GIM; 1 Gastroenterology & GIM; 2 Geriatric Medicine & GIM; 5 GIM and 2 Medical Oncology)

Written Reviews: 12 in total

- Recommended – 7 (3 Cardiology; 1 Gastroenterology & GIM; 1 Geriatric Medicine & GIM and 1 GIM)
- Not Recommended – 3 GIM

Re-Applications: 0 in total

Note the data given above is reflective of the activity undertaken during the period July 2022 to May 2023 only. Some of the new applications received during this period are still in the initial assessment process stage. Recommendations made also during this period can reflect applications received in previous academic year.

Ms Siobhán Kearns, RCPI SDR Senior Administrator

Examinations

This report is presented by Dr Lucy-Ann Behan, Director of Examinations for the Institute of Medicine, RCPI, with oversight of all three parts of the MRCPI General Medicine examinations.

Through the second half of 2022 we still experienced challenges due to the knock-on effects of the Coronavirus with candidates having difficulties in preparing for the exams due to service pressures. The MRCPI General Medicine Examinations Boards and RCPI Examinations Team continued working hard to provide examinations and return the international clinical examinations to the pre-COVID schedule in a safe manner.

We continue to deliver the written exams through remote invigilation with almost 2,600 candidates taking the Part I and Part II written exams in the last year. We have increased the number of clinical places in Ireland and also internationally. In Malaysia we have increased to two exam diets per year and introduced a new clinical exam centre in Northern Malaysia, in Hospital Tuanku Fauziah, Kangar, Perlis. The exam in Perlis, is the first exam to be held outside of Kuala Lumpur, and the exam took place in February 2023. This new centre has increased the international exam diets to seven this year, with 14 clinical exam days. We continued to deliver three diets of the clinical examination in Ireland with 23 examination days nationally.

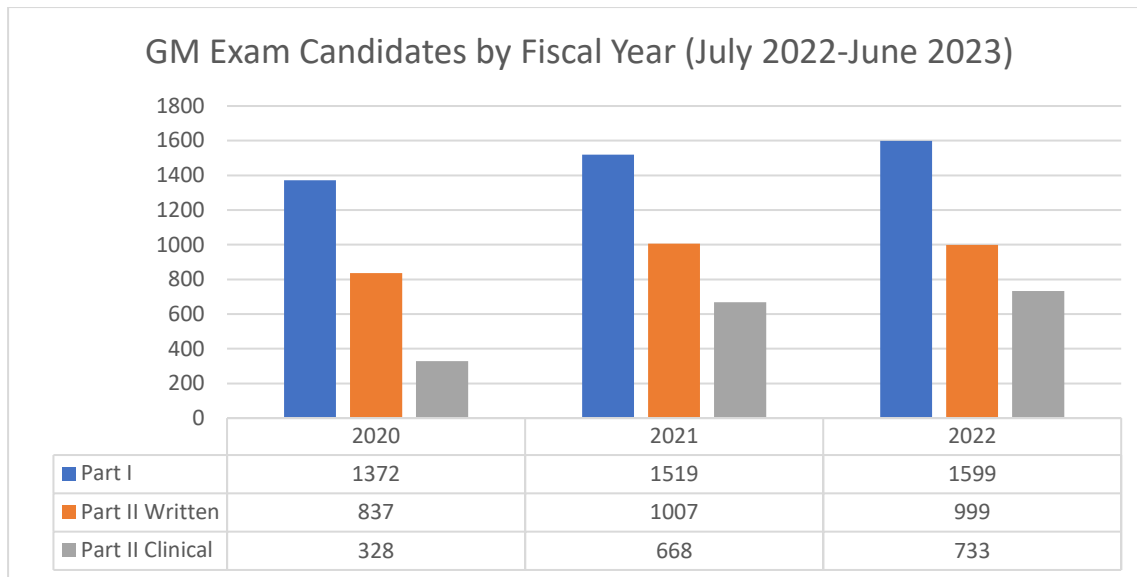
A successful site visit of a new exam centre in Bahrain took place in early May 2023, with a view of holding the first clinical exam in Bahrain in December 2023. The new centre in Bahrain together with additional diets in existing clinical exam centres will give international candidates greater opportunities to sit the clinical examination.

In line with Public Health guidelines during 2023, changes to the PPE requirements for the clinical exams have been updated to reflect the current guidelines. Hand gel and hand hygiene protocols are

still in place, however, all other mandatory PPE requirements have been removed. Changes have also been made to the General Medicine exam regulations. To avoid any potential incidents, it has been decided that candidates taking a clinical examination will be required to hand over their phone and/or smart devices to the Examination Coordinator for the duration of the exam.

Examination Sittings

Exam	Date	#Candidates	Yearly Total
Part I			
	August 2022	556	
	January 2023	503	
	April 2023	540	
			1599
Part II Written			
	July 2022	287	
	October 2022	358	
	March 2023	354	
			999
Part II Clinical – Ireland			
	Sep/Oct 2022	154	
	Jan/Feb 2023	158	
	May/June 2023	160	
			472
Part II Clinical – Overseas			
Saudi Arabia/UAE	Sep/Oct 2022	75	
Oman	December 2022	40	
Malaysia	February 2023	29	
Saudi Arabia	March 2023	38	
Oman	May 2023	39	
Malaysia	June 2023	40	
			261



Examination Board Members 2022-2023

Part I Written:

Chair – Dr James Jamison, Dr Gerard Crotty, Dr Aidan Droogan, Dr Patrick Bell, Prof Vera Keatings, Dr Henry Brown, Dr Niall Herity, Dr Tim Beringer, Dr John Kellett, Dr Brian McNamara, Dr Peter Watson, Prof Aine Carroll

Part II Written:

Chair – Prof Cathy McHugh, Dr Timothy Beringer, Dr Geoffrey Chadwick, Dr John Connaughton, Dr Paul Kelly, Dr Brian Lalor, Dr Colman Muldoon, Dr Michael O'Reilly, Prof Gerald Tomkin, Dr Aidan Droogan, Dr Linda O'Shea

Part II Clinical:

Chair – Dr Helen Tuite, Dr Peter Branagan, Dr Declan Byrne, Dr Muirne Spooner Prof Francis Finucane, Dr Mensud Hatunic, Dr Geoff Chadwick, Prof Catherine McHugh, Dr Anne-Barbara Mongey, Dr Raymond Carson, Dr John Cullen, Dr Patrick Barry

Institute Events

Our webinar series, Hot Topics for Acute Physicians continued in September 2022. We had six webinars this year with the themes of Respiratory Medicine, Geriatric Medicine, Sickle Cell Anaemia and Genomics for the Acute Physician, The Road Less Travelled, Clinical Pharmacology & Therapeutics, Stroke Medicine and Cardiology. Attendance at these averaged at around 250 attendees and feedback has been overwhelmingly positive. We are very grateful to the clinicians for their time and effort with these webinars.

Date	Specialty	Topics	Speakers
21 September 2022	Respiratory Medicine in conjunction with Irish Thoracic Society	Chair Irish Thoracic Society	Marcus Butler (President ITS)
		Pulmonary Embolism	Dr Brian McCullagh
		Pneumonia	Dr Melissa McDonnell
		Haemoptysis	Dr Breda Cushen
19 October 2022	Geriatric Medicine	Chair IGS	Dr Diarmuid O'Shea
		An Update on the Assisted Decision Making Capacity and the Practice of Medicine	Prof Shaun O'Keeffe
		Assessing frailty as part of clinical decision making	Dr Kirstyn James
		Syncope	Dr Robert Briggs
23 November 2022	Genomics and Sickle Cell Anaemia for Acute Physician	Chair Faculty of Pathology	Prof Mary Keogan (Dean)
		Genomics for the Acute Physician	Prof Andrew Green
		Immunoglobulin replacement	Prof Mary Keogan
		Sickle cell Anaemia	Dr Carina Meyer
		Panel Discussion	Dr Emma Tuohy
		Panel Discussion	Dr Sorchá Ni Loingsigh
8 February 2023	The Road Less Travelled	Co-chairs	Prof Anthony O'Regan, Dr Diarmuid O'Shea, Dr Sinead Murphy
		Executive Director, WHO Health Emergencies Programme	Dr Mike Ryan
		Psychiatry at TCD & Author of the Science of Happiness	Prof Brendan Kelly
		Clinical Assessment Manager at Health Products Regulatory Authority	Dr Elaine Breslin
		Medical Doctor & former CEO of RCPI	Dr Terry McWade
		Paediatric Registrar and senior football player	Dr Jack McCaffrey
		Partner at McKinsey & Company, and former plastic reconstructive surgeon	Ms Ellen Feehan
22 March 2023	Clinical Pharmacology & Therapeutics	Chair Clinical Pharmacology & Therapeutics	Prof David Williams (NSD)
		Pathogenesis & Treatment of Combined Hypertension & Orthostatic Hypotension	Prof Declan Lyons
		Management of Hypertension	Dr Cormac Kennedy
		Latest advances in management of Hyperlipidaemia	Dr Patricia O'Connor
		Chairs British Society of Acute Stroke Physicians	Dr Louise Shaw & Prof Margaret O'Connor
		Medicolegal Aspects of Stroke	Dr Neil Baldwin
		State Claims Agency	Ms Siobhan Coleman

		Anticoagulation time after cardio-embolic stroke	Dr Ahmed Gabr
		Key Guideline Updates	Prof Margaret O'Connor
		Q & A	Prof David Werring, Prof Ronan Collins/ Prof Gillian Meade
		Chair Cardiology	Prof Patrick Nash (IoM Board)
17 May 2023	Cardiology	Chest pain Evaluation – role of CT Angiography	Dr Matt Barrett
		Cardiovascular Screening/Risk Assessment – new Tools	Dr Susan Connolly
		Heart Failure 2023	Dr Heather Cronin

