



**Supporting excellence in
training, assessment and
continuing professional
development**

About the Federation

The Federation of the Royal Colleges of Physicians, based in the UK and with international reach, is a collaboration between the:

- > Royal College of Physicians of Edinburgh
- > Royal College of Physicians and Surgeons of Glasgow
- > Royal College of Physicians of London

Collectively, the colleges represent more than 50,000 physicians worldwide. For physicians in the UK and globally, the colleges provide an invaluable professional network, opportunities to share best practice and ongoing educational opportunities.

Royal College of Physicians of Edinburgh (RCPE)

Professor Derek Bell, President of the RCPE, Chair of the Federation Board



The RCPE supports over 13,000 physicians worldwide. Founded in 1681, the College aims to improve and maintain the quality of patient care by developing standards of medical care and training and influencing health policy throughout the UK. As the voice of physicians, the College plays an active role in healthcare quality and governance.

Royal College of Physicians and Surgeons of Glasgow (RCPSG)

Professor Jackie Taylor, President of the RCPSG



The RCPSG is the only Royal College in the UK that welcomes healthcare professionals across the range of medical and surgical specialties. Founded in 1599, the College is committed to inspiring, nurturing and supporting its diverse and inclusive community of more than 14,000 members across 87 countries in their quest to deliver the highest possible standards of care. As an influencer of change for the common good, with care and compassion at its core, the College harnesses its strong inclusive values to lead across healthcare, public and political domains.

Royal College of Physicians of London (RCPL)

Professor Andrew Goddard, President of the RCPL



The RCPL is an independent professional membership organisation and registered charity, with over 36,000 physicians in the UK and internationally. Established in 1518, the RCPL remains central in shaping the best medical services by raising clinical standards through guidelines, audits, accreditation programmes and reports; training and supporting physicians at all stages of their careers; setting educational curricula and providing CPD and assessments. The college's vision is for 'better healthcare for everyone' and is focused on enabling this through its work in influencing decisions about the healthcare workforce, the wellbeing of doctors and others in the NHS workforce alongside its worldwide commitments.

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Your UK partners

We have been setting and maintaining the highest standards for physicians' training and assessment in the UK for 40 years and we would welcome the opportunity to put this experience to work for you. We are proud of this heritage and we are always looking forward – and outward – to see how we can learn from colleagues like you, and make continual improvements.

We have developed an extensive understanding of the training requirements for doctors in many countries and work closely with local employers and regulators to refine the support we can provide.

The Federation delivers its functions via three main divisions: JRCPTB, MRCP(UK) and CPD, coordinated by its International Division.

About JRCPTB

The Joint Royal College of Physicians Training Board (JRCPTB) improves patient care by setting and maintaining standards for the highest quality of physician training. This is achieved through excellence in curriculum design and implementation, and the certification of trainees, while supporting the General Medical Council (GMC), which regulates the UK profession, in quality management. We aim to provide excellent service and support to our stakeholders and aspire to the highest standards in physician training.

About MRCP(UK)

