



# Model 3 Clinical Sites & Postgraduate Medical Training Recognition



# **HSE National Doctors Training & Planning**

# Recognition of Postgraduate Medical Training delivered at Clinical Site

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### Oiliúint agus Pleanáil Náisiúnta na nDochtúirí

Feidhmeannacht na Seirbhíse Sláinte, Foirgneamh Sancton Wood, Ceathrú Heuston Theas, Bóthar Eoin Thiar, Baile Atha Cliath 8.

### **National Doctors Training Planning**

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# Context & Overview

The Model 3 Hospitals Report highlights the fragility of the Model 3 Hospital network in Ireland. This is clear from the higher numbers of temporary/ locum-filled consultant posts and consultants with general Irish Medical Council registration compared to the Model 4 hospital network. The report underscores widespread issues in recruiting and retaining permanent consultants across all specialties and locations in Ireland. The consultant medical workforce in the Model 3 network is aging, with one third being over 55 years old, which poses clear implications for future recruitment and healthcare delivery within the network. It is evident that unless proactive measures to promote recruitment are taken, the Model 3 network will continue to face even more significant service and education and training challenges in the future.

In 2024, HSE NDTP established a Model 3 Hospitals Project Team to progress recommendations within the report. The team includes a Clinical Lead, Prof Robert Eager, NCHD Lead, Dr Niamh Shaughnessy and project manager, Seán O'Donnell.

Investing in Education & Training is one of the four main themes set out in the Model 3 report, and in particular, the following recommendation:

"Hospitals which do not have ... trainees in a number of specialties must work with relevant PGTBs or regulator to meet requirements to have these posts recognised for training at their hospital."

This document, devised by the Model 3 Project implementation team sets out to provide Model 3 sites with necessary information and details on applying for approval of postgraduate medical training from the national Postgraduate Medical Training Bodies (PGTBs).

Postgraduate medical training in Model 3 hospitals is essential for developing a skilled and sustainable medical workforce. This network of hospitals provide trainees with diverse clinical exposure, hands-on experience, and opportunities to work in multidisciplinary teams as well as opportunities to access senior clinical management committees. Strong training programmes in Model 3 hospitals help attract and retain future consultants, addressing ongoing recruitment challenges. Additionally, high-quality training enhances patient care by ensuring that doctors are well-prepared to manage a broad range of conditions in a general hospital setting. Investing in postgraduate medical education in Model 3 hospitals is crucial for maintaining service delivery and supporting the long-term stability of the healthcare system.

The Model 3 Project Team within HSE NDTP is available to support Model 3 hospitals in engaging with PGTBs to have medical specialties recognised for postgraduate training. By facilitating these connections, the team aims to enhance training opportunities, strengthen the consultant pipeline and improve workforce sustainability as per recommendations set out in the Model 3 Hospitals Report.

Contact Model 3 project manager, Seán O'Donnell at <u>sean.odonnell4@hse.ie</u> for queries outside the scope of this document.



### Model 5 Cillical Sites

- Cavan & Monaghan General Hospital
- Connolly Hospital Blanchardstown
- Letterkenny University Hopsital
- Mayo University Hospital
- Mercy University Hopsital
- Midlands Regional Hospital Mullingar
- Midlands Regional Hospital Portlaoise
- Midlands Regional Hospital Tullamore
- Naas General Hospital
- Our Lady of Lourdes Hospital Drogheda
- Our Lady's Hospital Navan
- Portiuncula Hospital
- St. Luke's Hospital General Hospital Kilkenny
- Tipperary University Hospital
- Wexford General Hospital
- Sligo Univeristy Hospital
- University Hospital Kerry

### Postgraduate Medical Training Colleges

•	Royal College of Physicians of Ireland	(RCPI)
•	Royal College of Surgeons in Ireland	(RCSI)
•	College of Anaesthesiologists of Ireland	(CAI)
•	Irish College of GPs	(ICGP)
•	Irish College of Ophthalmologists	(ICO)
•	College of Psychiatrists of Ireland	(C Psych I)

### Medical Council of Ireland

The Medical Council of Ireland is responsible for quality assuring medical education and training in Ireland across the continuum, which spans the undergraduate, intern and specialist training stages of professional development. This includes the approval of programmes of medical education leading to the award of a basic medical degree, specialist training programmes and the medical schools and PGTBs which deliver those programmes. Included in the Medical Council's responsibilities for quality assuring medical education and training, is the inspection of places with approved posts for intern and specialist training. The aim of these inspections is to monitor compliance with Council's standards and guidelines for training and experience.