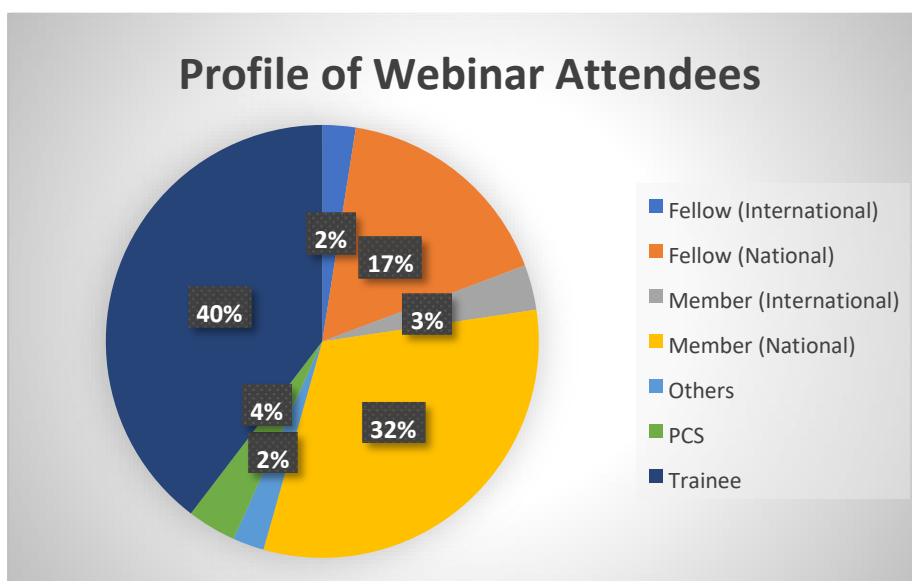


Figure 2 Profile of Webinar Attendees

The summer symposium 2022 took place in June 2022. This was an outstanding event featuring world leaders in healthcare including Mr Michael Dowling, President & CEO Northwell health, who was conferred as an honorary fellow, Prof Beverley Hunt, Consultant and Professor of Thrombosis and Haemostasis, King's College London who delivered the Stearne lecture, and Prof Rose Anne Kenny, Consultant Physician and Professor of Gerontology, who received the Bryan Alton Medal. Dr JJ Coughlan, a graduating CSCST delivered an amazing lecture on gender and cardiovascular disease.

The second IoM Winter Symposium took place on 26th January 2023. The theme of this year was training in internal medicine, both here in Ireland and internationally. Chaired by Professor Edward McKone and Professor Anthony O'Connor, the symposium featured an expert line-up of guest speakers, as well as a review of the OPTIMISE Project and an in-depth panel discussion. This was a hybrid event with around 200 attendees, with very positive feedback. Professor O'Connor issued a call during the event for feedback as part of the OPTIMISE project, stating "We're looking for anyone with any opinions at all on how we might reorganise training in internal medicine, everywhere from BST to HST in Ireland. We want to hear anything that people have to say." To share your feedback, email optimise@rcpi.ie We were honoured to welcome Dr Adrienne Zandbergen, Dr Mike Jones, Prof Anthony O'Connor, Dr Emer Kelly, Dr Paul O'Hara and Prof Subha Ramani.

The next IoM Symposium takes place on 08 September 2023. Which will focus on acute medicine updates, a seminar on Artificial Intelligence (AI) in medicine and the future of internal medicine. We

are honoured that Prof Mary Horgan will close the meeting with reflections on her time as President of RCPI.

The Institute is looking forward to hosting the first formal CSCST graduation ceremony in Number 6 Kildare Street on 16 June 2023. We are delighted to congratulate but also recognise our graduating CSCST trainees.

Health & Wellbeing

Supporting trainees who need additional support is seen as critical for RCPI. The advocacy element of Health and Wellbeing will remain an important aspect and will be carried out by the Director of Health and Wellbeing who will be governed under RCPI's Healthcare Leadership. The clinical element of caring for RCPI Trainees will be managed by the new NCHD hub and it is understood that funding for this hub has been allocated to the HSE NDTP to establish. RCPI will recruit a training support (Health and Wellbeing) manager to ensure that there will not be a break in the service. Each currently active case will be managed individually, based on requirements. A handover period will ensure safe transition of the workload and progress will be reported to all stakeholders as appropriate. The Institute would like to formally thank Ms Hadas Levy for her outstanding work in this area over the last 5 years.

Advocacy

Endorsement of National Clinical Guideline for Stroke for United Kingdom and Ireland.

The Institute, working closely with Professor Ronan Collins in this National Role, were pleased to support the process of endorsing the National Stroke Guidelines for UK and Ireland. This was a first for RCPI and we developed a robust process of stakeholder review and engagement working via RCPI's Clinical Advisory Group for Stroke. The proposed endorsement was presented and discussed in depth at the Institute Board and RCPI Council, and the decision to endorse was approved by both groups. The places RCPI along with its sister colleges in UK in this endorsement. The process for endorsing future guidelines will be developed from a review of the Stroke Guidelines. The Institute is also pleased to work with the Stroke Clinical Care Programme in overseeing the Audit and QI fellowship for Stroke care going forward.

National Bronchoscopy Quality Improvement (NBQI)

The Institute oversees this programme working under the National Specialty QI programme directed by Professor Conor O'Keane. Since the appointment of a Programme Manager for the NBQI programme in March 2022 many of the short term workplan milestones have been achieved. Discussions commenced between Dr Dan Ryan, Sarah McChrystal and Caitriona McGrath and Prof Anthony O'Regan, Dean of the Institute of Medicine regarding ownership of the National Bronchoscopy QI (NBQI) Programme. A document outlining the proposed governance of the NBQI Programme was presented to the Board of the Institute by NBQI programme management team. Approval to assume ownership of the programme was secured and sent to the programme in writing on 1st July 2022. After programme governance was established, communications were sent to all relevant stakeholders to ensure awareness of the programme and to generate buy-in and to build a network of QI Clinical leads in potential participating hospitals. An expression of Interest was sent to the bronchoscopy community to join the working group, which was established in November 2022 and there have been 4 working group meetings to date. Various workstreams are ongoing to develop KQIs.

Strategic Objectives

Despite the major work-streams outlined above the Institute is committed to strategic planning for its members. Our major strategic initiative for 2023-24 remain focused on the review and reorganisation on Internal Medicine Training and the clinical delivery of internal medicine care in Ireland, as well as the professionalization of clinical educators via the Irish Clinical Educator Track. We will continue to work to engage members for future roles in the Institute and will place a strategic focus on this area for 2023-24 which will provide opportunities for all members to be heard and involved in our plans going forward.

RCPI Supporting Functions

The Institute is supported by the following administrative functions within RCPI:

- Postgraduate Training and Examinations: Colm Small, Head
- Healthcare Leadership: Prof Trevor Duffy, Director
- Education: Dr Ann O'Shaughnessy, Head
- International Affairs: Sinead Lucey, Head
- Facilities, Finance and ICT: Barry Quinlan, Interim Chief Financial Officer
- All of the above are under the management of the Interim CEO, Sheila Gallagher

Postgraduate Training and Examinations

Colm Small, Head of Function

Purpose

The overall aim of the Postgraduate Training and Examinations Function is to pursue excellence in all that we do as we support doctors. Key parts to that include the delivery and supports for training, examinations, accreditation (including the Irish Medical Council), projects, initiatives and quality assurance/ quality improvement as it relates to training, supports in health and wellbeing and supports for the effective operation and management of RCPI's six Faculties and Institutes.

The College and the PTE Function prides itself in being responsive and innovative.

Training and Faculties Office (TFO)

The purpose of the TFO is to support the key activities of the Training Bodies. It is responsible for providing high-quality administrative services to the Boards and various Committees of the six Faculties and Institutes.

TFO is also responsible for the delivery of RCPI postgraduate training programmes. The purpose of the office is to be a model for excellence and leadership in the development and delivery of postgraduate specialist training programmes, emphasising high quality service, efficiency, effectiveness and excellence in Trainer and Trainee engagement on behalf of the Institute of Medicine (IoM) and the other five Faculties and Institutes: Faculty of Paediatrics, Faculty of Occupational Medicine, Faculty of Public Health Medicine, Institute of Obstetricians and Gynaecologists and the Faculty of Pathology.

The office supports approximately 1,750 trainees and 1,300 trainers in the administration of the College's 29 training programmes. In terms of the Institute, this is the two-year BST programme, seventeen specialties at HST and also at HST level, our General internal Medicine training programme.

The office also runs four RCPI Regional Offices across the country.

HST Completing Trainees

Most of the Institute's programmes are of four- or five-year's duration. The Institute of Medicine graduated its highest ever number of CSCSTs – 120.

BST Trainees

Demand remains very strong for the BST GIM. We had over 660 applicants, interviewed nearly 600 doctors and started 285 trainees in Year 1.

Examinations Department

The purpose of the Department is to develop, manage, coordinate, and deliver the College's examinations both nationally and internationally. The College's Membership examinations have a global footprint.

As well as leading in the development of virtual platforms and classrooms for education and assessment, RCPI was the first training body in Ireland or the UK to introduce high stakes written examination by remote invigilation. We did so in March 2020. Others followed our lead such as the Royal Colleges in the UK. We have continued to successfully run our written examinations by remote invigilation over the last year - Parts I and II written, ramping up to and overtaking pre-pandemic examination candidate numbers.

We have increased our capacity in examination offerings and we continue to support our BST trainees in their career progression while at the same time looking after all our international and other examination candidates.

Clinical examinations by their definition are more complex given the elements and logistics involved. We have clinical/ OSCE examinations across several Faculties and Institutes and we also have overseas offerings in some Membership Examinations with GiM being the biggest in the College. These clinical examinations were postponed in the spring and summer of 2020 but successfully recommenced in Ireland in November 2020 for GiM. Nationally, we have added new examining centres for the GiM clinical exam over the last two years. It is also worth noting that we restarted our GiM clinical exams internationally in November 2021 and since then we have increased our capacity to examine overseas. For example, we now have two examination centres in Malaysia for GiM.

Over the last year the College has engaged with our colleagues in Europe and won the business to support and deliver an end-to-end examination solution for the European Board Examination in Endocrinology, CESMA – provision of their written exam at HST level. The College and the Institute are really proud of this deeper partnership with our European partners. CESMA is an advisory body of the UNION EUROPÉENNE DES MÉDECINS SPÉCIALISTES (UEMS). It was created in 2007 with an aim to provide recommendation and advice on the organisation of European examinations for medical specialists at European level.

Accreditation and Improvement Projects Department

As part of an overall approach to improving quality in postgraduate medical education and training, RCPI and its constituent training bodies are committed to a programme of continuous quality improvement. This Department leads out on these key projects as we support and develop the best training we can provide as a College.