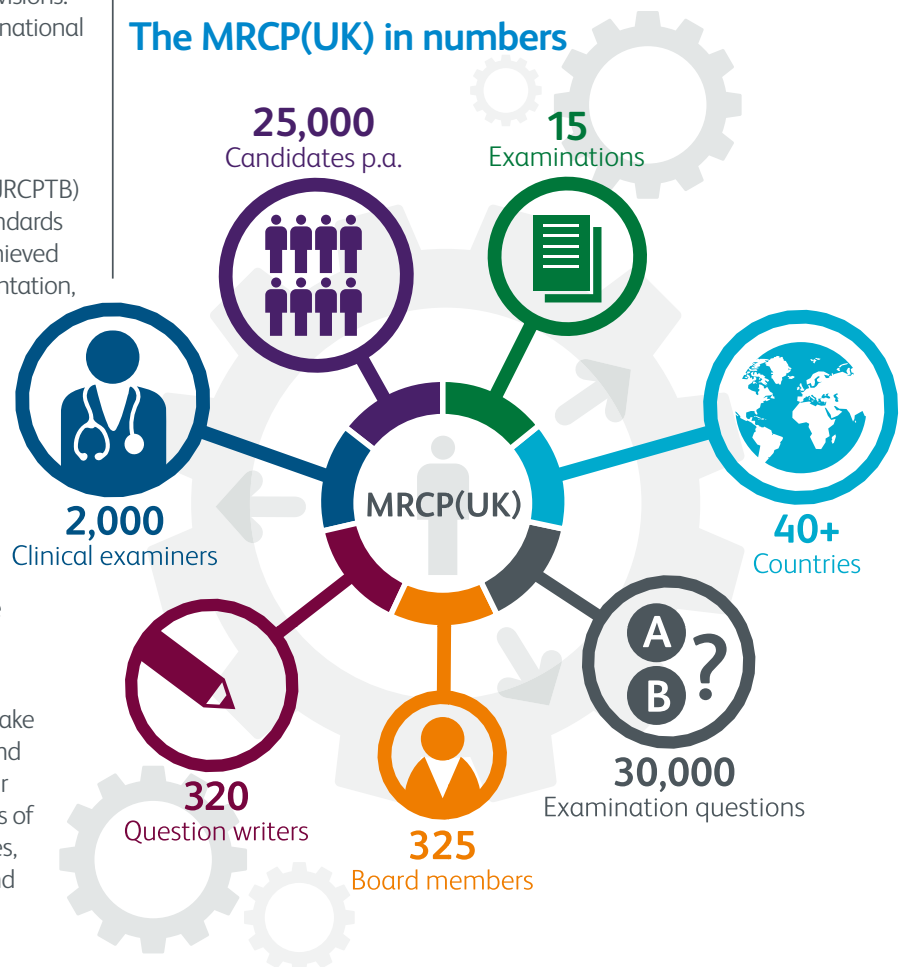
Our MRCP(UK) examinations are now offered in more than 100 locations around the world and over 25,000 doctors take the examinations each year.

We believe that postgraduate medical training must take a holistic approach, to include teaching, supervision and assessment all defined in comprehensive curricula. Our examinations are respected worldwide as benchmarks of medical knowledge and clinical skills. In some countries, our examinations are a mandatory part of training and assessment. In those where they are not mandatory, they are often recognised as indicating a high level of knowledge and skills, particularly when passed in conjunction with a period of supervised or accredited training. Whether mandatory or not, successful candidates recognise them as a valued qualification and a key driver to their learning.

About Continuing Professional Development (CPD)

Engagement in CPD is a core element of supporting information for the UK appraisal and revalidation framework, which assures the profession, patients and the public that a physician is practising to the highest standards. We deliver world-leading services to support lifelong learning for physicians at all stages of their careers through our established and progressive Continuing Professional Development (CPD) scheme. These services are evidence-based and driven by clear professional values. Our services include a much valued online CPD diary to record and reflect on educational activities, a smartphone app (iOS and Android) which syncs with the CPD diary to record and reflect 'on the go', and an approval service for educational activities, benchmarked against international CPD standards and principles.

The MRCP(UK) in numbers





Left to right: Dr Gerrard Phillips, Executive Medical Director, Professor David Black and Dr Donald Farquhar, International Medical Directors

Welcome

We believe that UK medicine has much to offer to, and much to learn from, our colleagues around the world. This community crosses all borders because, as doctors, we share common goals: giving our patients the best possible care, and training excellent physicians to carry our profession into the future.

We have worked with medical colleagues over many years to develop training curricula and qualifications that provide an international benchmark of attainment in medical knowledge, clinical judgement and bedside clinical skills. Physicians who pass the MRCP(UK) examinations, as well as who complete training, according to our curricula, benefit from enhanced career prospects, and their patients can be assured of excellent care.

We deliver world-leading services to support lifelong learning for physicians at all stages of their careers. These are evidence-based and driven by clear professional values. They reflect the best of UK medicine, which combines centuries of distinguished academic tradition and the latest thinking in medical education.

Our goal is to work with our international partners to extend these opportunities as widely as possible, for the benefit of the profession, local and national healthcare systems, hospitals, doctors and patients. We are always looking for new ways to collaborate with, learn from and support our international colleagues.

If what you read is of interest, you may choose to fully adopt a package of training curricula and assessment, as a validated complete system that is ready to use. Perhaps you would prefer to adapt it to meet local needs, and align with your established programmes. Or you may decide that selecting just a few aspects of our offering would suit your situation best.