In 2014, The Medical Council of Ireland published its criteria for the evaluation of training sites which support the delivery of specialist training. These criteria are explicitly used by the PGMTBs in their site accreditation processes.

The standards are grouped by theme:

- 1. Clarity of Educational Governance Arrangements
- 2. Clarity of Clinical Governance Arrangements
- 3. Accountability
- 4. Induction Arrangements for Trainees
- 5. Clear Supervisory Arrangements for Trainees
- 6. Opportunities for training through clinical practice for trainees
- 7. Access to formal and informal education and training for trainees
- 8. Opportunities for trainers to train through protected training time
- 9. Access to resources which support directed and self-directed learning
- 10. Access to pastoral and health supports for trainees
- 11. Access to resources to maintain close contact with parent training bodies
- 12. Promotion of Medical Council guidance on professionalism, including promotion of current ethical guidance
- 13. Safe working environment
- 14. Specialty-specific supports
- 15. Participation in on-call duty rota
- 16. Support for assessment of trainees
- 17. Opportunities for multi-disciplinary teamwork
- 18. Opportunities for trainees to provide feedback to employing authority

In 2023, the Medical Council of Ireland approved a new suite of standards for the evaluation of postgraduate medical training delivered at clinical sites, however, these have not yet come into practice until a framework on their application is approved.

# Postgraduate Medical Specialties & Sub-Specialties

Please refer to Appendix I for a complete list specialties offered through the national PGTBs.

Please refer to Appendix II for a summary table of Points of Contact for each PGTB.

# Generic Aspects of Postgraduate Medical Training

In advance of or in conjunction with gaining recognition of training for individual specialties, the clinical site must be assessed by the PGTB against a set of criteria focussing on generic aspects of postgraduate medical training.

Please find summary of information for each Postgraduate Medical Training Body on this stage of the process below.



### Accreditation & Improvement Manager, Ms Jessica Dowling: Jessica.dowling@rcpi.ie

The Royal College of Physicians of Ireland employs an external assessor from the UK who oversees the Site QI Visit and the report composition. For each Site QI Visit, all RCPI specialties approved on that site are assessed. Any first-time training approval applications are also assessed. The assessment panel includes the external assessor, national specialty directors (per specialty) and RCPI administrative support. Once the report is published and notwithstanding any issues, the site and its specialties are approved for a 5-year period.

### Documentation used to inform the visit:

- 1. Generic Standards (Irish Medical Council criteria for the evaluation of training sites which support the delivery of specialist training). Plus 11 additional pieces of evidence.
- 2. Specialty Standards per specialty.
- 3. Site Activities Form (similar to self-assessment questionnaire) completed by Medical HR
- 4. Trainee Feedback Form (anonymised and completed in advance)
- 5. Department Specialty Form (completed by department in advance)

### Additional Samples of Evidence requested in advance of visit includes:

- Signed MOA
- Recent Irish Medical Council Accreditation Report
- Educational Governance
- Trainee contracts sample of BST and HST Trainee contract
- Induction Materials
- Safe Working Environment
- Transfer of Tasks Policy
- Health and Wellbeing resources on site
- Timetable of educational offerings (with protected time for Trainees)
- Annual statement to HIQA standards
- EWTD Compliance
- Clinical Incidents raised
- Medical Audit and QI
- Trainee Feedback

# **RCSI - Surgery**

### Quality Assurance & Regulatory Affairs Manager, Mr Emeka Okereke: eokereke@rcsi.ie

The governance of the Surgical Training programmes is largely intercollegiate. The four Surgical Royal Colleges of Great Britain and Ireland (Edinburgh, England, Glasgow, and Ireland) work closely together within an intercollegiate governance framework. The Joint Committee on Surgical Training (JCST) is the parent body for all ten Specialty Advisory Committees (SACs) responsible for surgical specialties, including the Intercollegiate Surgical Curriculum Programme (ISCP). The training post standards are thus underpinned by Quality Indicators, defined by the SAC. Most of the requirements of the Medical Council generic standards are however covered within the framework of these standards. There are 10 generic quality indicators. There are separate specialty-specific quality



indicators. Once the report is published and notwithstanding any issues, the site and its specialties are approved for a 5-year period.