Projects and initiatives are achieved through driving and developing standards in the quality of postgraduate medical education and training, ensuring improved standards are maintained, and delivering robust processes that will assure and engage the medical profession and the public about the standards and quality of postgraduate medical education and training in Ireland.

A key priority for this Department is our system of Training Site QAQI. This model works on a five-year timeline for each training site, and it is chaired by an extern from outside of Ireland. There are embedded annual quality checks.

The Department also supports the Medical Council accreditation for all of RCPI's postgraduate training bodies and programmes as well as the assessment of applications to the Specialist Division of the Register.

An example of successful projects worked on over the last year includes RCPI's Trainer Programme. This important project started in 2021 and saw the College's first ever Trainer Conference held in December 2022. In terms of the Institute, the Optimise project which started in the summer of 2022 is fundamentally reviewing how we can better deliver internal medicine training into the future. An Interim Report was produced in June 2023 with key recommendations.

Health and Wellbeing Department

Our health and wellbeing service is a key support for those trainees who are experiencing challenge or difficulty. Apart from supporting individual doctors, this office also supports its trainers and has been proactive with various initiatives and projects.

Over the last year a Review has been conducted. The College has recommitted itself to supporting trainees in difficulty and a Manager will continue to deliver the support infrastructure to support trainees and those who support them (e.g. NSDs, RPDs, Dean, RCPI staff). The Manager will ensure that there is excellent communication transfer between the College, hospital sites, the HSE NCHD Hub (this sits under the Workplace Health and Wellbeing Unit) and the HSE National Doctors Training Programme to ensure that supports are maintained throughout the individual's training programme. Appropriate referrals for additional care will be advised to the HSE as the employer.

Healthcare Leadership

Prof Trevor Duffy, Head of Healthcare Leadership

Overview

This is a new function within RCPI. Strategic Initiative 7 of the Strategic Plan is: to be the voice of Physicians, shaping and influencing healthcare policy, at a national level. In partnership with a range of stakeholders, RCPI already provides leadership in areas such as National Quality Assurance System (National Quality Improvement), National Immunisation Advisory Committee, National Office for Traffic medicine and National Clinical Programmes.

New activities within the function include a strategic approach to gathering advocacy wishes and views of Trainees, Members and Fellows. This will be backed up by an education programme, individual policy development and active advocacy, pushing the voice of RCPI out into the healthcare community. To strengthen current RCPI offerings of formal leadership education the Healthcare Leadership function will develop a programme of supports for doctors in their day-to-day role as leaders and will also continue to develop the College's own leadership role.

Professional Competence

Summary of Key Activities – June 2022 to May 2023

The number of doctors enrolled in RCPI Professional Competence Schemes (PCS) increased to 5,589 in the PCS year May 2022 - April 2023. A total of 4,010 were enrolled in the Institute of Medicine Schemes (1,347 Specialist Division Scheme and 2,663 on the General Division Scheme).

The Professional Competence Department continues to develop extensive guidance, support and innovations in order to help doctors fulfil their CPD requirements and also provided individual help and support to many doctors.

Submission of PCS Annual Reports to the Medical Council – 30 June 2022

The following 17 Annual PCS Reports were submitted to the Medical Council on behalf of our six training bodies on 30 June 2022:

- Qualitative Reports x 11 (1 per Scheme)
- Quantitative Reports x 6 (1 per training body)

Compliance with Scheme Requirements for 2022 – 2023 PCS Year

The overall percentage of participants across RCPI's 11 Professional Competence Schemes who met the PCS requirements for the 2022 – 2023 PCS year is 82%, which is higher than last year, where the compliance rate was 75%. The individual scheme compliance rates for the 2022 - 2023 year ranged from 74% to 94%. The percentage of participants in the Institute of Medicine Schemes who met the PCS requirements for the 2022 – 2023 PCS year is 88% in the Specialist Division and 74% in the General Division.

The Annual Statements issued in May 2023 were once again annotated to state the reduced PCS requirements for the 2022 - 2023 year.

Annual Verification Process (AVP)

The Annual Verification of the 2021 – 2022 PCS year commenced in July 2022. A total of 273 doctors were selected for review across RCPI's 11 Schemes, with 128 selected from the Institute General Division Scheme and 61 selected from the Institute Specialist Division Scheme. At the conclusion of

the process, 58 doctors from the Institute General Division Scheme (58%) and 46 doctors from the Institute Specialist Division Scheme (81%) were verified with no corrective actions required.

Doctors who were verified with no further action received an annotation on their 2022 - 2023 Annual Statement. Doctors with outstanding corrective actions will be checked again for the 2022 - 2023 process and if they have not successfully completed their corrective actions at that time, they will be re-selected for that process.

Strengthened Model for Maintenance of Professional Competence

The Medical Council launched a Public Consultation on the Maintenance of Professional Competence Rules and Guidelines on 26 January 2023.

The draft Rules were accompanied by a set of Guidelines which serve to expand on and provide further clarification on the Rules. Training Bodies were asked to provide feedback through a consultation survey.

The new Maintenance of Professional Competence framework is more flexible and relevant for individual doctors however the College has concerns regarding the Accreditation by the Medical Council of CPD Providers other than the Training Bodies who will also be Continuing Education (CE) Accreditors. It would not be possible for an external or commercial organisation to provide national comprehensive, expert, collaborative, relevant educational learning activities along with individual support, clinical outcome assessments and audits led and supported by a range of experts in the fields of medicine, education and research.

A College response to the survey on behalf of RCPI's six training bodies was prepared and submitted to the Medical Council. In addition, a letter outlining RCPI's concerns in detail was submitted, to support the College's survey response.

The Medical Council held individual meetings with each Postgraduate Training Body to discuss Maintenance of Professional Competence developments and the upcoming changes. RCPI's meeting took place on 30 March 2023 and was attended by the Interim CEO, the Director of Professional Competence and the PCS Manager. The Medical Council informed us that the proposed Accreditation by the Medical Council is a work in progress and that Training Bodies will be involved in the forthcoming development of the governance programme.

The new framework will be implemented on 1 May 2024.

International Collaboration and Substantive Equivalence

RCPI continues to collaborate with national and international CPD organisations and stakeholders in Ireland including the Forum of Postgraduate Training Bodies, the Medical Council and the HSE. We also participate in national and international CPD committees and working groups including the Academy of Royal Medical Colleges of UK and Ireland, European CME Forum and international CPD and health organisations in order to best support doctors and enable them keep up-to-date and deliver optimum patient care.

RCPI is an approved National Accrediting Authority for EACCME UEMS for CPD events in Ireland. We comply with the EACCME Accreditation criteria. RCPI's Director of Professional Competence is a member of the EACCME UEMS Council.

The Royal College of Physicians and Surgeons of Canada (RCPSC) recognizes RCPI CPD Programme to be substantively equivalent to the RCPSC Maintenance of Certification (MOC) Program since 2014.

Following a recent review, RCPI received continuing recognition from 01 January 2022 to 31 December 2026.

This means Fellows of RCPSC who are living and practicing in Ireland can use the Royal College of Physicians of Ireland's program to maintain their Membership and Fellowship with the Royal College in Canada without having to additionally participate in the RCPSC's MOC Program.

The International Academy for CPD Accreditation (IACPDA) has developed international standards to promote CPD internationally and to guide accreditation of CPD/CME for medical doctors and health care teams globally. This will allow stakeholders – national authorities, regulators, credentialing bodies, certifying bodies, doctors and their patients – to know that the accredited education in support of improved patient care and patient safety meets the same level of independence, rigour, content validity, quality of design, and outcome measures. RCPI Director of Professional Competence is a member of the IACPDA and RCPI has been actively involved with the IACPDA in developing these standards and strongly supports them.

The IACPDA is in the process of conducting a 2-year pilot study to develop criteria relating to reviewing and determining substantive equivalency between international accrediting bodies. Some changes to the application process have been made during that time to try and have consistency and transparency regarding decisions made.

RCPI applied for substantive equivalency during this pilot study. However, the IACPDA is aware that the Irish Medical Council, following the recent public consultation, is reviewing its roles/ procedures/ requirements including a new accreditation process, and is also collaborating with and being advised in this regard by Dr Graham McMahon, President and CEO of ACCME. IACPDA have suggested that we wait until that process is complete.

We will continue to collaborate with the Medical Council, ACCME and Dr Graham McMahon. We will also continue to work with IACPDA and pursue RCPI Substantive Equivalency, an evolving process, to further enhance our international profile along with opportunities to conduct independent initiatives and innovations in education, accreditation and research and contribute to CPD & lifelong learning in Ireland and internationally.

CPD Event Approval

RCPI facilitates a process of reviewing and accrediting external activities provided by both RCPI and other individuals or bodies for the purpose of awarding CPD credits.

Outlined below is a summary of activity for the period 1 June 2022 to 19 May 2023:

Type	Applications Approved	Credits Allowed
RCPI	244	1506
Non RCPI	380	2043
TOTAL	624	3549

Personal Professional Development Plan

We encourage doctors to complete an annual personal Professional Development Plan. A template is provided within the e-portfolio which includes a questionnaire relating to the individual educational needs of doctors who can select and inform us of educational events and courses that they would like to attend. RCPI's Department of Education Development is informed of the educational needs reported and provides extensive relevant education for our PCS participants.

Professional Competence Requirements for 2023 - 2024

Professional Competence Requirements for the current year 2023 – 2024 are:

- **40** CPD Credits in any category (External, Internal, Personal Learning, Research or Teaching) and
- One Audit or Quality Improvement Project

National Quality Improvement Programmes

RCPI currently manages four National Quality Improvement Programmes in Histopathology, Gastrointestinal Endoscopy, Radiology and Bronchoscopy. The goal of these programmes, three of which are funded by the HSE National Quality and Patient Safety Team and Bronchoscopy which is funded in equal parts by Acute Operations, HSE and the NCCP, is to optimise patient care through facilitating and supporting the use of evidence-based quality improvement in diagnosis and reporting. The data gathered via these programmes is also reported on locally and is aggregated in annual national data reports, which are used to drive quality improvement in participating public and private hospitals.

