



INSTITUTE OF MEDICINE

ROYAL COLLEGE OF
PHYSICIANS OF IRELAND

2021 ANNUAL REPORT

1 July 2020-1 July 2021
(including Jan 2020-July 2021 in view of Covid-19 Pandemic)

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About the Institute of Medicine

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 for the first year was to embed governance, enhance national engagement, and increase awareness of the IOM with a focus on 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.

Supporting Functions

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

- Postgraduate Training and Education: Colm Small, Head
- Professional Affairs: Ann O'Shaughnessy, Head
- International Affairs: John Magner, Head
- Facilities, Finance and ICT: Sheila Gallagher, Chief Financial Officer
- All of the above are under the management of the CEO, Dr Terry McWade

A Message from the Dean

Dear Fellows and Members,

I am pleased to provide the inaugural annual report of the Institute of Medicine, Royal College of Physicians of Ireland (RCPI).

The Institute of Medicine was launched in RCPI on 23 January 2020. Ireland's newest medical training body, The Institute of Medicine is the national professional and training body for clinical postgraduate medicine, dedicated to advancing the oversight and practice of eighteen Medicine specialties through education, advocacy, and quality improvement. We are now proud to represent the largest spectrum of medical specialties in Ireland, with over 1,000 trainees and 1,000 consultant trainers.



Prof Anthony O'Regan

As foundation Dean it was my role to establish the framework for the new Institute, which replaced the Irish Committee of Higher Medical Education, and I would like to acknowledge the work of Ms Roisin Craven in the development of the standing orders. I am grateful also to the Board of the Institute, the council of RCPI, my co-Deans and Chairs of other Faculties and Institutes, the Heads of Function and administrative colleagues, training leads, and all our trainers and trainees for their advice and support this year.

With COVID-19, it has been an extraordinarily challenging first 18 months, but it has been formative for the new institute, and in fact this adversity has tested our integrity and structures. Thanks to my colleagues, Prof Ed McKone, Dr Lucy-Ann Behan, Prof John McDermott, Prof Mike Watts, Mr Louis Lavelle, and Ms Sandra Keeping to name just a few, we have kept our primary mission of education and training intact and - in many ways - enhanced. I'm proud that this year we have trained the largest ever number of doctors (a total of 1002) and it's been my pleasure as Dean to welcome 332 new BST trainees and 91 new HST trainees. I'd also like to congratulate our 74 new CSCST graduates as well as 6 new graduates of our international programmes.

Despite COVID-19, we have been able to support career progression with innovative approaches to end of year assessments, interviews, and in particular, examinations. We have completed medical council accreditation of 8 of our 18 training programmes and participated in the first RCPI accreditation visit to Galway University Hospitals. In this regard, I would like to acknowledge work of our National Specialty Directors for HST and Regional Programme Directors for BST. It is due in no small part to the work of Dr. Lucy Ann Behan, Sinead Freeman and Colm Small that the MRCPI examinations proceeded despite COVID--19 with remarkable efficiency which was key to career progression for so many of our trainees.

By leveraging the power of online events to reach and connect with our members during a time of lockdowns, we found a way to successfully drive our educational programmes and events and provide a great experience to those who needed it.

