



**ROYAL
COLLEGE OF
PHYSICIANS
OF IRELAND**

**Training Handbook:
Basic Specialist Training,
Histopathology**

July 2023

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Foreward

This document has been prepared by the Royal College of Physicians of Ireland (RCPI) and provides important information in relation to the Faculty of Pathology, Histopathology Training Programme. The purpose of the document is to outline the Rules and Regulations pertaining to Basic Specialist Training in Histopathology.



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This document replaces previously published documents and reflects the continuously evolving nature of training in the specialty. The document also refers to the published RCPI policies which should be read in conjunction with the Training Handbook.



Important

Information in this document is accurate at the date of publication. However, regulations are continually evolving, and up-to-date information should be obtained from RCPI if in doubt. The most up-to-date version on this document will always be available on www.rcpi.ie.

While other institutions are referred to (e.g. Medical Council, Health Service Executive, National Doctors Training Planning) we have given our interpretation of their regulations. The institutes themselves should be contacted for definitive information.

There is inevitably some repetition in this document as it is intended to be used as a reference. If regulations are unclear or seem contradictory, RCPI or the Specialty Training Body will determine the correct interpretation.



Governance of the RCPI Training Programmes

Governance Structure

There are six accredited postgraduate training bodies under the umbrella of the Royal College of Physicians of Ireland:

- Faculty of Occupational Medicine
- Faculty of Pathology
- Faculty of Paediatrics
- Faculty of Public Health Medicine
- Institute of Obstetricians & Gynaecologists
- Irish Committee on Higher Medical Training

The accredited Training Body oversees the development and delivery of the postgraduate training programmes.

In Pathology, the Faculty of Pathology oversees the Basic Specialist Training in Histopathology and the Higher Specialist Training Programmes.

Basic Specialist Training (BST) is two years in duration and Higher Specialist Training (HST) is five years in duration.

The Director of Training and Education for the Faculty of Pathology oversees the delivery and development of the BST and HST training programmes. Supporting the Director of Training are the National Specialty Directors for BST and HST.

At Basic and Higher Specialist Training the day to day running of the programmes is conducted by the National Specialty Directors (NSDs) and the Regional Specialty Advisors (RSAs). The NSDs run the Specialty Training Committees (STCs) for the Histopathology training programme. A key responsibility of the National Specialty Directors and the Regional Speciality Advisors is to provide advice, career guidance and support to Trainees on issues relating to training, examination and general queries relating to the specialty. The NSDs and the RSAs report to the Education and Training Committee, which meets at a minimum quarterly. The Education and Training Committee



has representatives from all the Pathology Training Programmes and reports directly to the Board of the Faculty.

RCPI Trainers

Trainers play a crucial role in the delivery of our Basic and Higher Specialist Training programmes.

They guide Trainees along the path to becoming a specialist and help the next generation of medical leaders reach their full potential.

RCPI recognises that the quality of training depends to a large extent on trainers' clinical experience and expertise, along with competence, aptitude, attitudes and abilities as good role models. The aim of the College is to continue to strive for education and training excellence for all of our Trainees, at all levels and in all locations across Ireland.

The primary focus of the RCPI Trainer is to oversee RCPI trainees' development and education at all training levels, through their involvement in teaching, training, evaluation and supervision. At HST level no Trainer can have more than one HST Clinical Trainee. This rule can be reviewed by the Education and Training Committee under exceptional circumstances. At BST level it is recommended that no Trainer should have more than two RCPI Trainees.

The core responsibilities of the Trainer are

- Meet the trainee and understand requirements of training.
- Meeting with the trainee in their first week in a post and agreeing the Trainee's Personal Goal Plan.
- Facilitate attendance at educational activities
- Act as a supervisor to the trainee
- Provide feedback and motivation to trainee
- Attend Trainee annual evaluations
- Monitor progress and performance
- Completing the End of Post assessment and signing relevant activities in ePortfolio.
- Appraising the trainee's progress at regular intervals during the post



A maximum of one year should be spent with the same trainer. This is not always possible and a trainee can have the same trainer for up to two years.