### **10 Generic Quality indicators**

- Trainees in surgery should be allocated to approved posts commensurate with their phase of training and appropriate to the educational opportunities available in that post (particular consideration should be given to the needs of less than fulltime trainees). Due consideration should be given to individual training requirements to minimise competition for educational opportunities.
- 2. Trainees in surgery should have at least 2 hours of facilitated formal teaching each week (on average). For example, locally/regionally/nationally provided teaching, educational induction, simulation training, specialty meetings, journal clubs, x-ray meetings, MDT meetings.
- 3. Trainees in surgery must have the opportunity and study time to complete and present audit, patient safety or quality improvement projects during each post, such that they will have had the opportunity to have completed three such projects by certification.
- 4. Trainees in surgery should have easy access to educational facilities, including library and IT resources, for personal study, audit and research and their timetables should include protected time to allow for this.
- 5. Trainees in surgery should be able to access study leave ("curriculum delivery") with expenses or funding appropriate to their specialty and personal progression through their phase of training.
- 6. Trainees in surgery must be assigned an educational supervisor and should have negotiated a learning agreement within six weeks of commencing each post.
- 7. Trainees in surgery must have the opportunity to complete the Workplace Based Assessments (WBAs) required by their current curriculum, with an appropriate degree of reflection and feedback. Specifically, the mandatory Workplace Based Assessments in critical conditions and index procedures defined by the current curriculum should be facilitated
- 8. Trainees in surgery should have the opportunity to participate in all operative briefings with use of the WHO checklist or equivalent.
- 9. Trainees in surgery should have the opportunity to receive simulation training where it supports curriculum delivery.
- 10. Trainees in surgery must have the opportunity to develop the full range of Capabilities in Practice (CiPs) and Generic Professional Capabilities (GPCs), as defined by the current curriculum.

RCSI gathers information to inform the report by employing a 'Self-Assessment Document to the site which is submitted to RCSI no less than 2 weeks prior to the visit.

As part of the accreditation process, the Training Post provider should complete a Training Post Self-Assessment Form. This forms the basis for the accreditation process.

Samples of the supporting documentation used by the inspection panel to assess adherence to the standards include:

- Inpatient and Daycase Activity Data
- Staffing Details (Number of Consultants, SpRs, Registrars, SHOs etc.)
- An organisation chart or equivalent presentation of the Training Post lines of responsibility



and accountability

- Trainee Induction Materials
- Timetables, including Teaching Timetables, Rotas (including on-call rotas) etc.
- Available Theatre Sessions for the Specialty
- Research/Audit Activity
- Infrastructure for Training (Library, Study Rooms, Computers, Wi-Fi etc)
- Hospital Infrastructure (Wards, Number of Surgical Inpatient & Daycase beds, Equipment, or facilities relevant to the Surgical Specialty/EM site)
- Examples of learner support material
- Lists of teaching, Training Post management responsibilities, academic research output
- Professional development programme, conference papers and publications Professional, accreditation, and regulatory body reports if relevant
- Any other relevant documentary evidence of conformity to the relevant criteria and standards document.

### RCSI – Emergency Medicine

### Operations Manager, Ms. Orla Mockler: OMockler@rcsi.ie

Hospital sites seeking Emergency Medicine training accreditation should write to the Irish Committee for Emergency Medicine Training (ICEMT), outlining their training proposals and requesting a Hospital Training Site Inspection.

ICEMT has a rolling programme of existing training site inspections and new requests are included in the schedule.