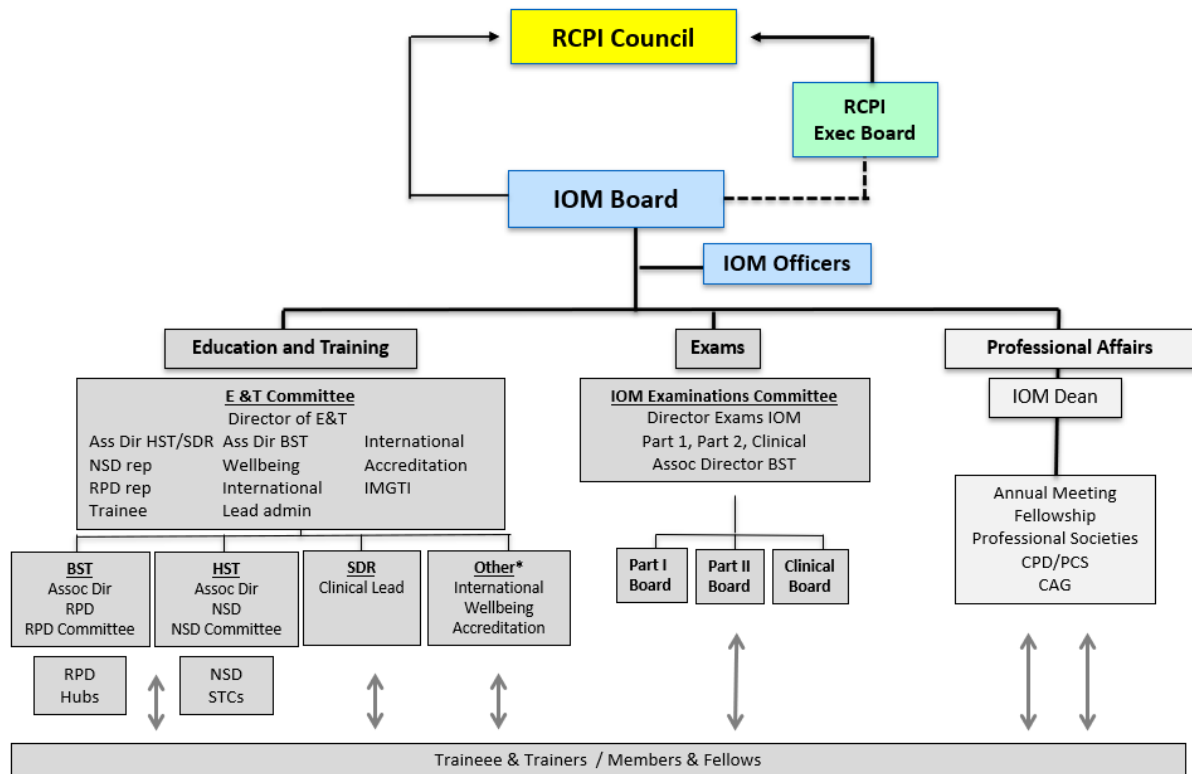
In response to the pandemic, the Institute produced an online lecture series on COVID-19 and also launched a highly regarded 'Hot Topics for Acute Medicine Physicians' series to support continuous professional development. The latter series was developed in conjunction with the professional societies linked with Institute of Medicine specialties and I would like to thank them for their work and enthusiastic support of these sessions. It has been a pleasure to share knowledge and expertise with the various professional societies, and the feedback and response to these online events has been very encouraging. It is our aim to continuously improve the scope and access of professional development sessions in line with medical council guidelines over the coming years. The inaugural Summer Symposium today and a proposed Winter programme focused on medical education is testament to these aims.

As an Institute we strive to be innovative and strategic in order to benefit our network of Members, Fellows, Trainers and Trainees. In line with the recently launched RCPI strategy, we have identified key focus areas including the development of a clinical educator track, an enhanced focus on general internal medicine training, trainer engagement and support, and initiatives in global and international medicine and health.

I would like to thank all our members and fellows for their support, engagement, and feedback over the last year. We look forward to working closely both with you and for you in 2021-22.

Institute of Medicine Governance

The IOM has established a governance structure as a faculty of the RCPI. The Council of the RCPI devolves the responsibility for education and professional affairs of 18 medical specialties to the IOM and the IOM reports directly to the Council and the President of the 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.



The Board

The Institute 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 2020/2021 period, the Board met on 5 occasions on 29 July 2020, 17 September 2020, 30 October 2020, 19 February 2021 and 18 June 2021.

Board membership for 2020/2021 period was as follows:

Board Member	Role
Prof Anthony O'Regan	Chair, Dean of the IOM
Prof Edward McKone	Director of Education and Training

Board Member	Role
Dr Lucy Ann Behan	Director of Examinations
Prof Mary Horgan	President, RCPI
Prof Ronan Collins	RCPI Council representative
Prof Cathy McHugh	RCPI Council representative
Dr Margaret O'Connor	Fellow
Dr Pat Nash	Fellow
Dr Elaine Loughlin	Trainee representative
Mr Kevin Marshall	Lay member
Ms Justine McCarthy	Lay member

The standing committees of the IOM are Education and Training Committee, National Specialty Directors (NSD) Committee and Regional Programme Directors (RPD) Committee.