The following criteria are required to be a registered Trainer

- Registered on the relevant Specialist Division of the Medical Council Register
- Registered on a Professional Competence Scheme
- Practising at consultant level in Ireland
- Fellow of the relevant training body (RCPI or one of our Faculties/Institutes) - This is desirable but not mandatory

Further detail on the role of an RCPI trainer can be found in [Role and Responsibilities of the Trainer 2016](#).

Training Site Environment

All training posts are monitored by RCPI through the Training Site inspection process. The purpose of a training site inspection is to determine the ability of an institution to deliver Higher Specialist Training and Basic Specialist Training in a specialty, according to the requirements as defined by the relevant curriculum of training.

The inspection panel advises on the suitability after a detailed interview with consultant trainers, trainees and management representatives, with an inspection of the facilities. All posts will be expected to conform to statutory guidelines on hours and condition of work for doctors in training.

Facilities

Your training location/hospital must provide an appropriate training environment and facilities that will allow you to develop the knowledge, skills and clinical judgement essential for your specialty. Physical facilities should include enough space for research and study. You should also have access to professional literature and information technology.

We regularly inspect all training locations approved for training to ensure that they meet these requirements.



Trainees' Committee

The RCPI Trainees' Committee is the 'voice' of Trainees in RCPI. They represent Trainees on College Council, the Advisory Committee, the Irish Committee on Higher Medical Training, each STC and the Examinations Committee.

The RCPI Trainees' Committee has always had an active interest in postgraduate specialist training and acts as an important interface between Trainees and RCPI. The goal of the Committee is to represent Trainees' interests and work towards improving training.

They are also responsible for the organisation of a number of Trainee Awards including:

- the Corrigan Medal
- the David Mitchell Award
- the William Stokes Award
- the Kate McGarry Award
- The Dorothy Stopford Award

Trainees are encouraged to get involved with the Trainees' Committee. For information on the Trainee Committee please email trainees@rcpi.ie. For a list of current Trainee Committee members and details on the role please [see here](#).

Training Post Evaluation

Each year you will be asked to complete a short online Training Post Evaluation. In it, you are asked to evaluate the training post that you just completed. This includes the working conditions, and the training-related supports available to you in that post.

The evaluation is completely anonymous. You are not asked for any identifying information such as your name, date of birth or RCPI ID number.

Your honest feedback is enormously important to us, as it helps RCPI identify any issues affecting the quality of training in specific posts or sites, so that we can take action and continue to drive improvements in training.



Regulations relating to Basic Specialist Training

Point of Entry to the Programme (Recognition of Prior Learning)

Entry to the BST Programme is once a year, in July. Trainees enter at year one of the programme. BST consists of two years of training in approved Senior House Officer posts. Senior House Officer (SHO) grade is the initial training grade after Internship, and for most doctors the minimum period spent in this grade will be two years.

BST in Histopathology is regulated and certified by the Faculty of Pathology. BST must be done in posts that have been approved for training by the Faculty of Pathology, RCPI.

Allocation Process

A trainee entering the Basic Specialty Training scheme will, normally, be informed of their assigned rotations for the first two years of the scheme.

There are four training hubs in BST in Histopathology. The two year programme will involve one year each in different hubs, usually a combination of North/South Dublin and / or Munster / Galway. A combination of North Dublin and South Dublin may also be a possibility. You will rank your preferences in order during the application process. Combinations available may vary depending on availability and number of applicants.

Hubs:

Munster (Cork University Hospital, University Hospital Waterford)

Galway (Galway University Hospital)

North Dublin (Mater Misericordiae University Hospital, Beaumont Hospital, Connolly Hospital)

South Dublin (St. Vincent's University Hospital, St. James' Hospital, Tallaght University Hospital)



Post Reassignment

The Faculty endeavours to provide Trainees their allocation assignment for the two year programme. However if a Trainee's circumstances have changed, applications for a post reassignment will be considered. Applications received will be considered by the National Speciality Directors.