The training site accreditation process entails an initial self-accreditation by the training site. The site assesses itself against the Committee's defined training standards, using a traffic light system to record, for each standard, whether it is achieved (green), partially achieved (amber) or not achieved (red).

A training site visit follows, during which a team from RCSI, comprising the Dean or Vice of Postgraduate EM training, an ICEMT committee member and a member of RCSI's Quality team meet hospital management, EM trainers and NCHDs, and tour the facility.

Following the visit, the visit team review the self-accreditation document, noting the site's response to each standard and their view based on observed evidence at the training site. This process leads to a decision on accreditation and recommendations where appropriate.

The visit team's accreditation report is tabled at an ICEMT committee meeting and the outcome of the inspection communicated to the training site.

# RCSI - Radiology & Radiation Oncology

### Faculty Executive Officer, Ms. Jennifer O'Brien: jenobrien@rcsi.ie

The Faculty of Radiologists and Radiation Oncologists has the responsibility for setting the standards for training in clinical radiology and radiation oncology. In order to deliver excellence in education and training, the Faculty of Radiologists and Radiation Oncologists established set of standards for



training sites. These standards are aligned with the Irish Medical Council's Three Pillars of Good Professional Practice and Eight Domains of Good Professional Practice

This set of standards is not all-encompassing. It does, however, reflect a minimum set of standards that all training sites should aspire to and complement the Medical Council criteria for evaluation of training sites which support the delivery of specialist training. These standards will form the basis for training site inspections and audit for all Radiology training sites.

Interested training sites should contact the Faculty initially express interest in becoming a recognised training site and to establish the timeframe for the submission of required documentation and potential visits. Once it is established that a site has reached the minimum standard after submission of required documents, a timeline for visit is agreed.

Below are links to the curricula that are delivered, and which training sites should support:

https://radiology.ie/images/uploads/2012/01/Final Diagnostic Radiology Curriculum 2020.pdf

https://radiology.ie/training/radiation-oncology1

The standards that are required for sites are below:

https://radiology.ie/images/CRITERIA AND STANDARDS FOR THE ACCREDITATION OF RADIOLOG Y TRAINING SITES.pdf

As part of the accreditation process, the Training Post provider should complete a Self-Assessment Form. This forms the basis for the accreditation visit and to assist the preparation of the report and should be submitted to the Faculty no less than 6 weeks prior to the visit. Representatives of the Faculty visit each hospital to ensure the establishment and maintenance of these high standards. Visits are intended to be constructive and helpful to the local achievement of these aims. The Faculty representatives will assess whether or not the teaching centre in the training departments provides sufficient instruction and experience in all diagnostic imaging modalities and subspecialties.

### CAI

# Training Manager, Ms. Jennie Shiels: Jshiels@coa.ie

The College of Anaesthesiologists of Ireland is mandated as a National Training Body under the auspices of the Medical Council of Ireland ('Medical Council') to inspect and accredit all sites involved in the training of its specialist anaesthesiology trainees. This is done on a five yearly basis. Specialist Anaesthesiology Training ('SAT') for the awarding of a Certificate of Satisfactory Completion of Specialist Training ('CSCST') from the CAI, may only be undertaken in training sites which are accredited for training by the CAI. The main aim of the accreditation process is to ensure high quality training for CAI trainees. This process involves an assessment of:

- Quality and volumes of anaesthesia practice in the hospital;
- Training capacity of the hospital in terms of the numbers and levels of seniority of trainees;
- Availability and quality of training activities in the hospital, including clinical and academic.

Before a site is accredited for training, it is inspected by a team from the CAI. The site inspection will involve communication between the hospital and the College, with its trainees and other



anaesthesiology NCHDs, with its anaesthesiology consultants, in particular the College tutors ('tutors') and hospital management. The inspection will provide feedback to the CAI from the inspectors on the quality of training in that institution and will provide support to the Anaesthesiology Department in achieving adequate resources and status within the hospital.

A hospital accreditation may occur in the following circumstances:

- (a) A routine scheduled accreditation inspection as part of the five-year cycle;
- (b) An accreditation inspection of a new department;
- (c) An early site inspection triggered by urgent issues which include, but are not limited to, patient safety issues, urgent training issues, issues affecting the trainee or issues affecting the reputation of the CAI. These inspections may range from formal discussions with the tutor and head of department, to a full inspection;
- (d) A scheduled re-inspection arising out of concerns raised at a previous inspection.