During the 2020/2021 period, the Education and Training Committee met on 4 occasions on 16 June 2020, 24 September 2020, 4 February 2021, and 30 June 2021.

Education and Training Committee membership for 2020/2021 period was as follows:

Committee Member	Role
Prof Edward McKone	Chair, Director of Education and Training
Prof Anthony O'Regan	Dean of the IOM
Prof Mike Watts	Associate Director HST/SDR Lead
Prof John McDermott	Associate Director BST
Dr Sean Fleming	NSD representative
Dr Anna Clarke	International Lead
Prof Gaye Cunnane	Health and Wellbeing Lead
Dr Christina Campbell	Trainee rep
RPD Representative (to rotate)	Dr John McManus
	Dr Helen Tuite
	Dr Denise Sadlier
IMGTI Representative	Dr Conor Woods

During the 2020/2021 period, the NSD Committee met on 3 occasions on 27 August 2020, 28 January 2021 and 7 May 2021.

NSD Committee membership for 2020/2021 period was as follows:

Committee Member	Role
Prof Mike Watts	Chair, Associate Director of HST
Prof Anthony O'Regan	Dean of the IOM
Prof Edward McKone	Director of Education and Training
Dr Ross Murphy	Cardiology
Dr Briain MacNeill	Cardiology
Prof Andrew Green	Clinical Genetics
Prof David Williams	Clinical Pharmacology & Therapeutics
Dr Maureen Connolly	Dermatology
Dr Trevor Markham	Dermatology
Prof Domhnall O'Halloran	Endocrinology
Dr Chris Thompson	Endocrinology
Dr Eoin Slattery	Gastroenterology
Dr Aoibhlinn O'Toole	Gastroenterology
Prof Sean Kennelly	General Internal Medicine
Dr Sean Fleming	General Internal Medicine
Dr Aisling Loy	Genito-Urinary Medicine
Dr Martin Mulroy	Geriatric Medicine
Dr Paul Gallagher	Geriatric Medicine
Dr Catherine Fleming	Infectious Diseases
Dr Eoin Feeney	Infectious Diseases
Prof Seamus O'Reilly	Medical Oncology
Prof Liam Grogan	Medical Oncology
Dr Aisling O'Riordan	Nephrology
Dr Janice Redmond	Neurology
Dr Brian Sweeney	Neurology

Committee Member	Role
Dr Marie Twomey	Palliative Medicine
Prof Karen Ryan	Palliative Medicine
Dr Mary Teeling	Pharmaceutical Medicine
Dr Eimear Smith	Rehabilitation Medicine
Dr Paul Carroll	Rehabilitation Medicine
Prof Cedric Gunaratnam	Respiratory Medicine
Dr David Curran	Respiratory Medicine

During the 2020/2021 period, the RPD Committee met on 3 occasions on 22 September 2020, 24 November 2020 and 9 March 2021.

RPD Committee membership for 2020/2021 period was as follows:

Committee Member	Role
Prof John McDermott	Chair, Associate Director HST
Dr Alan Moore	Beaumont
Dr Brian Kent	St James's
Prof Cathy McHugh	Sligo
Dr Denise Sadlier	Mater
Dr Elizabeth Abernethy	South East
Dr Helen Tuite	West
Dr Jim O'Neill	Connolly
Dr John Garvey	St Vincent's
Dr John McManus	Mid-West
Dr Dan Ryan	Tallaght
Dr Norma Harnedy	South
Dr Pat Barry	South
Dr Syed Rizvi	Mayo
Dr Elaine McAuliffe	Trainee rep

*The minutes of these meetings are available on request.

Training

The IoM is Ireland's largest training body and training is overseen by Professor Edward McKone, Director of Education and Training, Prof Mike Watts, Associate Director of HST, and Prof John McDermott, Associate Director of BST. The Dean with training leads and administrative leads in the IOM has organized a weekly officers meeting which provides efficient operational oversight of IOM related issues. Enhancing the ePortfolio is a key work plan for the RCPI and the IOM in the next academic year. Please see the report by The Director of Education & Training on training affairs for the last year.

NDTP / HSE engagement

The officers of the IOM met with NDTP regularly during the academic year. The requirements of the service level agreement were agreed and signed off as complete. Other issues reviewed included workforce planning and flexible training. We plan to continue to work closely with NDTP in 2021-22.