Applications will generally be considered as part of the allocation process. Priority will be given to Trainees with significant change in circumstances. Applications from Trainees with change in circumstances related to caring or parental responsibilities will then be considered. Applications from Trainees with a change involving a committed relationship will be considered afterwards. Please see policy [on Post Reassignment](#) for information and application process.

Research and Audit

Research is not a mandatory requirement for BST but trainees are required to do one audit per year. Trainees are also encouraged to:

- Ask Trainer for audit ideas at the start of a rotation
- Choose a project that is achievable considering other commitments
- Consider sharing the audit with a colleague to reduce the burden
- Try to pick something that has presentation/publication potential
- Learn the necessary steps for completing clinical audit from someone who knows the subject, rather than learning a skill badly from an uninformed teacher
- Learn the difference between audit and research
- Start with trying to do case reports. They are less challenging and can be completed in a shorter period of time than large-scale studies
- See if any senior colleagues are working on an ongoing project that the Trainee could become involved in
- Consider a literature review as an intermediary step after case reports, which can be shared among several authors.



BST Taught Programme

The BST Taught Programme is an essential element of the BST curriculum. It consists of a series of modular elements spread across the years of BST covering generic training components such as communication, ethics, etc. The programme is delivered via a combination of self-paced online content, live virtual tutorials, and in-person workshops.

Trainees will be assigned self-paced online content per quarter. This self-paced online content will be delivered via RCPI's virtual learning environment, Brightspace. Each quarter will also include one scheduled virtual tutorial lasting 90-minutes. Allocated dates will be provided before the start of the training year. Trainees must plan the time to complete requirements per quarter.

For full information on the Taught Programme, please go to:

<https://help.rcpi.ie/support/solutions/articles/43000703620-bst-taught-programme-faq>

Attendance at study days, courses, exams and conferences including study leave; entitlement is as per the NCHD Contract for educational leave (up to 18 working days per 6 months).

The Faculty of Pathology requires BST Trainees to attend at least 8 study days over the course of the two years. There is a minimum of 10 study days per year.

Annual Evaluation Process

The Annual Evaluation of Progress is the formal method by which a Trainee's progression through her/his training programme is monitored and recorded each year. The evidence to be reviewed by the panel is recorded by the Trainee and Trainer in the Trainee's ePortfolio.

Trainees are required to undergo an annual evaluation process. This evaluation will take place in the RCPI.

Trainees must attend the evaluation. Trainees who do not complete an annual evaluation during each year of training will not be eligible for certification as they do not meet the minimum requirements of training.



Year 2 BST Evaluations occur at 18 months of training and are a bit different from the Year 1 end of year evaluations as they are essentially an interview to assess whether trainees are ready to progress into HST. They are conducted by a panel made up of the NSDs and RSAs in person. Trainers will be asked to complete an aptitude form for their trainees which the panel will review along with the trainee's ePortfolio on the day. Trainers will not be asked to attend. If trainees are deemed ready to progress, they will then submit application to HST.

Leave of Absence

Study leave and annual leave do not affect BST completion dates and are as per the NCHD contract.

Taking time out of the BST programme

Once you commence BST, you must complete your training in a consecutive two-year block except in exceptional circumstances. Details on special leave and how it may affect your completion date are outlined below.

Special Leave (Other than study and annual leave):

Special leave includes, Sick leave, maternity leave, compassionate leave, Force Majeure Leave. As the BST programme consists of two years of intensive, supervised clinical training, any significant period of leave (i.e. greater than 6 weeks) taken over the course of the programme has the potential to affect the Trainee's opportunities to acquire the core skills and knowledge required for satisfactory completion of the programme.