The Impact of COVID-19 on Irish Cancer Services

In both 2020 and 2021, the National QI Programmes in GI Endoscopy, Histopathology and Radiology QI participated in a collaboration between the Faculty of Pathology (RCPI), the National Cancer Control Programme (NCCP) and Prof Mark Lawler, Associate Pro-Vice Chancellor and Professor of Digital Health, Queens University Belfast; Scientific Director DATA-CAN (Health Data Research, UK) to investigate the impact of the COVID-19 pandemic on cancer services in Ireland. An initial report entitled “Deploying Data-Driven Intelligence to measure the impact of COVID-19 on cancer care and cancer patients”, was led by the College in December 2020, a second report entitled, “Cancer Care in Ireland 2020, The Impact of the COVID-19 Pandemic” was published in December 2021 with additional Radiology QI and NCRI data. This was a comprehensive study led by the Faculty of Pathology, RCPI and one that has identified the value of the SQI programmes data collection and analysis in assessing the significant impact on diagnoses in cancer service. It is hoped that the programme will continue to collaborate in further studies nationally and contribute to the discovery and design of necessary improvements in Irish diagnostic services.

National Bronchoscopy QI Programme

Since the appointment of a Programme Manager for the NBQI programme in March 2022 many of the short term workplan milestones have been achieved. After programme governance was established, communications were sent to all relevant stakeholders to ensure awareness of the programme and to generate buy-in and to build a network of QI Clinical leads in potential participating hospitals. An expression of Interest was sent to the bronchoscopy community to join the working group, which was established in November 2022 and there have been 4 working group meetings to date. Various workstreams are ongoing to develop KQIs.

National GI Endoscopy QI Programme

The National GI Endoscopy Quality Improvement Programme reached an important milestone in December 2022 by publishing its 8th National Data Report (NDR) at its annual national QI conference. This was the first report to provide a full review of the programme over five years. The report highlighted increases in Key Quality Indicatory scores can be seen across all the reported KQIs. For example, the percentage of endoscopists meeting the minimum caecal intubation rate increased by 10% between 2016 and 2020. The report analysed data from 36 public hospitals and 11 private hospitals, accounting for 968,266 procedures across the country over the five years.

National Radiology QI Programme

The NRQI programme published its 3rd national data report on the 1 December 2022. This report presented anonymous quality improvement data collected from 48 participating public and voluntary hospitals from 1 January to 31 December 2021. QI data recorded by participating radiology departments provided data on 2,708,540 cases which represents 6% growth of workload in comparison to the previous year.

National Histopathology QI Programme

The 9th annual national data report was presented at the Histopathology QI Programme webinar on 23rd June 2022. The report was compiled using national data collected between 1 January and 31 December 2021 from 28 participating laboratories (including 21 public and 7 private). Laboratories provided data on 485,306 cases, 865,916 specimens and just over 1.4M blocks highlighting the steadily growing workload year on year.

Advocacy

Advocacy refers to actions to influence people, primarily decision-makers, to create change. For RCPI this change may be in legislation supporting healthcare and health and wellbeing; health sector plans and actions; or plans and actions in other sectors - impacted by, or which have an impact upon, health or healthcare.

RCPI engages in advocacy by defining the issue or desired change through development of position papers and reports, through communication of these issues directly to stakeholders and decision makers and by using media to promote messages or recommendations on the issue. RCPI also provides responses to relevant national consultations as they arise.

Advocacy Projects/ initiatives July 2022 - June 2023

- **Membership consultation to define RCPI advocacy priorities.** This project engaged with trainees, members, and fellows to generate and validate ideas for advocacy work. The project comprised focus groups and consultation with RCPI trainees, members and fellows at hospital sites, and a survey open to all members in Feb 2023. Review of RCPI's recent advocacy work and work of similar organisations was done. A report approved by RCPI Executive Board and Council in Apr/May 2023 proposes a set of advocacy priorities to guide the advocacy and policy work of RCPI from 2023-2025 approx. It also proposes a mechanism for engagement with membership on policy development, advocacy, and consultation responses. Full report to be published to RCPI website.
- A project is in to develop an approach for **patient engagement** (under RCPI strategic Initiative 7, KPI #3 - Develop and agree approach to healthcare leadership initiatives by July 2023 that incorporates perspectives of patients, families, and carers). This proposal is being developed based on review of current and past RCPI patient/public engagement and approaches of other similar organisations.
- **RCPI Masterclass on health equity – “More than just an appointment”.** This masterclass was developed by the advocacy department and took place on 8th March 7.30-9.30 pm and had a record number of registrations of 461, with total live attendance of 445. This masterclass explored the topic of health equity, discussing complexity of how marginalized communities access healthcare and how to achieve greater equity of access and outcomes. A report documenting key messages and opportunities relating to the topics explored is under development.

Papers/ reports published July 2022 – June 2023

- **Tobacco 2021- Position Paper from Policy Group on Tobacco.** On 12th Sep, a position paper on Tobacco 21 was launched. This paper, developed by RCPI's Policy Group on Tobacco with support from the Institute of Public Health presents the evidence and rationale for increasing the minimum age for purchase of tobacco products from 18 years to 21 years.
- **Climate/ Sustainability Position Paper.** A paper on Climate Breakdown was developed in collaboration with Irish Doctors for the Environment (IDE) and approved by Executive Board and Council in April. Preparation for launch/official publication is underway, in addition to an implementation plan for the recommendations/commitments of the paper. As part of this work, each RCPI function provided information on sustainability/reducing carbon emissions in their area.

National legislation and Policy

- RCPI response submitted to a Department of Health Public Consultation on a draft Policy Framework for Open Disclosure in the Irish Health Sector. September 2022. The submission referenced previous RCPI work/reports around open disclosure and all Faculties/Institutes had the opportunity to contribute to the submission.
- The Chair of the Policy Group on Tobacco also wrote to the Minister for Finance to urge him to continue to increase excise duties on tobacco in Budget 2023, in line with commitments in the Programme for Government to increase excise duty on tobacco to further discourage smoking.
- Dying with Dignity Bill – Committee Hearings. Dr Feargal Twomey was nominated to represent RCPI at the Oireachtas Joint Committee on Assisted Dying (JCAD) hearings on the proposed "Dying with Dignity" Bill. Dr Twomey chaired the working group that developed the College's position paper opposing the legalisation of Assisted Suicide and Euthanasia in 2018/'19. Dr Twomey is a Consultant in Palliative Medicine, Milford Hospice and UL Hospital's Group and is Clinical Lead, National Clinical Programme for Palliative Care HSE/RCPI.

National Immunisation Advisory Committee

The National Immunisation Advisory Committee (NIAC) continues to play an essential role in Irish healthcare. This expert group comprising members nominated by a range of healthcare professional bodies and lay members provides independent, evidence-based advice to the Chief Medical Officer and Department of Health on vaccines, immunisation and related health matters.

The work of NIAC in the last year has exceeded anything that might have been previously contemplated, regularly performed under tight time constraints and considerable pressures. This has relied upon the dedication and availability of respected and experienced voluntary members, supported by the strength and depth in expertise of the Secretariat. The provision of vaccine related advice has been and continues to be, an important element of the national response to the COVID-19 pandemic. NIAC has been addressing the backlog of routinely scheduled work deferred during the pandemic, whilst also maintaining the flexibility to pivot when more urgent work be required, such as with the emerging monkeypox outbreak.

Governance and Operations

NIAC with the support of RCPI, has submitted a proposal to the Department of Health to complete the transformation of NIAC to a National Immunisation Technical Advisory Group (NITAG). This formal designation will enable NIAC to operate more sustainably, with additional resources to support capacity building. It is hoped this designation can be achieved by July 2022.

NIAC has continued to host Full Committee meetings on a bimonthly basis, with online COVID-19 meetings hosted as required to discuss relevant issues and topics. The work of sub-groups (e.g., Human Papillomavirus, BCG, Primary Childhood Immunisation Schedule) is ongoing.

Advice provided to the Chief Medical Officer and Department of Health

NIAC responded to the COVID-19 pandemic with timely decision making informed by reliable and robust evidence. This work was aided by regular meetings of the COVID-19 working group, participation in EU NITAG meetings and engagement with global experts on COVID-19 vaccines. Over 20 recommendations to the CMO have been made since July 2021, with examples including:

Date of Issue	Recommendation
5 April 2022	Medium Term Strategy for the COVID-19 Vaccination Programme including Second Booster Dose
18 February 2022	Recommendations for COVID-19 booster vaccination of those aged 12-15 years
13 December 2021	Recommendations for booster interview, and booster vaccination for those with immunocompromise associated with a suboptimal response to vaccines
7 December 2021	Recommendations on COVID-19 vaccination for children aged 5 to 11 Years
25 November (Updated 26 November 2021)	Recommendations on booster doses of COVID-19 vaccine for those aged 16-49 years
15 November 2021	Recommendations on booster doses of COVID-19 vaccine for healthcare workers, 16-59 years with underlying conditions, and all those 50-59 years
3 November 2021	Updated recommendations regarding selection, dose and timing of booster doses of COVID-19 vaccine for those aged 60 years and over
1 November 2021	An Overview of Recommendations regarding booster doses of COVID-19 Vaccine for Healthcare Workers
30 August 2021 (Updated 2 September 2021)	Updated Recommendations for COVID-19 Vaccination in Pregnancy
26 July 2021	Recommendations on COVID-19 vaccination for those aged 12-15 years

NIAC has been involved in updating the Frequently Asked Questions about COVID-19 vaccines for people with pre-existing allergic conditions, and Questions and Answers for pregnant and breastfeeding women about COVID-19 vaccination.

National Immunisation Programme

NIAC has reviewed vaccines for suitability for inclusion or removal (in the event they are no longer available/needed) in the national vaccine schedule. NIAC has examined the HPV vaccination strategy with an update issued in April 2022 and further developments expected in the coming months. A

recommendation regarding the potential role of BCG vaccination in Ireland is expected to be finalised before July 2022.

Immunisation Guidelines for Ireland

The Immunisation Guidelines for Ireland have been prepared and maintained by NIAC as a robust and reliable immunisation resource for healthcare professionals. Eleven of the 25 chapters have been updated since July 2021, with 25 updates of the COVID-19 chapter alone.

National Resource, Stakeholder Support and International Collaboration

NIAC has continued to serve as a trusted and respected national resource for healthcare professionals and the public. Over 100 queries have been received pertaining to immunisation and national recommendations in the past year. These have been addressed by NIAC or referred to the appropriate agency for response in a timely fashion.

