

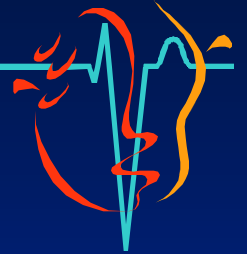
Cox's and Pippins or Apples and Oranges?

Dr Pat Twomey

Chemical Pathologist

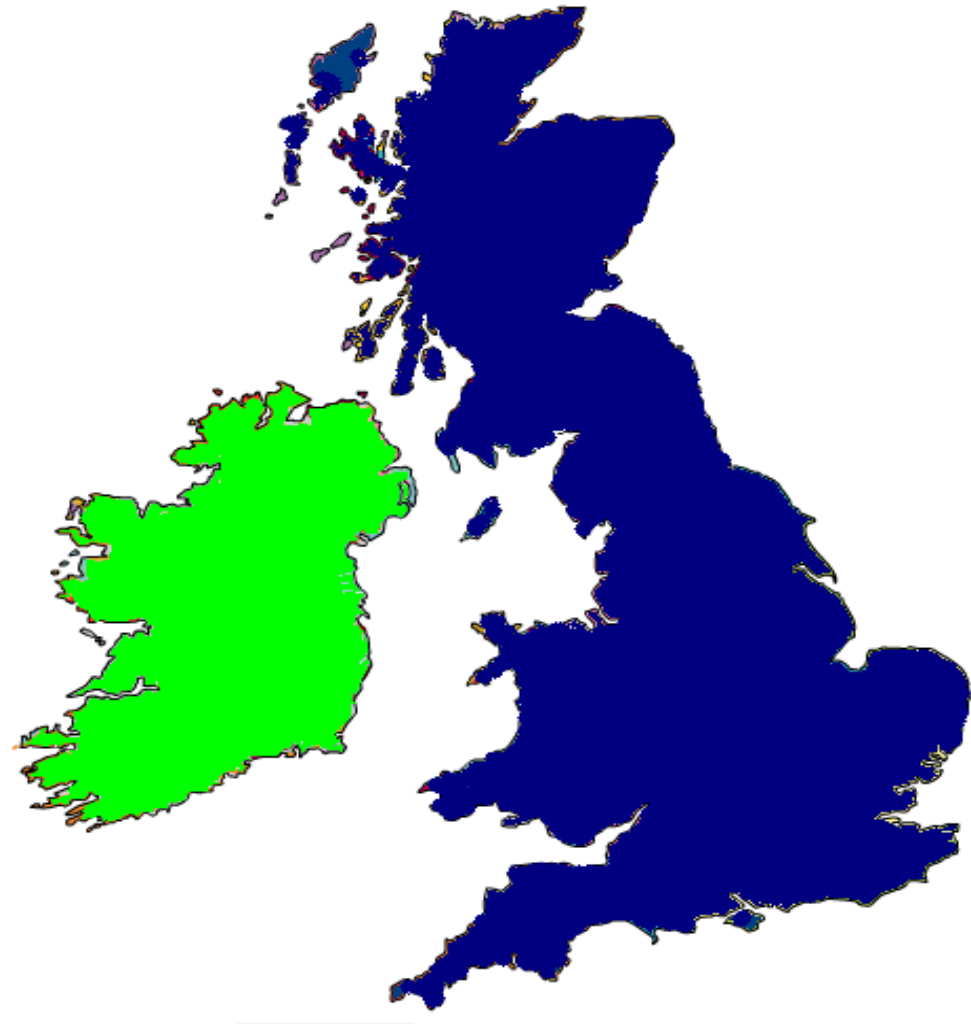
**St Vincent's University Hospital Ireland
and West Suffolk Hospital, UK**