In cases where additional leave (including maternity leave) is agreed by the Trainee's employer, the following conditions apply to all Trainees:

- ≤ 6 weeks over two years: If a Trainee takes special leave totalling 6 weeks or less over two years, his/her BST completion date is not affected
- >6 weeks: Any leave of greater than 6 weeks must be made up in a block of 3 months' extra training. This applies to all Trainees who take special leave totalling more than 6 weeks and less than or equal to 3 months over two years



- >3 months: 6 months of training in (an) approved post(s) must be completed in order to meet the requirements for BST certification. This applies to all Trainees who take special leave totalling more than 3 months and less than or equal to 6 months over two years.
- >6 months: 9 months of training in (an) approved post(s) must be completed in order to meet the requirements for BST certification. This applies to all Trainees who take special leave totalling more than 6 months and less than or equal to 9 months over two years.
- >9 months: 12 months of training in approved posts must be completed in order to meet the requirements for BST certification. This applies to all Trainees who take special leave totalling more than 9 months and less than or equal to 12 months over two years.

If a Trainee wishes to take leave of absence, retain credit and return to the BST programme, this must be agreed with the NSD(s), and confirmed by the Faculty office. The Trainee should seek prospective approval of their leave of absence at least four weeks in advance. Approval will be agreed on a case by case basis and credit may not be retained in all cases.

Parental Leave

If a Trainee takes parental leave, he/she will have to make up this time on the programme, similarly to that of a flexible Trainee. Any time that is taken as parental leave must be made up before a Trainee will be awarded their Certificate of Completion of BST.

Flexible Training

It is the policy of RCPI training bodies to facilitate flexible training. Whilst the training programme is full-time it is recognised that some trainees may have individual circumstances that mean that training on a full-time, continuous basis would, for them, not be practical for well-founded reasons.

The training body recognises and supports part-time, interrupted, and other forms of flexible training and all trainees are eligible to apply for flexible training for a set period.

Trainees can apply for flexible training through three routes:



- HSE National Flexible Training Scheme
- Job Sharing
- Less than full time working

HSE National Flexible Training Scheme

The HSE National Doctors Training and Planning (NDTP) operates a National Flexible Training Scheme, which allows a small number of trainees to train part-time for a set period of time.

Applications may be made for flexible training by all trainees excluding 1st year BST. This scheme is not recommended for final year trainees. You must have a well-founded reason to apply, e.g. responsibility for young children or elderly relatives, or personal family circumstances. You cannot apply for flexible training in order to pursue other paid work or research.

Applications for flexible training can be made to the HSE NDTP up to 12 months in advance of the proposed date of commencement of flexible training. The trainee must inform the NSD or RSA of his/her intention to apply for flexible training. NDTP recommend applying as soon as possible, as applications are considered in the order in which they are received, and places are limited.

Participation on the flexible training scheme will be restricted to a maximum of two years and will only be extended by NDTP in exceptional circumstances. This is to provide as many trainees as possible with the option to train flexibly.

Applications for flexible training should be made to NDTP, however trainees are required to let their relevant training body know that they are going to apply in plenty of time, so rotations can be planned and structured.

Further information on the application process can be found [here](#) on the HSE website.

Job Sharing

Postgraduate trainees on the Basic Specialist Training Programmes can avail of job-sharing opportunities for a set period of time.



Job sharing works on the basis that two trainees will share one full-time post with each trainee working up to 60% of the hours.

A training post can be shared by two trainees who:

- are training in the same specialty and;
- are within two years on the training pathway

Applications may be made up to 12 months in advance of the proposed date of commencement of the job share post and received no later than the month of October of the previous year of commencement.

Please refer to the [Job-Sharing](#) policy document for more information on how to apply and further information on the regulations of job sharing.

Withdrawal from the BST Programme

Informing RCPI:

If a Trainee wishes to leave the programme before their expected BST completion date, they must notify the Faculty office in writing at least four weeks before they wish to leave their current post. Emailed notifications will be accepted.