COVID-19 and the work related to it has resulted in a strong collaborative working relationship between NIAC, the DOH and the HSE. The HPRA, with which NIAC has had an excellent long-standing relationship, has also been a key support to NIAC. As a standing committee of RCPI, NIAC has profited from being sited in a collegial setting at the forefront of postgraduate medical education. This has facilitated critical inputs from the institutes and faculties of the college and also supported dissemination of NIAC's outputs. At a time when trust in vaccination information is so important, NIAC as a committee of RCPI, is further validated because of that association as a trusted information source.

NIAC has engaged with the wider international immunisation community and participated in the EU NITAG meetings as well as national and international meetings as appropriate (for e.g., EU NITAG, WHO SAGE).

NIAC continues to reinforce these relationships with regard to general immunisation practices through continued engagement, participation and advocacy.

Education

Dr Ann O'Shaughnessy, Head of Education

Education Projects

OBE: (GIM)

Work has continued through 2022/23 to transition all institute of medicine curricula to OBE. The Development phase of the project will conclude in December 2023 with all curricula to going live in July 2024.

Specialties transitioning to OBE for July 2023

- Final Sign off expected end of May/early June 2023
 - Infectious Diseases
 - Rheumatology
 - Palliative Medicine
 - Neurology
- Sign off end of May/June with no incoming trainees for July 2023
 - Pharmaceutical Medicine
 - Clinical Pharmacology

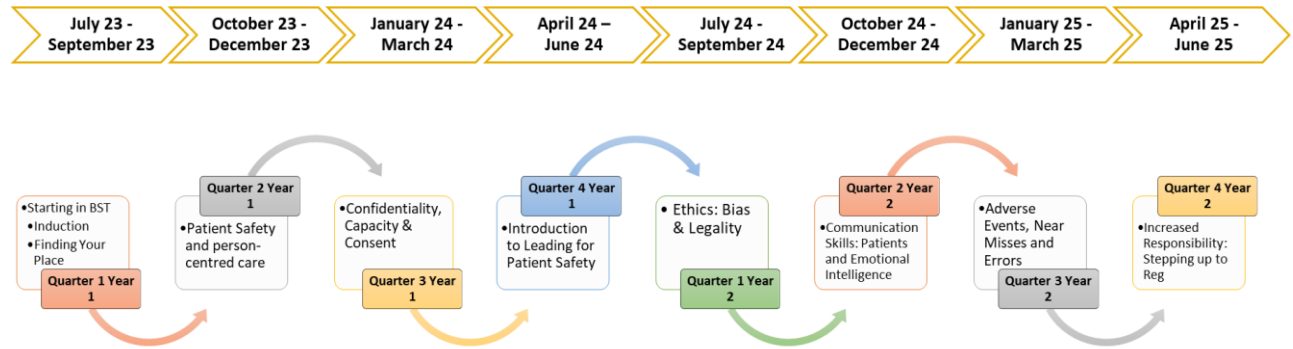
Work completed in 22/23 for Specialties transitioning to OBE for July 2024

- Cardiology – Workshop completed. Drafting process commenced. First draft due June 2023
- Geriatric Medicine – Workshop completed. Drafting process commenced. First draft June 2023
- Clinical Genetics – Workshop agreed for June 2023
- Endocrinology – Workshop agreed for June 2023
- Dermatology – Preliminary discussions regarding workshop. NSD is handing over and will discuss with STC.
- Medical Oncology – Several meetings. Draft curriculum proposing how current curriculum can be restructured in OBE format.
- Genitourinary Medicine – planning process has begun
- Rehabilitation Medicine – Initial development work complete, progress paused while post accreditation issues are resolved.

Mandatory Teaching Review

The new Teaching Programme for BST will launch for year 1 trainees in July 2023 which will replace the generic mandatory courses. Trainees will be given access to online teaching components which will be released every quarter. Each quarter will round up with a 90-minute virtual tutorial to help consolidate that quarter's learning. Trainees will be allocated to Tutorial Groups and assigned a Clinical Tutor that they will stay with for the duration of their BST Training Programme.

Overview of Programme:



Part-time Clinical Tutors were recruited for the delivery and rollout of the new Teaching Programme. Due to the large number of GIM Trainees commencing in BST 23/24, three part-time tutors were recruited, and these will be supported by the Trainees pursuing the ICET programme next academic year.

The GIM tutors appointed are:

- Dr Mary Nwaezeigwe
- Dr Maria Gabriella Rizzo
- Dr Clare Miller
- Dr Laoise Griffin (ICET)
- Dr Karen Dennehy (ICET)

Exams

In examination development during 2022/23 the Part II written board focused on recruitment of new contributors. A Question development workshop was held in November 2022. Seven new writers were trained and over 100 new questions were developed for the General Medicine Bank.

The Part I board worked with Education to complete a review of the bank, review outstanding questions and question performance.

Agreement was reached to reset the standard for both written examinations and this work will take place in 2023/24.

Clinical QA has continued as usual throughout the year.

Simulation Governance Project

A Simulation Steering Committee had its first meeting in February 2023. The steering committee is the decision-making body in RCPI for implementation of a simulation strategy and for ongoing decisions relating to simulation-based education. All of RCPI's six training bodies are represented on the committee and includes BST and HST trainees. The committee is chaired by Prof Dara Byrne, RCPI Clinical Lead for Simulation and Dr Orla Crosbie is the representative for IOM.

The first RCPI Simulation Governance Steering Committee Train the Trainers Day is due to take place on 25 May in the ICAPSS simulation facility Galway University Hospital. A number of programmes for trainers in simulation are planned for 2023/24.

QQI

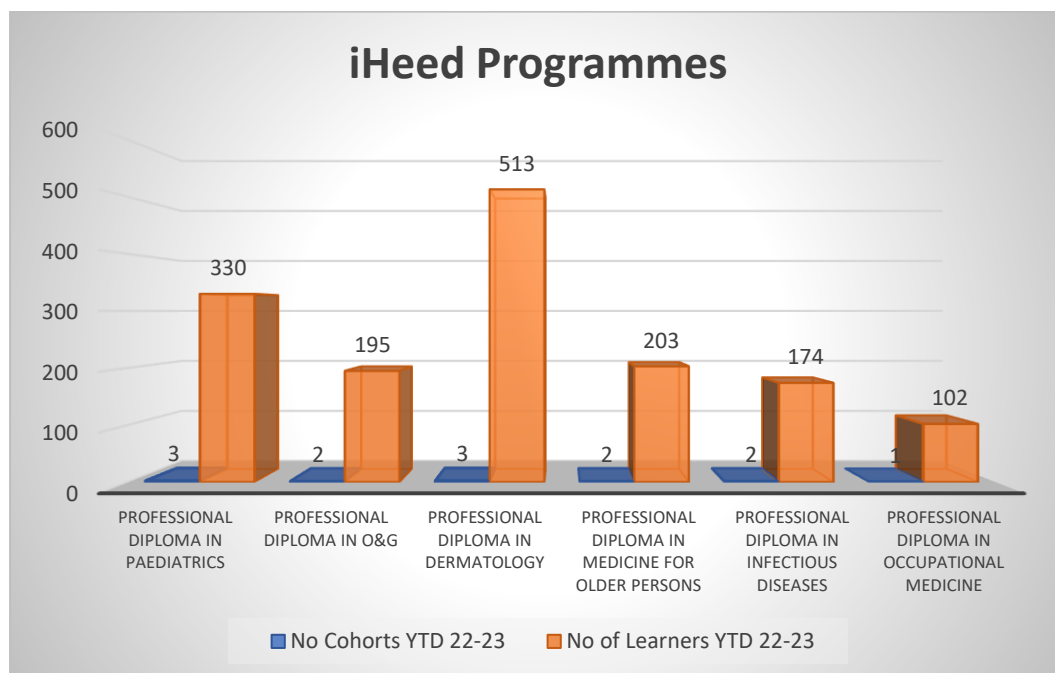
The first intakes of the newly QQI accredited Postgraduate Certificate in Quality Improvement Leadership in Healthcare commenced in September 2022.

Two further programmes were validated by Quality Qualifications Ireland (QQI) as an NFQ Level 9 Postgraduate Certificate in 2022/23 - the PG Certificate in Obstetrics and Gynaecology and the PG Certificate in Cancer Genetics and Genomics.

iheed/ RCPI Partnership

The partnership with iheed continues to be a huge success in terms of programmes delivered and revenue generated. There are now six programmes launched – Paediatrics, O&G, Dermatology, Medicine for the Older Persons, Infectious Diseases and Occupational Medicine.

The table below outlines the programmes which were run with iheed in 22-23. There were 13 cohorts of the six programmes with over 1,500 learners.



Revenues were strong with iheed this year a total projected income of € 1.49 million.

Quality Improvement

Twelve teams from HSE paediatric, maternity and acute adult medical and surgical settings and one self-funding private hospital team recently graduated from the 5th Irish cohort of the Situation Awareness For Everyone (SAFE) patient safety programme. In May, RCPI hosted an inaugural SAFE Sustainability Workshop to draw on the learning and achievements of SAFE 2018-23 Teams. Recruitment is currently underway for Wave 6 of the programme, funded this year by HSE National Quality and Patient Safety Directorate for HSE teams.

The QI Scholarship in Residence Programme took place with five scholars from a range of specialities including Obstetrics, Psychiatry and Gastroenterology. The programme helps specialist registrars develop as clinical leaders through mentoring and bespoke QI training.

NDTP project funding for 23/24

NDTP project funding was secured for two education projects Paediatric Pocket Tutorials and Trainer Development Programme. Two further programmes - OPTIMISE and Analysis and feasibility study of Non-Training Scheme Doctors (NTSDs) are still under consideration for funding.

Education Delivery

New Course in 2022-2023

Certificate in Clinical Care for Residential Facilities launched in Sept 2022 and was designed for General Practitioners, physicians, Directors of Nursing, Clinical Nurse Managers and Persons in Charge who wanted to develop their expertise in the care of older people living in residential care and collaborate with other healthcare professionals and experts to drive improvements in this area. The programme covers clinical care of the older person, including the management of dementia, therapeutics, the prescribing and de-prescribing of medication where appropriate and end of life care. It also provides learners with an opportunity to gain an understanding of best practice when communicating with residents, families, and carers and when working as part of a multi-disciplinary team.