In advance of an accreditation inspection visit:

- The Anaesthesiology Department will be provided with the required CAI accreditation form which assists the department in self-assessment of its performance, and may flag areas for further review; Formal teaching and tutorial programmes should be made available
- Make available details of any other CPD programme being run by the Anaesthesiology Department
- All quality assurance and improvement programmes
- All research and audit activities
- All other clinical or academic activities relevant to the training of CAI trainees

### C Psych I

# Operations Manager, Ms. Kellie Myers: KMyers@irishpsychiatry.ie

The College of Psychiatrists of Ireland have 581 posts (BST and HST) across 9 Deaneries (Jan 2025). Each geographical Deanery (broadly similar to Irish Health Region) has a number of affiliated training sites for psychiatry trainees to undertake specialist training. Once approved for training, accreditation is on a 3-yearly basis. The Chair of the assessment team is Dean of Accreditation who has oversight of the report which is then ratified by the College Council.

C Psych I use the Irish Medical Council's criteria for the evaluation of training sites which support the delivery of specialist training. Additional documentation required to inform the visit:

- a. Safety statements are in place
- b. A risk register is in place
- c. Evidence that NVCI training is provided
- d. Relevant policies (including lone working policies) are in place
- e. Procedures for monitoring incidents are in place



- f. Placement preference forms
- g. Evidence of the process for multi-annual allocations
- h. Education programme for each training centre
- i. Induction program and pack for each training centre
- j. Tutor's Work Plan documenting protected time
- k. Contact details for the Tutor's administrative support
- I. Copy of standard employment contract offered to Trainees at each training centre

### ICO

### Training Manager, Ms. Rebecca Martin: Rebecca.martin@eyedoctors.ie

The Irish College of Ophthalmologists have approved posts across 11 acute hospitals which are likely to expand in the coming years. Accreditation runs on a 5-yearly basis. The ICO Dean of Postgraduate Education chairs the accreditation panel with a briefing session provided to the training site in advance of each visit. ICO employ a self-assessment form (created in conjunction with RCSI's self-assessment form). There is overlap between the ICO standards and the Irish Medical Council's criteria for the evaluation of training sites which support the delivery of specialist training. ICO do not require any additional evidence on top of the ICO generic standards.

In order to deliver excellence in ophthalmic education and training, the establishment of an agreed set of standards for basic and higher training posts is necessary. These standards form the basis for training post inspections and audit for all basic and Higher Ophthalmic training posts in Ireland.

The accreditation of the training posts process is structured on the basis of ensuring that the quality and standard of ophthalmic training is consistent across training posts and equivalent to best practice in the sector. These documents set out the system of accreditation of the self-evaluation, assessment, inspection and award and the governance and procedures underpinning it.

ICO Criteria and Standards for Accreditation of Ophthalmic Training Posts

<u>ICO Governance, Procedures & Guidelines for the Accreditation of Ophthalmic Training Posts in Ireland</u>

### **Specialty Specific Aspects of Training**

Each Parent College / PGTB has approved sets of specialty specific requirements the clinical site must meet for approval in that specialty. For reference, please see medical specialty categorised by Training College/ PGTB and stage of training in Appendix I.

For further information on Medical Specialties and Medical Careers, visit: <a href="https://www.medicalcareers.ie/">https://www.medicalcareers.ie/</a>



# Appendix I – PGTBs and Specialties

National Postgraduate Medical Training Bodies (PGTBs) and stage/ specialty.