Intensive Care Medicine

The IOM met with representatives of the Joint Faculty of Intensive Care Medicine to discuss the integration of critical care training with specific medical specialties. New posts have been approved by HSE for critical care training and we anticipate offering 3 posts to IOM trainees. There will be an option to complete the 2-year fellowship with an additional post-CSCST year. It was agreed that Prof Ed McKone would represent IOM on the joint training committee and at the NDTP working group. Prof Eddie Moloney will continue to represent IOM on the joint faculty board.

PWC Management Consulting Fellowship 2021/22

RCPI, in partnership with PwC, developed the PwC Management Consulting Fellowship which offered the opportunity to work full-time for a one-year period as a management consultant to gain practical business and management experience in a healthcare context.

We were delighted that Dr Barra Neary, Gastroenterology SpR, was successful in his application. The post is for 12 months, starting in July 2021 based in the Dublin offices of PwC.

MRCPI Examinations (internal medicine)

Working with the Examinations department, the IOM delivered written and clinical examination in 2021-22 despite the Covid-19 pandemic. Please see the report from The Director of Examinations, IOM on examinations pertaining to the IOM.

Education & Webinars

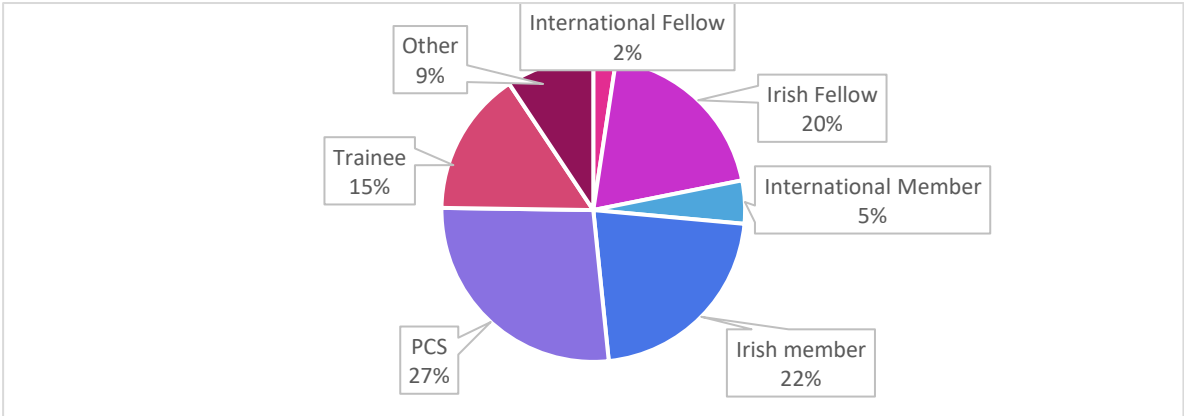
At the outset of the Covid-19 pandemic the IOM recognized the urgent need to develop an educational platform for members working on the frontline. We rapidly organized and

delivered the first Covid-19 webinar on March 18th 2020. Given the pace of change weekly sessions were organized for 12 weeks and we have continued to deliver periodic updates every 2-3 months. We would like to acknowledge the huge support from clinicians and scientists in Ireland and Internationally. Many of our speakers were from the Irish Diaspora around the world. The uptake and feedback was remarkable with over 1000 virtual attendees at times. The audience was from all corners of Ireland as well as members across the world.

A key aim was to develop a continuous professional development programme aimed at acute general physicians, and to engage with the professional societies linked to the IOM training programmes. Learning from the Covid-19 webinars we developed a webinar series ‘Hot Topics for the Acute General Physician’ and have delivered nine sessions jointly with the relevant professional societies (see below). The webinar attendance has averaged over 200 per session and feedback has been extremely positive. We will continue these sessions on the second last Wednesday of each month from September.