The Reflective Practice Guide was developed as an introduction to the theory of reflective practice and to provide practical examples of how to enrich your own reflective practice. The guide is beneficial to those with little or no experience of reflective practice and may also direct those seasoned practitioners into novel areas to use this skill. Reflective practice can be applied to many domains of a physician's practice, from clinical decisions, patient interactions and teamwork, to personal development and lifelong learning.

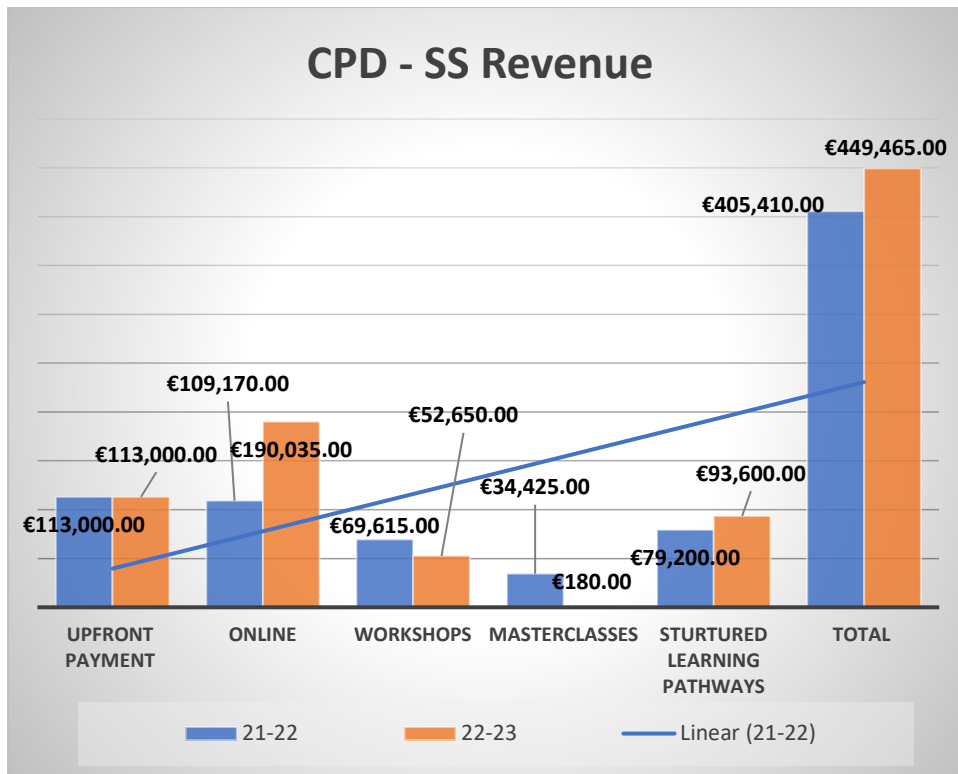
Introduction to Telemedicine and Digital Health module was launched in early 2023. The aim of the programme is to provide learners with foundational knowledge of Telemedicine and Digital Health and to enhance the outcomes of telemedical consultations for both patients and clinicians in Ireland.

Delirium Recognition and Response was redesigned and redeveloped in collaboration with colleagues from the College of Psychiatrists of Ireland. This online course is composed of six short modules designed to improve the screening and diagnosis of delirium, awareness of risks of developing delirium, management of patients with delirium, and arranging appropriate continuous care.

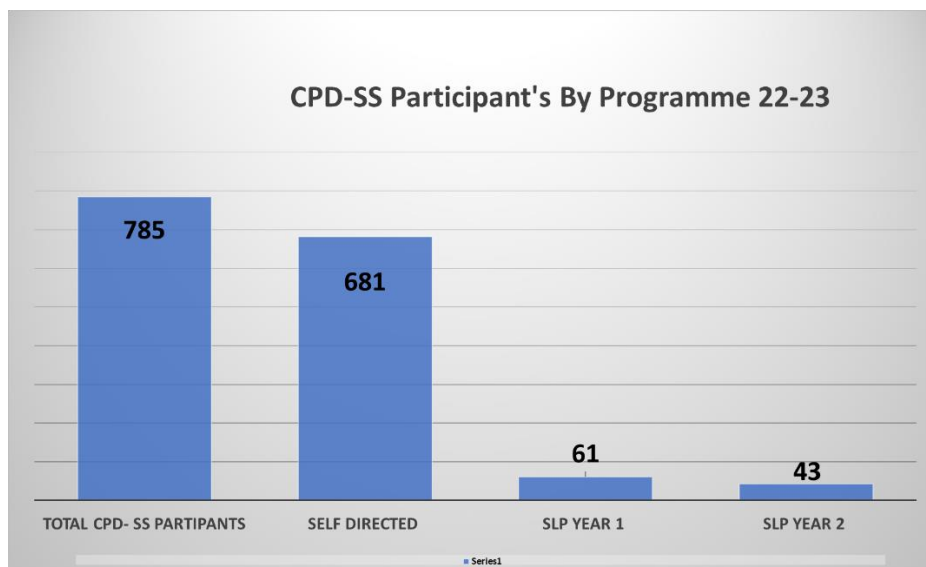
Endoscopy in Barrett's Oesophagus is a 45-minute online course which explores the recognition and management of Barrett's (Columnar Lined) Oesophagus using endoscopic images and videos. The course is aimed at Trainee Gastroenterologists, general surgeons, and nurse endoscopists training in upper GI Endoscopy.

CPD-SS

The CPD-SS programme continues to grow in terms of participants and in revenue year on year. The forecasted revenue for year end 2022-23 for CPD-SS is approx. €449K which is almost 10% increase on last year.

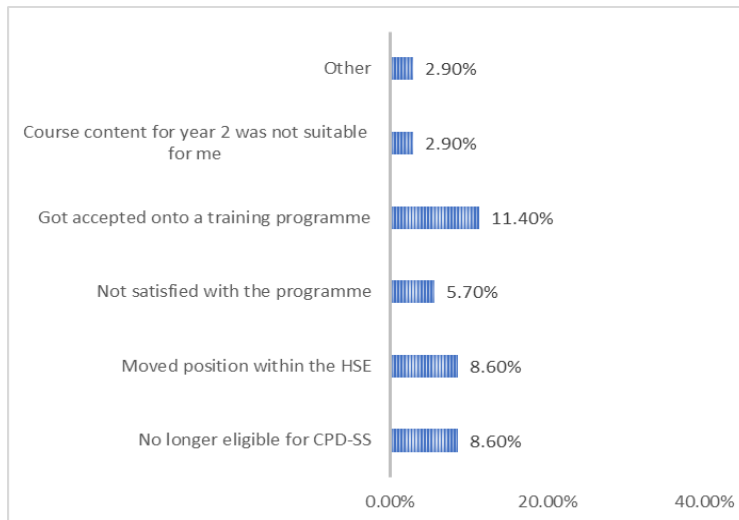


Total number of learners on the programme reached the highest intake for RCPI since the programme began with a total of 785 NCHDs signing up to our CPD-SS scheme.



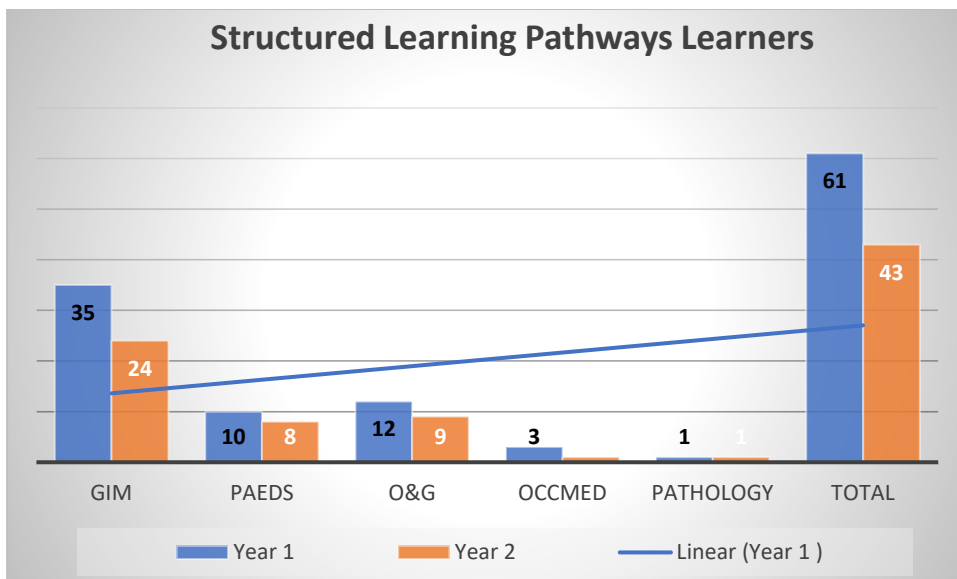
The structured learning pathways (SLP) programme which launched in 2021 - 2022 saw only approx. 50% of learners progress from SLP Yr1 to SLP Yr2. The reason doctors gave when surveyed as to why this was the case was varied. Of those who provided feedback, the most prevalent reasons cited included being accepted on to a formal Training Programme, moving position within the HSE and no longer being eligible for CPD-SS. One respondent noted that *"While the courses provided are very helpful and important, they may not necessarily meet every member's needs and interests. The selection of courses was not optional I had to repeat some courses I have done in the past"* However, 71.4% did report that they would recommend the CPD-SS programme to a colleague.

Reasons for not progressing to Year 2 of the CPD-SS structured learning programme cited



Engagement to date on the programme in terms of completing online content and attending tutorials has been mixed.

The table below outlines the total number of learners on the SLP years 1 and 2



Learners used their CPD-SS vouchers for many RCPI workshops and online courses. This year we ran 12 virtual workshops between October and April.

- Ethics Foundation x2
- Ethics for Paeds x2
- Ethics for O&G x2
- Mastering Communication x2
- Leadership in Clinical Practice x2
- Wellness Matters x2

Delivery of courses for IOM

The following mandatory courses were delivered for IOM Trainees in 2022/23:

- BST Leadership Skills
- BST Communication Skills
- Thriving in BST
- Ethics Foundation
- HST Leadership in Clinical Practice
- HST Mastering Communications
- Wellness Matters
- Ethics For GIM
- Ethics, Prescribing Skills & Blood Transfusion GIM
- Safe prescribing for Chemotherapy
- Basic Endoscopy
- Delivering Thrombolysis
- Colonoscopy Skills
- Upper GI Bleeding Skills

Other courses open to IOM Trainees, Members or Fellows during 2022-2023 were:

- Cert in Essential Leadership for New Consultants
- Cert in Clinical Care for Residential Facilities
- QI in Action
- SAFE QI Collaborative
- PG Cert Quality Improvement Leadership in Healthcare
- Introduction to data analysis using SPSS
- Physicians as Trainers – Essential Skills for Trainers
- Physicians as Trainers – Supervision and Performance Management
- Physicians as Trainers – Identifying and Managing Distressed Trainee

There are also many self-paced online courses available.