Royal College of Physicians of Ireland		
Institute of Medicine	BST  General Internal Medicine  HST  Cardiology* Clinical Genetics Clinical Neurophysiology Clinical Pharmacology & Therapeutics* Dermatology Endocrinology & DM* Gastroenterology* General Internal Medicine Geriatric Medicine* Infectious Diseases* Medical Oncology Nephrology* Neurology Palliative Medicine Pharmaceutical Medicine Rehabilitation Medicine Respiratory Medicine Respiratory Medicine* Rheumatology*  Specialties marked with * offer dual training, with additional training in General Internal Medicine whereby doctors receive CSCST in their main specialty and in General Internal Medicine.	
Faculty of Paediatrics	General Paediatrics  HST	
	<ul><li>General Paediatrics</li><li>Neonatology</li></ul>	



	Paediatric Cardiology
Faculty of Pathology	BST
	<ul> <li>Histopathology</li> </ul>
	нѕт
	Chemical Pathology
	Clinical Microbiology
	Haematology
	Histopathology     Immunology
	<ul><li>Immunology</li><li>Neuropathology</li></ul>
	Neuropatriology
Institute of Obstetricians & Gynaecologists	BST
	Obstetrics & Gynaecology
	HST
	Obstetrics & Gynaecology
Faculty of Occupational Medicine	HST
	Occupational Medicine
Faculty of Public Health Medicine	HST
	Public Health Medicine

Royal College of Surgeons in Ireland		
Surgical Affairs	CST	
	General Surgery	
	HST	
	Cardiothoracic Surgery	
	General Surgery	
	<ul> <li>Neurosurgery</li> </ul>	
	Oral & Maxillofacial Surgery	



	<ul> <li>Otolaryngology (Head &amp; Neck) Surgery</li> <li>Plastic, Reconstructive &amp; Aesthetic Surgery</li> <li>Paediatric Surgery</li> <li>Trauma &amp; Orthopaedic Surgery</li> <li>Urology</li> <li>Vascular Surgery</li> </ul>
Faculty of Radiologists and Radiation Oncologists	<ul><li>Radiology</li><li>Radiation Oncology</li></ul>
Irish Committee for Emergency Medicine Training	CSTEM ASTEM

College of Anaesthesiologists of Ireland		
Anaesthesiology	SAT	
	Anaesthesiology	
	<ul><li>Intensive Care Medicine</li><li>Pain Medicine</li></ul>	
	• Pain ivieuicine	

College of Psychiatrists of Ireland			
Psychiatry	<ul> <li>Psychiatry</li> <li>HST</li> <li>Adult Psychiatry</li> <li>Child &amp; Adolescent Psychiatry</li> <li>Psychiatry of Learning Disability</li> <li>Psychiatry of Old Age</li> </ul>		



Irish College of GPs	
General Practice	General Practice (Years 1 & 2 based in hospital)  Military Medicine

Irish College of Ophthalmologists		
Irish College of Ophthalmologists	Medical Ophthalmology     Surgical Ophthalmology	
	Medical Ophthalmology     Surgical Ophthalmology	



To request further information on the accreditation process, including specialty specific standards, please contact the relevant Training Body Accreditation Department below.

PGTB	Accreditation	Contact
	Department	
Royal College of Physicians of Ireland	Jessica Dowling	jessicadowling@rcpi.ie
https://www.rcpi.ie/		accreditation@rcpi.ie
Royal College of Surgeons in Ireland	Emeka Okereke (Surg)	eokereke@rcsi.ie
https://www.rcsi.com/surgery/training		
https://iaem.ie/training/emergency- medicine-training/	Orla Mockler (EM)	omockler@rcsi.ie
https://www.radiology.ie/training	Jennifer O'Brien (Rad)	jenobrien@rcsi.ie
College of Anaesthesiologists of Ireland	Jennie Shiels	jshiels@coa.ie
https://www.anaesthesia.ie/education-training/training/		jsmense counc
College of Psychiatrists of Ireland	Kellie Myers	kmyers@irishpsychiarty.ie
https://irishpsychiatry.ie/postgraduate- training/		accreditation@irishpsychiatry.ie
Irish College of GPs	Martina McDonnell	Martina.mcdonnell@icgp.ie
https://www.irishcollegeofgps.ie/Home/Training-Assessment		
Irish College of Ophthalmologists	Rebecca Martin	Rebecca.martin@eyedoctors.ie
https://www.eyedoctors.ie/	Siobhan Kelly	Siobhan.kelly@eyedoctors.ie