DISCLOSURE

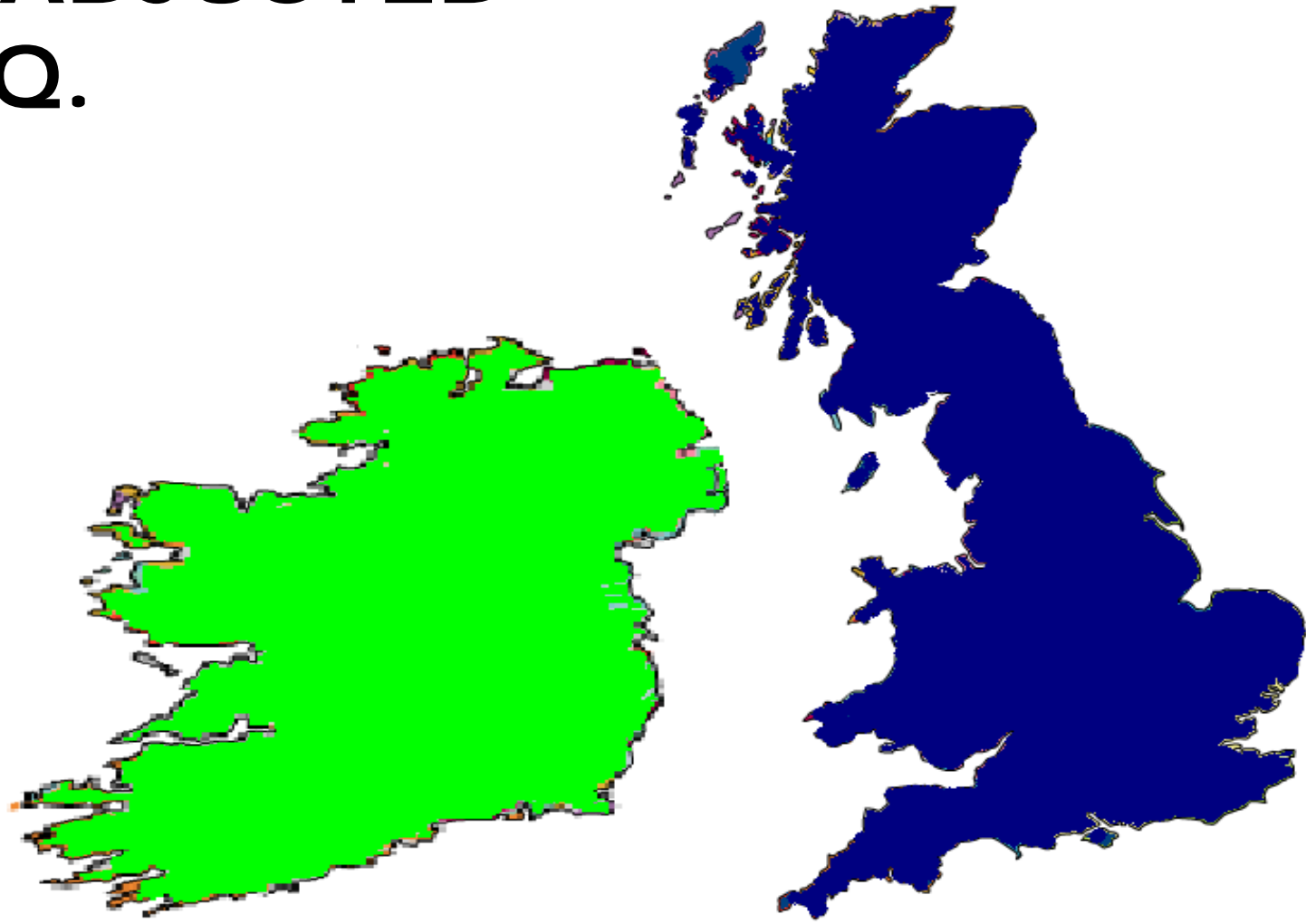


- I have many roles
 - Royal College of Pathologists
 - Faculty of Pathologists
 - Association of Clinical Pathologists
 - UEMS
- The views are my own unless stated otherwise