Whatever you choose, please be assured that you will have access to unparalleled resources. Our senior medical colleagues, and our expert academic and administrative staff, are at hand to assist and advise you. Our educational material, such as curricula, our technology such as the ePortfolio or the CPD app, and our robust assessments are all on offer to our international partners.

We hope you find this information useful, and that it sparks your interest in building a long-lasting and mutually beneficial collaboration.

Dr Gerrard Phillips, Executive Medical Director, Federation of the Royal Colleges of Physicians of the UK

What the Federation can offer

There is a journey that proactively prepares a trainee physician to take on independent practice and continue in their lifelong professional development. All medical educators understand that it is a gradual process, building the physician's competence through many years of teaching, supervision, and assessment. We can offer you a complete package that can take your trainees through from the start of physician training (Internal Medicine Training, stage 1 in the UK) to completion of specialty training and certification.

Access to world-leading curricula and assessments

We set and review more than 30 specialty and sub-specialty curricula in the UK. These curricula are evidence-based and reflect respected clinical guidelines.

We have wide experience in incorporating non-clinical, health service and professional perspectives into our curriculum development. We also work with our UK regulator and with government to develop leadership competencies in the profession, and to address health inequalities.

This wealth of experience and the capabilities to deliver your chosen curricula are all at your disposal. For more detail, please read about our curricula, and the range of sophisticated assessments that are directly mapped to them, on the following pages.

MRCP(UK) examinations

Passing each of the three parts of the MRCP(UK) Diploma is a significant milestone, providing confirmation of a physician's progress at key stages of their training and is an achievement in which successful candidates can take great pride.

Our examinations are valuable, either as stand-alone benchmarks of knowledge and skills or when taken as part of a fully accredited training programme. We are therefore actively seeking international partners to collaborate in the delivery of the examinations, or as part of a complete training programme.

All our examinations are:

- > mandatory for progression through physician training in the UK
- > mapped to the UK curricula for physician training
- > conducted in English
- > produced and delivered with a high level of academic rigour.

The MRCP(UK) Diploma

To achieve the full MRCP(UK) Diploma, individuals must pass the Part 1 and Part 2 written examinations as well as the PACES Clinical Examination. These are rigorous, knowledge-based assessments, which have been assembled and academically scrutinised by hundreds of physicians and refined through robust and well-documented academic processes. Part 1 is accessible to doctors with a minimum of 12 months' postgraduate experience in medical employment.

The MRCP(UK) Clinical Examination (PACES) is designed to test the clinical knowledge and skills required for entry into higher specialist training. The examination sets rigorous standards to ensure that trainees are competent across a range of skills and ready to provide a high standard of care to patients. It is the largest clinical postgraduate examination for physician training in the world.

Specialty Certificate Examinations (SCE)

In collaboration with specialist societies in the UK, we offer 10 Specialty Certificate Examinations (SCEs) as well as the European examination for gastroenterology and hepatology for physicians who are about to complete their training and take up practice as independent specialists. The SCE is a computer-based summative assessment of scientific and clinical knowledge, as well as a candidate's problem-solving ability. It covers all areas of knowledge that a doctor will have acquired during their specialty training. The questions in each paper have been scrutinised and checked for the accuracy of content on repeated occasions, by different groups of specialists. They are prepared in a format that adheres to the highest principles of educational assessment.

Continuing Professional Development

We can provide you with the expertise, technology and resources to support your CPD infrastructure requirements. We offer consultancy and supplementary training for the set up and delivery of a CPD system unique and appropriate for your local healthcare environment and can advise on introducing CPD within an appraisal framework. Finally, we will provide the necessary support to set up and deliver a local approval system for quality assurance (CPD points) of educational events in your country/region.





Our services include:

- > Access to a tried and tested curriculum, and full support for delivery
- > Support in developing your own training programmes and curricula, delivered to local standards
- > A range of tools for assessment
- > Delivery of an ePortfolio for trainees
- > External evaluation of programmes of training and assessment
- > Formal accreditation to a UK standard, or to the standard of your own local curriculum
- > Support in the planning and delivery of MRCP(UK) Diploma and SCEs
- > Help with integrating MRCP(UK) examinations in national training systems
- > Access to a network of global examination delivery centres
- > An opportunity to work with global education partners to deliver joint examinations
- > Preparation materials for the MRCP(UK) Diploma and SCEs
- > Access to the online CPD diary and complementary CPD app to support reflective learning and facilitate the production of effective annual CPD reports for appraisal
- > Quality assuring CPD educational activities
- > Consultancy to support you in developing your own CPD framework and for ongoing appraisal of knowledge, skills and professional behaviours built upon our extensive knowledge of appraisal and revalidation.