Research

Year on year research is conducted to assess learner feedback and educational needs, identify areas of good practice and barriers preventing CPD and lifelong learning, monitor outcomes and target interventions to improve engagement in CPD. It also enables us to contribute to the development of CPD in Ireland and throughout the world.

Research Strategy and staffing

In early 2022, a new research strategy focusing on internal institutional research, aligning with college and broader health research standards was produced. This set out a focus on research governance and forming a Research Committee to oversee this, with representation from across the college's institutes and faculties. The associated Research Committee, with oversight of research to be undertaken internally and overseeing implementation of the strategy, had its first meeting in June 2022, Chaired by the College Registrar, Prof Michael Keane.

Training Post Evaluation

The Training Post Evaluation (TPE) is an anonymous online survey of all trainees (BST and HST) rolled out by RCPI in 2016. The purpose of the evaluation is for trainees to harness feedback on each rotation trainees have completed over the past year. The most recent survey, conducted in June 2022, based on the 2021-2022 year, gathered feedback from doctors in Basic and Higher Specialist Training programmes in 86 training sites across Ireland. The majority of posts were in the Institute of Medicine who represented 67.8% of respondent BST Trainees and 55.6% of HST Trainees.

This data has been used throughout the year to inform site accreditation visits and provides an important source of confidential feedback from Trainees regarding their training posts. Additional data collection led by Research, in collaboration with colleagues in Quality Assurance and supported by colleagues in communications is due to take place for six weeks from the 14 June 2023. A cross-training body sub-group of the Training Committee was convened in 2022 and reviewed and amended questions and approaches for the 2023 survey, ensuring accuracy, appropriateness and utility of the survey for the future. Questions will broadly mirror those utilised in recent years but reflect these amendments.

Supporting engagement within RCPI's Professional Competence Scheme

This research project explores the compliance trends in RCPI Professional Competence Schemes (PCS) to identify factors contributing to meeting the PCS criteria and to improve the process and develop more appropriate Continuing Professional Development opportunities. The research team have supported the PCS team through analysis of annual data and compiling an annual report integrating information regarding RCPI PCS enrolees including members, fellows and non-affiliates and their PCS-associated behaviour in 2022. This report will be launched in 2023.

The research team also supported CPD Education Delivery in January and February 2022 by surveying registered CPD-SS enrolees. This had a 58% response rate, with the majority of respondents to the survey reporting to be working in a registrar role (N=30, 61%) and working in General Internal Medicine (GIM) (N= 29, 62%). When asked if CPD-SS learners wished to apply for a second year of the structured learning path, all but one respondent (98%) declared that they would. Respondents were also offered the opportunity to give feedback on the course and their experience to date. This was broadly very positive, with a recognition that this was a supportive initiative for NCHDs not in a specialist training programme. Suggestions included making the training more hands-on, clinical and practical, and more personalised.

Behaviour and attitudes towards mentorship for new consultants: a qualitative study

Much of the mentoring that takes place in medicine is traditionally informal in nature, and while valued by physicians and often extremely important and useful for their personal and professional development, the lack of a more formalised mentorship structure may codify inequality as regards opportunities for all interested physicians to avail of the benefits of mentorship. Formal mentorship programmes have been established in many countries and by various institutions and bodies for medical physicians at various stages in their career. The majority of mentorship arrangements, however, whether formal or informal, focus on the junior stages of the physician career. This focus group study aimed to investigate the understanding of and attitudes towards mentorship with the aim of informing the design and development of a pilot RCPI mentorship programme for new hospital consultants in their first two years of independent practice in Ireland. The study also aimed to gain further information on the factors that would facilitate effective and sustained engagement with a mentorship programme for new hospital consultants in the present-day Irish context.

Two focus groups, consisting of a purposive sample of RCPI faculty members, were facilitated by members of RCPI's Research Department between 26 October and 24 November 2022. Faculty

members were recruited by the Programme Manager in Healthcare Leadership on behalf of Consultant Prof Trevor Duffy and the Research Department to represent a diverse range of specialties.

Findings were grouped into two core umbrella themes:

1. Perceived value of mentorship, and
2. Facilitators of participation and sustained engagement.

These have been used to inform the development of a pilot RCPI mentorship programme for new hospital consultants in their first two years of independent practice in Ireland, commencing in 2023.

Less than Fulltime Training and Geographical Rotations

In 2022, Royal College of Physicians of Ireland (RCPI) was engaged by HSE NDTP to conduct two strategic Trainee Projects aimed at exploring the opportunities to:

1. develop less than full time training positions
2. reducing cross-regional rotations for trainees

A nine-member Steering Group was established in August 2022 comprising representation across RCPI Departments of Research, Education, Medical Training and Healthcare Leadership. The group was Chaired by John Magner and met fortnightly for the duration of the projects. Clinical representation was ensured through membership of the Clinical Working Group, established in September 2022. All Faculties and Institutes were represented alongside three Trainee Committee nominees. This group met monthly from October 2022 to February 2023 and was Chaired by Prof Trevor Duffy.

The Research Department conducted a significant body of work, gathering, evaluating and synthesising evidence, including conducting national and international literature reviews, Trainer and Trainee views and attitudes surveys and focus groups, a survey of Medical Manpower personnel and consultation with other European Postgraduate Medical Education Bodies to inform this process in 2022. Based on evidence, the Trainee Projects Steering Group and Clinical Working Groups drafted recommendations for RCPI's Postgraduate Medical Education Bodies, the NDTP and Medical Manpower consideration.

RCPI Research Ethics Committee

RCPI's Research Ethics Committee met quarterly in 2022. This Committee was chaired by Dr Una Fallon until March 2022, when she stepped down after Chairing the Committee from its inception in 2013, having given a decade of her dedication and expertise to RCPI Research Ethics. Additionally, in June 2022, the Committee's Vice-Chair, Prof Kathleen Bennett, also stepped down from the Committee. Dr Fiona Boland was appointed as Vice-Chair of the Committee from June, and in practice led the Committee in 2022. Following an extended recruitment period, in March 2023, a new Chair, Dr Niamh Clarke, has taken up the role. The Committee reviewed 18 applications in 2022, with 17 of these favourably reviewed applications listed below.

Research reviewed by the Research Ethics Committee 2022:

1. RECSAF 169: Breastfeeding education in postgraduate training. PI: Dr Anne Doolan
2. RECSAF 170: An evaluation of the impact of plain packaging for tobacco products in Ireland PI: Dr Paul Kavanagh
3. RECSAF 171: Awareness, knowledge, practices and barriers in relation to annual seasonal influenza vaccination and appropriate infection prevention and control practices among individuals in regular contact with poultry or waterfowl in Ireland. PI: Dr Ellen Cosgrave
4. RECSAF 172: Understanding transitions in medical education: a qualitative study of first year Basic Specialist Trainees PI: Assoc Prof Mary Higgins

5. RECSAF173: Assessment of a New Education Intervention to Deliver Teaching on Paediatric Electrocardiogram Interpretation. V2. PI: Dr Niall Linnane
6. RECSAF174: Breastfeeding support for doctors on returning to work in Ireland
 1. PI: Dr Ann Doolan
 2. 7.RECSAF175: Behaviour and Attitudes study on new consultant Mentorship. PI: Prof Trevor Duffy
7. RCPI RECSAF 176: Royal College of Physicians of Ireland Mandatory Training Programme Redesign Evaluation Project. PI: Ms Janet O' Farrell
8. RCPI RECSAF 177: Irish Medical Trainees and Digital Health PI: Dr Lizeri Jansen
9. RCPI RECSAF 178: A prospective review of paediatric trainees' exposure to palliative care in Irish hospitals. PI: Dr Katie Flinn
10. RCPI RECSAF 179: Building an evidence base to define acceptable transfer times from home to maternity units for planned home births in Ireland. PI: Dr Paul Kavanagh
11. RCPI RECSAF 180: Evaluation of the outcomes-based curriculum for Public Health Medicine. PI: Dr Niamh Bambury
12. RCPI RECSAF 181: Meat processing plant COVID-19 outbreak – retrospective cohort study. PI: Dr Lucinda Ryan
13. RCPI RECSAF 182: Preparing Paediatricians for a career in Local Hospitals in Ireland. PI: Prof Nigel Fancourt
14. RCPI RECSAF 183: Peer Review and its Impact in Histopathology- a National Study. PI: Prof Niall Swan
15. RCPI RECSAF 184: Royal College of Physicians of Ireland: Perceptions of less-than-fulltime training and geographical rotations. PI: Prof Trevor Duffy
16. Chair review: RECSAF 185: Telephone Consultation in Occupational Medicine: opinions of Occupational Medicine Physicians. PI: Dr Abigail O' Reilly

International Affairs

IMGTI/HSE Scholarship programme

The IMGTI Scholarship programme was developed in 2014 and offers training and clinical experience at Residency level (Basic/Core training) and trainees are assigned to identified HSE funded posts in the public health system and enrolled with the appropriate Training Body to undergo supervised training. The period of clinical training to be provided under this pathway is currently 24 months, at which point participants are required to return to their home countries to complete their training under their national training programme.

Initially the programme was between the College of Physicians and Surgeons, Pakistan (CPSP), The Health Service Executive (HSE), and the Irish Postgraduate Training Bodies but in 2017 the collaboration was extended to include the Sudanese Medical Specialisation Board (SMSB). The following table represents trainees currently on the programme with RCPI

Faculty/Institute	Year 1	Year 2	Total
GIM	27	18	45
Paeds	8	6	14
O&G	5	4	9
Total	40	28	68

IMGTI Sponsored Programme

The sponsored scholarship route enables suitably qualified medical Trainees from the Gulf Cooperation Council (Bahrain, Kuwait, Oman, Saudi Arabia and the United Arab Emirates) to undertake a fixed period of training in clinical services in Ireland. Trainees participating within these programmes are fully sponsored by their governments for the duration of their training.