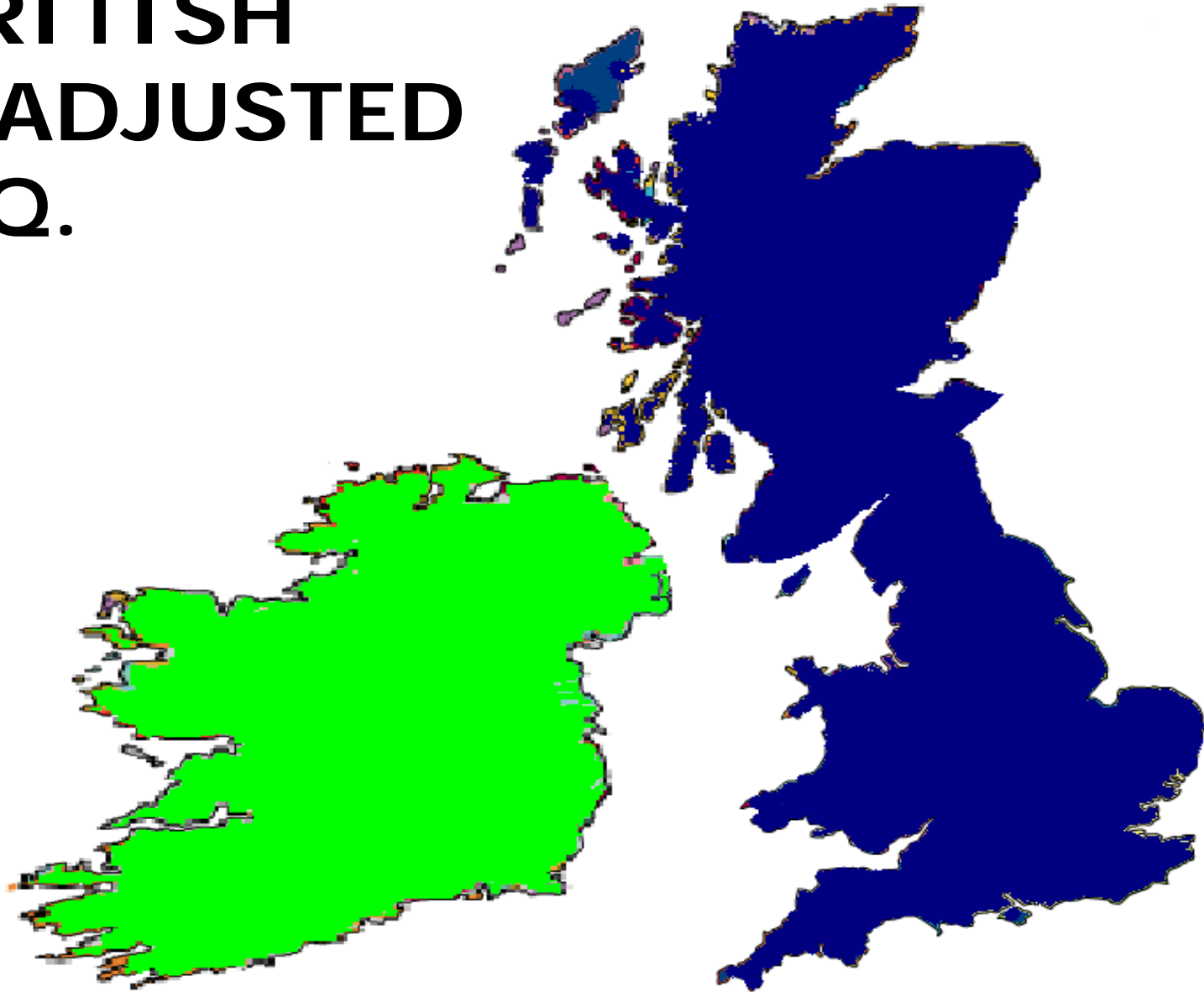
THE BRITISH ISLES



THE BRITISH ISLES ADJUSTED FOR I.Q.



THE BRITISH ISLES ADJUSTED FOR I.Q.



THE BRITISH ISLES ADJUSTED FOR **BANK DEBT**



UK & Republic of Ireland

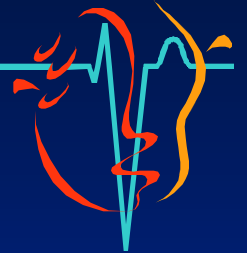


- Geographically: Border each other
- Historically: Hundreds of years of shared history
- Main language: English
- Legal system: Adversarial, non codified; previously common
- Shared full voting entitlements, more than in the EU
- Passport agreement independent of the EU
- Tax agreement independent of the EU

Medical Royal Colleges



- The first establishment of what became a Medical Royal College was the Guild of Surgeons in the 14th century
- Royal charters were awarded
 - The Royal College of Surgeons of Edinburgh 1506
 - The Royal College of Physicians of Ireland in 1654
 - The Royal College of Surgeons of England 1800
- The Royal College of Pathologists was founded in 1962



The **Royal College of Physicians of Ireland (RCPI)**, was founded in 1654 and is a postgraduate medical organisation comprising Members and Fellows. It is a sister institute of the three Royal Colleges of Physicians in the United Kingdom: Edinburgh, Glasgow and London.