Our international partners

We have developed an extensive understanding of the training requirements for doctors in many countries and work closely with local employers and regulators to refine the support we can provide. Here are examples of some of our established partnerships.

Iceland

We worked closely with Landspítali, University Hospital of Iceland and the Icelandic authorities to provide postgraduate physician training for the first time in the country.

This involved:

- > incorporating the MRCP(UK) Diploma as the associated assessment package, Parts 1 and 2 written examinations taking place in Iceland and PACES being delivered in the UK
- > adopting the full curriculum for Core Medical Training (CMT*), the first stage of specialty training for most doctors training in physician specialties
- > access to the ePortfolio, which is a web-based tool that supports trainees in the learning process (also delivered through smartphones and tablets)
- > access to workplace-based assessment tools which offer either formative or summative assessment of different competencies in the curriculum
- > external support for the annual review of all trainees
- > a full accreditation process mapped to the UK GMC standards.

Aster MedCity Kochi, India

Aster also decided to adopt the full UK CMT programme including the ePortfolio. The programme in Kochi received its first full accreditation visit in 2018 after it had been running for 1 year, the day after the first ARCP (annual review of competence progression) visit. The 12 trainees in the programme provided comprehensive evidence that every one of the 36 requirements of the curriculum had been met. A comment from one of the visitors (a UK Head of School) was that this was the most impressive visit that he had ever undertaken to a core medical training programme. They have since recruited another 12 trainees with plans to recruit a further 12 in August 2019.

Max Healthcare, New Delhi, India

Max Healthcare had been looking for an international partner to help input and develop physician training for some years. They decided that implementing the full UK CMT programme across five sites in New Delhi would be the most appropriate way forward. The programme went live in October 2018.

*CMT is to be replaced by Internal Medicine Training (IMT) stage 1 in late 2019.

Using technology

The ePortfolio

The ePortfolio is a web-based tool, developed for JRCPTB by NHS Education for Scotland, which supports trainees in the learning process with links to e-learning modules and the full curriculum. It also enables trainees to log all evidence of their experience, competencies and courses for their entire medical training period. The ePortfolio can also be used on mobile devices such as smartphones and tablets. We have a continuing programme of enhancement to ensure that the ePortfolio makes the best use of digital technology and continues to be a tool to support learning and assessment in all our curricula.

The CPD diary and supporting app

The CPD diary scheme is primarily aimed at consultant physicians and also routinely used by trainees. The complementary CPD

app, launched in 2018, syncs with the web-based CPD diary and offers another method to capture and reflect upon professional development. Educational activities can be documented 'on the go', at the point of learning, with the app's offline capability.

A list of over 5,000 approved activities, which have been reviewed by our network of consultant physicians against published criteria, is easily accessible and a time-saver for clinicians. There are 18,000 consultant users of the scheme, each recording over 100 hours of educational activities per year on average that are linked to identified learning objectives. Furthermore, the CPD app has an innovative voice transcription feature, in addition to typing text, to capture development needs and reflections instantly.