Professional Society	Chair
The Irish Thoracic Society	Prof Aidan O’Brien
Irish Association of Pharmacologists	Prof David Williams
Irish Gerontological Society	Dr Diarmuid O’Shea/ Dr Miriam Ahern
The Irish Institute of Clinical Neuroscience	Dr Janice Redmond
The Irish Society of Gastroenterology	Dr Tony Tham
Irish Nephrology Society	Dr Liam Plant
Irish Society for Rheumatology	Prof Geraldine McCarthy
Infectious Diseases Society of Ireland	Prof Sam McConkey
Irish Society for Medical Oncology	Prof Michaela Higgins

Please see below graph which outlines the profile of attendees at these webinars:



The IOM Summer Symposium represents a key objective to celebrate the end of each academic year by honoring our graduating higher specialty trainees, our trainers, and key persons who have contributed in an outstanding manner to medicine and the IOM. Ideally this will be a live event in the future but this year it will be virtual. The format will include some live attendance at No 6 Kildare Street and the organization is complex and new for us. We are excited about the programme, congratulate all those awardees, and want to acknowledge the organisers, faculty and speakers involved. In particular I would like to congratulate Professor Geraldine McCarthy on receiving the Bryan Alton Medal for her contribution to medicine in Ireland, and Drs Tim Beringer and Diarmuid O'Shea as recipients of the medal for outstanding contribution to the medicine training in the RCPI.

IMC Accreditation

The Medical Council accredits all training programmes under the Medical Practitioners Act. In 2020-21, seven programmes underwent Medical Council accreditation in November with the final report from the Medical Council awaited. The Endocrinology and Diabetes Mellitus training programme was accredited and the IOM presented a quality improvement plan to the Medical Council in May. The plan was well received, and it was a useful and formative process. The IOM would like to acknowledge the work of Georgina Farr, Accreditation and QI Manager and Siobhan Kearns, Specialist Register Applications & IMC Accreditation Coordinator.

Health and Wellbeing

Health & Wellbeing supports have developed immensely under the leadership of Prof Gaye Cunnane and Ms Hadas Levy. We appreciate their support and the membership of Prof Cunnane on the IOM E&T Committee. Out of the total number of cases referred to Health and Wellbeing during 2020/21 academic year (44), 24 were IOM Trainees. 11 BST Trainees, 5 BST International Trainees and 7 HST Trainees referred to the service. The majority of trainees self-referred to the service (18) whereas 3 Trainees were referred via their faculty (Trainers and NSDs). Although the pandemic exacerbated levels of psychological strain, the reasons for referral to Health and Wellbeing were in-line with pre-pandemic presentations and referrals were appropriate. We are supportive and keen to work with the health and wellbeing group in their planned site engagement. Although limited by the pandemic the first visit did occur in Waterford University Hospital. An additional mentor was on-boarded to the cohort of mentors and delivered a Trainers session on Identifying and Managing the distressed Trainee. Further engagement has included work on training with a disability, highlighting online workshops relating to burnout, and developing a pilot BST course.

Global Health

Professor Frank Murray kindly agreed to represent IOM on the Global Health Forum. Prof Murray played a key role in establishing and developing the EQUALS programme in Zambia.

The Dean of IOM has linked with the Global Health Forum and through this group has met with training leads from Zambian College of Medicine and Surgery to discuss engagement in training and education.

Strategic objectives

The IOM prioritised embedding governance in 2020-21 and the development of a pilot clinical educator track led by Prof Ed McKone and Dr Margaret O'Connor. Dr Elaine Loughlin, trainee representative on the Board, undertook a survey to assess attitudes to flexible training which has been fed back to NDTP. Prof Cathy McHugh, Council Fellow on the Board has worked with the RCPI on trainer engagement.

Acknowledgments

Finally, I would like to thank all Fellows and Members for their continuing engagement in Institute activities.

A handwritten signature in black ink, appearing to read 'A. O'Regan', with a stylized flourish extending to the right.

Professor Anthony O'Regan
Dean, Institute of Medicine

July 2021

Administration and contact details

Key personnel in RCPI who conduct work on behalf of the Institute of Medicine include:

Institute Coordinator:	Sandra Keeping	sandrakeeping@rcpi.ie
Institute Manager:	Louis Lavelle	louislavelle@rcpi.ie
Head of Training and Education:	Colm Small	colmsmall@rcpi.ie
Conferences and Events:	Shane Walshe	conferences@rcpi.ie
Examinations Administrators:	Iain Martel/Gerard Kearns	examinations@rcpi.ie
Professional Competence Scheme (PCS) Administrator:	Deirdre Donegan	deirdredonegan@rcpi.ie

Other key departments are linked to the Institute of Medicine page on rcpi.ie