THE ROYAL COLLEGE OF PHYSICIANS OF IRELAND

ACADEMY OF MEDICAL ROYAL COLLEGES



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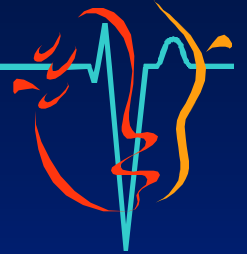
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Academy of Medical Royal Colleges

The Academy of Medical Royal Colleges speaks on standards of care and medical education across the UK, bringing together the expertise of the medical Royal Colleges and Faculties it drives improvement in health patient care through education, training and quality standards.



The Academy was established in 1974 as the Conference of medical Royal Colleges and their Faculties. In 1996 it was renamed the Academy of Medical Royal Colleges. The Academy comprises the 20 medical Royal Colleges and Faculties across the UK and Ireland whose presidents meet regularly to agree direction in common healthcare matters. It provides a collective, clear and sure voice for the benefit of patients and healthcare professionals across the four nations of the UK.

The Academy is a registered charity in England, Wales, Scotland and Northern Ireland. It is also an independent corporate body limited by guarantee.

ACADEMY OF MEDICAL ROYAL COLLEGES

REGISTER OF MEMBERS

On the date of the adoption of the Article of Association (30 September 2010) the following organisations were members of the Academy:

Faculty of Dental Surgery

Faculty of Occupational Medicine

Faculty of Pharmaceutical Medicine

Faculty of Public Health

Royal College of Anaesthetists

Royal College of Emergency Medicine

Royal College of General Practitioners

Royal College of Obstetricians and Gynaecologists

Royal College of Ophthalmologists

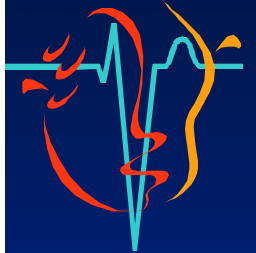
Royal College of Paediatrics and Child Health

Royal College of Pathologists

Royal College of Physicians & Surgeons of Glasgow

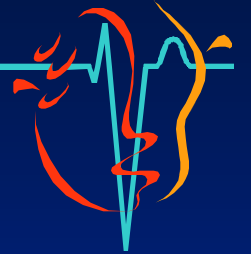
Royal College of Physicians of Edinburgh

Royal College of Physicians of Ireland



UK & Republic of Ireland

- Professional Medical Organisations: A lot in common



Training



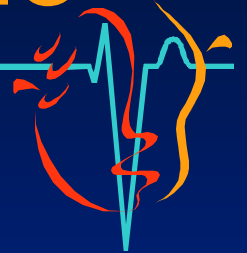
- Organisation of training
 - Must be a programme – the whole package, not a qualification
 - Needed to Quality Assure what is trained
- What is trained
 - Curriculum (depth and breadth)
- What is the minimum period of training

Organisation of Training



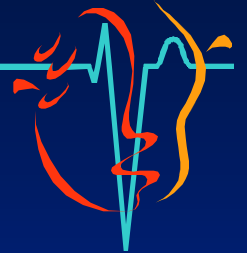
- Need to assure the quality of the training programme to ensure competency
- Competency based assessment essential
 - Knowledge
 - Skills

The Ideal Training Programme



- **Excellent Evidence Base**
- **100% completion rate**
- **100% progression rate**
- **Inexpensive**
- **Flexible**
- **Attracts the best candidates**
- **Adequate time available**
- **Adequate finance available**
- **Tax deductible**
- **Tastes of chocolate**

Training



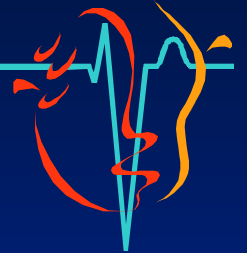
- **Capability** is what you can do with training
 - I am capable of becoming a neurosurgeon
- **Competence** is what you actually do after training
 - Despite being a doctor, I have not had the training to become a neurosurgeon, so I unsurprisingly do not have the expected competencies of a neurosurgeon
- **Competence is not constant** – you need to keep your knowledge and skills up to date