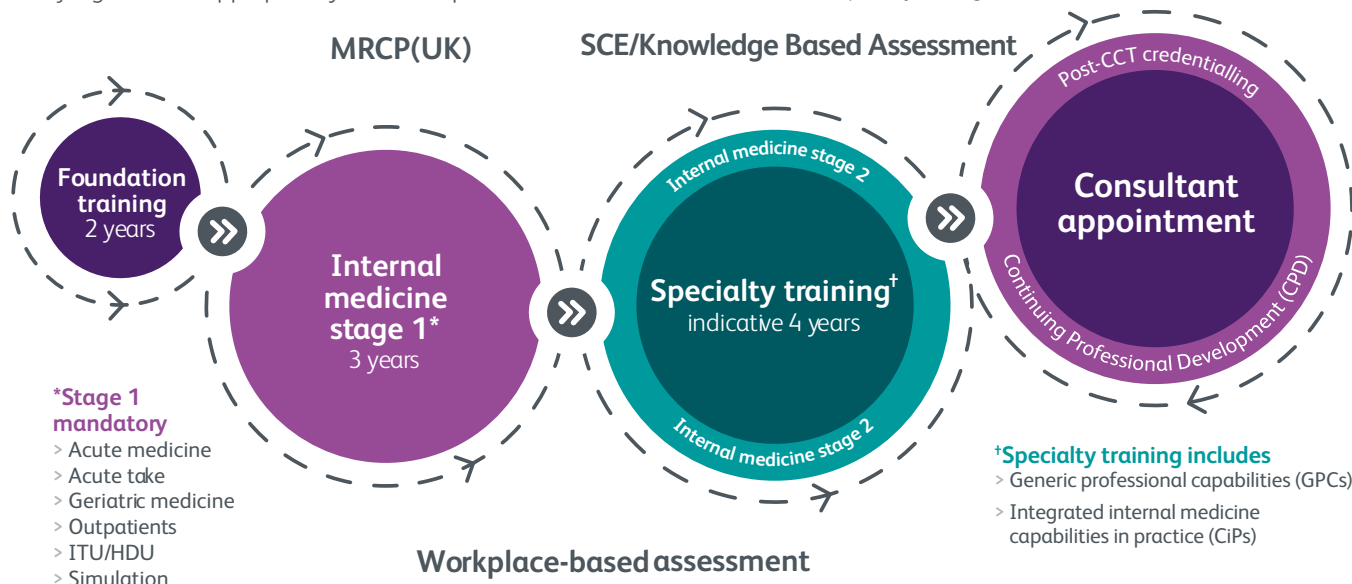
Curriculum and workplace-based assessment tools

Internal Medicine Training (IMT)

From August 2019, the UK is replacing core medical training with a new and fully up-to-date capability-based curriculum for Internal Medicine Training. IMT stage 1 is a three year programme that prepares doctors to become medical registrars and provides them with the skills needed to manage patients presenting with a wide range of general medical symptoms and conditions. Experience in intensive care medicine, geriatric medicine and outpatients will be mandated and trainees will receive simulation training in the programme. Holistic decisions on progress are made using 14 high level Capabilities in Practice (CiPs) which use the professional judgement of appropriately trained, expert assessors.

The specialties listed in the diagram below are the main specialties supporting acute hospital care. IMT stage 1 will comprise the first three years post-foundation¹ training and is followed by competitive entry to a higher specialty training programme, leading to combined accreditation (certificate of completion of training (CCT)) in a specialty plus internal medicine. An indicative further 12 months of internal medicine (stage 2) will be integrated with specialty training in the dual programmes. The overall duration of the training programmes will be detailed in each specialty curriculum.

¹ The Foundation Programme is a two-year, general postgraduate medical training programme which forms the bridge between medical school and specialty training in the UK.



Workplace-based assessment

Examinations are important but they are just one element of assessment, which must be continual and give a fully rounded picture of the trainee's progress and competence as a safe, professional and effective physician.

Other elements of evaluation include workplace-based assessments (WPBAs), which provide information about the trainee's performance in their current clinical setting, and an annual review of competence progression (ARCP).

WPBA tools

There are a number of workplace-based assessment tools to offer either formative or summative feedback on competencies in the curriculum. These are also mapped to the curriculum and include:

- > Acute Care Assessment Tool (ACAT)
- > Case based Discussion (CbD)
- > Directly observed procedural skills (DOPS)
- > Mini clinical evaluation exercise (MiniCEX)
- > Multisource feedback (MSF)
- > Multiple Consultant Report (MCR)
- > Audit Assessment (AA)
- > Quality Improvement Project Assessment Tool (QIPAT)
- > Teaching Observation (TO)

All of these tools are fully supported in the ePortfolio and feed into the decision making of the high level Capabilities in Practice (CiPs).

More information on WPBA tools can be found at: jrcptb.org.uk/assessment/workplace-based-assessment

Training and support

Perhaps uniquely among the professions, medicine is an art that has always been passed from one generation of practitioners to the next. This one-to-one relationship between a trainee and their supervisor has a lifelong influence.

The three Royal Colleges of Physicians therefore also offer outstanding programmes of ongoing development for trainers. As our international partners, your educators can enjoy the benefits of these 'train the trainer' events, either at one of our Royal Colleges or delivered locally.