RCPI offers two streams of training under the sponsored route, Fellowship and Residency and interest in these programmes has been building steadily since their introduction. Under RCPI's strategic plan and number projects exist to onboard new international programmes and broaden the offering.



International Residency Training Programme

Our International Residency Training Programme (IRTP) is offered to doctors upon completion of their Internship. This programme enables doctors to complete Residency training in Ireland before returning to their home country with a Saudi/Arab Board equivalent qualification and Membership of the Royal College of Physicians of Ireland. It is currently offered in Internal Medicine and Paediatrics. Currently there are 7 graduates of the Internal Medicine programme and 11 in training. 22 candidates were shortlisted for interview in January 2023 and 15 have been offered a place to start in January 24 or July 24. The programme is going from strength to strength and its aim is to attract the best quality from Government Sponsored candidates.

International Clinical Fellowship Programme

The International Clinical Fellowship Programme (ICFP) offers structured, curriculum-based specialist training at a senior level for doctors who wish to pursue higher training in their chosen specialty or sub-specialty. These programmes are now available in 35 specialty areas, including Endocrinology, Gastroenterology, Respiratory Medicine, Rheumatology, Medical Oncology, General Paediatrics, Paediatrics Rheumatology, Paediatric subspecialties, Pathology, Public Health Medicine, Obstetrics and Gynaecology, Palliative Medicine, Immunology and Occupational Medicine. In addition to offering Fellowship training in the general specialties, a new Special Interest Fellowship Programme has been launched, providing access to training at a sub-specialty level. Now in its ninth year of full operation, 73 Trainees have graduated from IOM programmes and have returned home to embed their newly acquired knowledge and skills in health services in their own countries. This year, we have 24 trainees on this programme across IOM specialties. The total number of trainees across all RCPI faculties and institutes is 38.



International Trainee figures for Internal Medicine for the 2022/2023 training year

The Clinical Fellowship Programme has been very successful in the Medical Programmes with many graduates across the relevant Specialties. The Residency Programme, introduced at a later stage, has also been making great progress in recent times. Gratitude goes to the National Specialty Directors, Clinical Leads, Programme Director and Trainers for facilitating and supporting the International

Trainees. Feedback from trainees has been excellent and all have praised the quality of the medical services, training opportunities, and the overall teaching.

June 2022 – June 2023:

Specialty	Programme	Applications	Interviewed	Offers	Current Trainees	Graduates
Internal Medicine	Residency	38	22	15	11	7
TOTAL		38	7			
Cardiology	Clinical Fellowship	11	6	3	3	9
Dermatology		06	3	3	2	5
Endocrinology		12	4	2	5	11
Gastroenterology		12	4	2	3	10
Geriatric Medicine		2	0	0	0	0
Infectious Diseases		8	6	2	2	7
Medical Oncology		7	2	2	0	3
Nephrology		5	1	1	1	1
Neurology		4	1	0	1	2
Palliative Medicine		2	0	0	0	1
Respiratory Medicine		6	5	3	6	8
Rehabilitation Medicine		2	1	0	1	0
Rheumatology		9	4	3	0	16
TOTAL		86	37	21	24	73

Increasing Contribution to Global Health Efforts under the EQUALS Initiative

Focus on Zambia: The EQUALS Initiative is a joint venture between RCPI and the HSE that support training and equipment needs in low to middle income countries and those countries experiencing humanitarian crises. Two further containers were shipped in February 2023 which took the total number of containers shipped in the 2022/2023 financial year to four. The equipment was tested pre and post shipment by clinical engineers of the EQUALS Initiative, before it will be distributed across the country to larger teaching hospitals and smaller health clinics.

Through the collaboration between RCPI and the Zambia College of Medicine and Surgery, RCPI continues to provide access to online courses to Zambian trainees on various specialist training programmes, which comprises part of their core curriculum. To date, RCPI have also delivered two Train the Trainer courses to faculty members of ZACOMS. A full report on the November 2022 Zambia trip has formed the basis for planning the future priorities of EQUALS. ZACOMS. There has been a period of significant growth and achievement and now ZACOMS requires support in underpinning existing programmes for quality. EQUALS plan to facilitate workshops and meetings in 2023 that can be used to develop a new plan and form the basis of a new MoU between EQUALS and the Zambian Ministry of Health. The outcome of this will be a 3-year programme of collaboration.

Plans for the signing of the new MoU between RCPI and HSE are underway. RCPI will host this MoU signing in June 2023.

Appendix

Institute of Medicine Governance Framework Review

The Institute of Medicine (IOM) Board has completed a review of the current IOM Governance Framework as approved by Council in December 2019.

A summary of the proposed changes to the Governance Framework, as approved by the Institute Board on 17 February 2023, are submitted to RCPI Council for ratification. The changes will then be reported at the Institute AGM on 16 June 2023.

Summary of the main changes to the Institute Governance Framework

Background Section - Institute establishment

This section is deleted as the Institute of Medicine is now established and a new section 'Institute of Medicine - About us' has been added. Figure 2 has been updated to reflect the Institute current structure.

Standing Orders

Main Changes

- Composition of the Board amended to 9 to 10 voting members, the Dean-Designate is removed as member of the Board but is in attendance for Board meetings.
- Typo corrected referring to the two 'non-voting' lay members these are voting members of the Institute Board.
- Associate Dean of Examinations has been amended to the correct title Director of Examinations, IOM (updated throughout the document).
- The provision that no more than 2 members can be from the same medicine specialty or from the same training institution has been removed (as difficult to implement in practice) and has been added specifically in clause 4.4 Co-option.
- The requirement (clause 6.6.4) for the two co-opted representatives from RCPI Council to have completed at least one year on Council has been removed.
- An additional clause (6.7) has been added referencing IOM Board/ Committee staggering as set out in Appendix 1. *Where staggering of IOM Board member terms is required, it must be approved by the President and College Censors.*

See appendix for a table setting out current IOM Board terms plus proposals for staggering.

Committee Terms of Reference (Main Changes)

- IOM Officers' Committee: In attendance – Director-Designates of Education and Training and Examinations now included with Dean–Designate, and Head of Training and Examinations.
- Education and Training Committee: Minimum number of meetings per annum reduced from 6 to 4.
- HST National Specialty Directors' Committee: Minimum number of meetings per annum increased from 2 to 4.
- Regional Programme Directors' Committee: Minimum number of meetings per annum increased from 3 to 4.
- Specialty Training Committee: Small change to membership of this committee. Quorum shall be at least $\frac{1}{3}$ of the committee (rounded up to nearest whole number).

Role Specifications (Main Changes)

- Dean: Must be a current or past member of the Institute Board or Council (within the past 5 years) changed to also include 'Within the past 5 years must be a current or past member of the Institute Board or Council (within the past 5 years) *or held a significant medical training and education role (as NSD or RCPI)*'.
Dean–Designate appointment was for 1 year changed to '*at least 3 months to 1 year*'.
- Director of Education and Training: Introduction of Designate-Director of Education and Training for a 3 month term.
- Director of Examinations – updated as per current role specification: Additional responsibilities as included under *Other Responsibilities*. Additional requirements as follows:

Mandatory

- A Fellow or 'Member' of the College
- Hold a substantive consultant post or have retired from clinical practice within the last 12 months

Desirable

- Current or previous member of any of the MRCPI examination boards
- Current or previous RCPI examiner
- Experience of leading change and overseeing implementation of strategy

Introduction of Designate-Director of Examinations for a term of 3 months.

Associate Director HST – updated as per current role specification

Role overview updated to include - *Clinical lead for the SDR assessments, responsible for overseeing the process of evaluating an applicant's training experience (through the Education and Training Committee of the Institute of Medicine) and providing a formal recommendation to the Medical Council.*

Role specification includes additional responsibilities *for applications for the SDR.*

Additional mandatory requirements for Associate Director HST role as follows:

- *Must be current National Specialty Director or former National Specialty Director (within previous three years)*
- *It is expected that the successful candidate will also have a demonstrable interest in the development, management and delivery of the SDR assessment process*

National Specialty Director

Changes to appointment requirements:

- Fellowship of the College is expected at the time of appointment.
- Mandatory requirement to be a member of the Specialty Training Committee added.

Associate Director BST – no major changes proposed

Regional Programme Director – no major changes proposed

Training Lead – no major changes proposed

Trainer - no major changes proposed

Clinical Lead Specialist Division of the Register – this role specification has been removed as it is now incorporated into Associate Director for HST role.

Appendix 1 – Stakeholder engagement

The section is deleted and the procedure for staggering board/ committee terms is included

Appendix 2 – no change

Role	Name	Term as per Standing Orders	Start Date	Finish Date	Proposal
Foundation Dean IOM	Prof O'Regan	3 years non-renewable until after 1 year	January 2020	Jan 2023 – PRCPI & Exec Board approved extension of term to AGM June 2024	Dean appointment process to begin Sept 23. Interviews Oct/ Nov 23. Dean-Designate start Nov 23 for at least 3 months. New Dean to start Feb 24.
Director of Education and Training	Dr McKone	3 years	January 2020	Jan 2023 approved to extend term to AGM June 2024 *	Director E&T process to begin May/ June 23. Interviews July/August. Start as Director-Designate in Oct 23 (update SOs to include this role) for 3 months. New Director E&T starts Jan 2024.
Director of Exams	Dr Behan	3 years	February 2021	February 2024	Process to begin Dec 2023 Interviews Feb 2024 Designate March 2024 (update SOs) New Director of Exams to start June 2024
Council Rep	Prof Collins	2 years	March 2020	Oct 2023	No change proposed. President will nominate new Council rep in Oct 23.
Council Rep	Prof O'Connor	2 years	Oct 2022	Oct 24	No change proposed
Fellow	Prof O'Connor	3 years – renewable once	March 2020	March 23	Both Fellows willing to stay a further term. 2 nd term will be staggered: 2 or 3 year term. March 25/26
Fellow	Prof Nash	3 years –	March 2020	March 23	As above
Lay rep	Mr Marshall	3 years – renewable once			Both lay persons have agreed to 2 nd term, staggered 2 or 3 years to Sept 25/26
Lay rep	Ms	3 years	Sept 20	Sept 23	As above