Organisation of Training



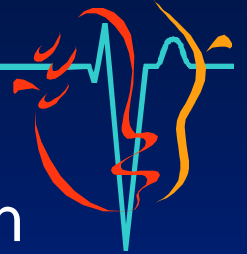
- UKAS “Assessor Update – April 2014” re laboratory director competence, 1.3 Assessment tips:
 - ‘The assessment is focused on the breath of a laboratory director’s activity and whether competency is demonstrated across the scope of this activity’.
 - ‘MRCPath status in isolation does not confer competency’.
 - ‘Equally, the absence of such status does not automatically mean lack of competence’

Organisation of Training



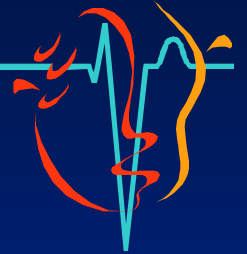
- ‘Rather, that UKAS will assess the laboratory’s justification as to how it feels it meets requirements and seek evidence to support this. This will include assessment of:
 - Qualification record, experience, knowledge and training
 - EQA records
 - Suitability of acceptance criteria
 - Appraisal records
 - Mechanisms to monitor on-going competency and associated records
 - CPD
 - Review of test reports

Organisation of Training



- Accreditation: If you cannot prove something occurred, then it did not occur
- Now, the exit of a training programme means that a given level of competency has been achieved to practice independently
- Thus, competent at the start of independent practice
- However, this does not mean continually competent for independent practice

Different Groups in UK



Medical

**Medical
Laboratory
Aid**

**Biomedical
Scientist**

**Clinical
Scientist**

Clerical

Different Groups in Ireland



Medical

**Laboratory
Aid**

**Medical
Scientist**

**Clinical
Biochemist**

Secretary

State Registered Groups in UK

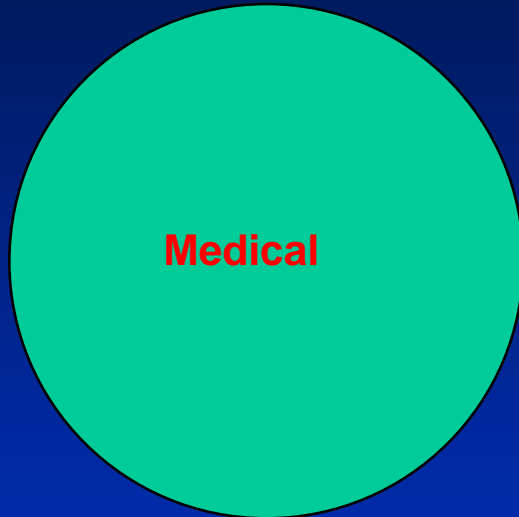


Medical

**Biomedical
Scientist**

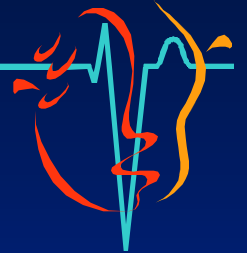
**Clinical
Scientist**

State Registered Groups in UK



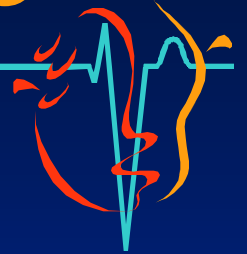
Medical

Training



- Is there a **national** curriculum?
 - Differences in curricula, while potentially important, are not being reviewed in this presentation
- Is this divided into Knowledge and Skills?
- Is there a national training program based on the national curriculum?

National training programme

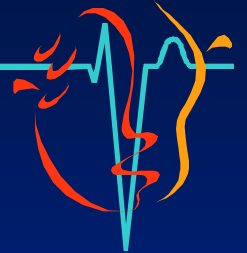


- Is it structured?
- Is it supervised?
- Is it assessed?
 - Formative (qualitative)
 - Summative (quantitative/outcome)
- It is quality assured/undergo independent review?
- Does successful completion result in entry on to a national register?

	UK Clinical Scientist	UK Medic	Ireland Medic	Ireland Clinical Biochemist
National Curriculum				
National Curriculum Based on Knowledge & Skills				
National training program				
Structured National training program				
Supervised National training program				
Formative assessment				
Summative assessment				
Independent review of training program				
Entry onto national register				



Summary



- The organisation of training of Medics is very similar
- They are both comparable to the organisation of training of Clinical Scientists in the UK
- They are not comparable to the organisation of training of Clinical Biochemists in the Republic of Ireland
- We cannot assume that the organisation of training is similar between countries, even if there is much in common between countries.