Integrating MRCP(UK) qualifications into your training system

In the UK, MRCP(UK) qualifications are part of the core training and assessment process for all internal medicine trainees. The standard of knowledge and skills required to pass our qualifications is such that they are often seen as an international benchmark, and a number of international bodies adopt both the MRCP(UK) Diploma and SCEs as their official clinical standards. This is achieved by integrating MRCP(UK) examinations into national training schemes, either alone, or in association with local assessments, in a conjoint qualification.

We can support international partners by identifying how MRCP(UK) qualifications alone, or in combination with structured training, can support the provision of high quality care in each local environment. We recognise the diverse nature of regulatory and employment structures around the

world and can tailor our input to match local requirements. Working collaboratively, we provide a means of ensuring that doctors recruited to public or private healthcare facilities achieve their true potential and meet the highest international standards of knowledge and clinical skills.

Getting involved with delivery – could you host the PACES examination?

We work in partnership with many hospitals around the world to deliver the PACES bedside clinical skills examination. At MRCP(UK) we provide a high level of logistical and administrative support for all our international partners delivering these examinations. Our academic team works to ensure that the content and assessment of our examinations are relevant to the needs of different national trainee profiles, while maintaining the high standards we set in the UK and internationally. Experienced international administrators, and our large team of senior international clinical examiners, provide support in patient selection and the creation of content to test communication skills that are relevant to your own locality.

Many major hospitals around the world regard the opportunity to host PACES as an important sign of their commitment to excellence in assessment. Should your hospital wish to do so, we will guide you carefully through the planning and set-up processes and provide the necessary support. Our input will continue thereafter with the ongoing work of our operational teams, who carry out key tasks and help to ensure that everything runs smoothly from the point of candidates' initial applications right through to the processing of examination results.



Accreditation process for training and assessment programmes

Having an external view, from suitably qualified experts, is critical for the assurance of academic quality. When you are making key decisions about training, having one of our experts present as an objective outsider lends significant added authority to the process.

We have extensive experience in this work and it is one of our important contributions to UK training.

You may also ask us to review your programmes with a view to achieving accreditation in line with your own local curriculum or to a UK standard, confirming your trainees have an equivalent qualification.

Level 1: Federation preparatory International Accreditation

The provision of an organised local training programme that allows candidates to prepare for all parts of the MRCP(UK) examination as part of that training programme. The programme will be assessed against relevant generic standards based on GMC UK standards and will have evidence of an active process of developing and implementing a modern competency based curriculum.

Level 2: Federation International Accreditation

This reflects the provision of a detailed local curriculum for the early years of physician training with a modern competency based curriculum. All parts of the MRCP(UK) form part of the programme of assessment of the locally determined curricula. The accreditation process will be undertaken using the local curricula as well as relevant generic standards of postgraduate education derived in part from the UK GMC standards.

Level 3: Federation UK IMT International Accreditation

This approves training equivalent to the full UK IMT. Trainees successfully completing this training programme and passing all parts of MRCP(UK) will fulfil the 'experience' criteria required for higher specialty training in the UK², ie that their clinical experience and competences would be considered the exact equivalent to someone completing IMT in the UK.

² Entry into medical training in the UK is always dependent on UK immigration regulations and the resident labour market test.



How to get in contact

The services we can offer are complex and sophisticated, as you would expect. There is much more than can be covered in this brief introduction. If what you have read so far sounds promising, we would be delighted to meet with your team, to present our programmes in more detail and hear about your specific requirements. We organise regular development days with prospective partners interested in developing training and assessment programmes and our CPD, approval and education services.

These events provide opportunities for participants to hear from providers and users of our programmes and exams/assessments from across the Federation and to engage directly with our team and other international attendees. Participants will also leave with a much better understanding of the UK process for training and sustaining the highest quality evidence based reflective practice among physicians.

To learn more about our examinations, development days and opportunities to work with us, please contact internationalenquiries@jrcptb.org.uk

Further information and resources

- > Joint Royal Colleges of Physicians Training Board: jrcptb.org.uk
- > MRCP(UK): mrcpuk.org
- > CPD diary: cpd.rcplondon.ac.uk
- > Royal College of Physicians of Edinburgh: rcpe.ac.uk
- > Royal College of Physicians and Surgeons of Glasgow: rcpsg.ac.uk
- > Royal College of Physicians of London: rcplondon.ac.uk

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