Informing the National Speciality Director(s):

The Trainee must inform his/her NSD(s) of their intention to leave the programme as a matter of priority. This may be done in person, in writing or by telephone.

Leaving the programme without giving reasonable notice or explanation to the NSD(s) is not acceptable behaviour.

Informing the employer:



Notice of resignation by the Trainee as an employee of his/her hospital must be given in accordance with the provisions of his/her contract of employment.

Withdrawal to take up another position:

The Irish training colleges regularly share information regarding Trainees transferring between schemes. If a BST Trainee is mid-scheme and is offered a position on another training scheme, early withdrawal from BST prior to the commencement of entry to the new training scheme without the express permission of the NSD(s) will be reported to the new training scheme. This may result in a withdrawal of the training offer for the new scheme, as such a withdrawal is considered unprofessional behaviour.

Exit Criteria

For a Trainee to be awarded a Certificate of Completion of Basic Specialist Training Trainees are required to:

- Register on the BST programme. Entry to the programme is in July on an annual basis.
- Complete 24 months of training in SHO posts that have been approved for BST.
- Achieve all outcomes as set out in this curriculum.
- BST Study Days are held each year, and Trainees are required to attend 8 study days over the course of their BST
- Maintain an up-to-date and correctly completed ePortfolio as evidence of satisfactory completion of training.
- Attend and satisfactorily pass annual evaluations

Failure to complete any of the above may result in a Trainee have their training time extended.

Completion dates may change under the following circumstances:

- If a Trainee takes special leave in excess of 6 weeks over two years, and is required to complete a further period of training
- If a Trainee has not reached the required standard and is required to undertake additional training.



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- If a Trainee has not fulfilled the curriculum requirements for BST certification and is required to undertake additional training or attend outstanding mandatory courses
- If a Trainee's completion date is changed for any reason, the Trainee, the RSAs and the NSDs will be informed in writing by the BST coordinator in the Training Team, RCPI



Supports for Postgraduate Medical Trainees

ePortfolio

ePortfolio is an electronic logbook for recording essential information about training, educational and evaluation activities. Trainees are required to maintain an up-to-date ePortfolio throughout BST, as it is an official record of satisfactory completion of training.

Trainees must complete an ePortfolio during their training programme. All Trainees will be given access to the RCPI ePortfolio which is set up depending on the specialty of the trainee. Trainees must complete minimum requirements for their specialty. Details on the minimum requirements can be found in each specialty curriculum. The ePortfolio is also used to conduct Trainee Evaluations and end of post feedback.

The ePortfolio is the trainee's record of their training and the information in the ePortfolio is owned by the Trainee. Following completion of the training programme a Trainee will have access to the ePortfolio for three years. RCPI provide a number of training videos on how to use your ePortfolio. As you rotate through posts, your trainers are required to verify recorded information and sign off evaluations. To do this, they will need to log into the RCPI website and open ePortfolio.



When to update ePortfolio

Trainees must update their ePortfolio at key points, listed below.

At the start of the year

- Check that personal details are correct
- Check that the details of post and trainer are correct
- Review the training curriculum and requirements for the specialty. The curriculum and specialty requirements are reviewed every year, so Trainees need to be aware of any changes

At the start of each post

- Trainees must meet with their trainer within the first six weeks to agree on the personal goals plan. The personal goals plan must be recorded on ePortfolio and the Trainer must sign it off.

During each post

- Trainees must enter training and educational activities on ePortfolio
- Complete workplace-based assessments as they happen

At the end of each quarter and at the end of the post

- Trainees must ensure ePortfolio is up to date and signed off by the Trainer
- Meet the Trainer to complete the End of Post Form

At the end of each training year

- Trainees must make sure that the ePortfolio is up to date and signed off by the Trainer in preparation for the End of Year Evaluation
- Complete the annual evaluation form with the trainer in advance of the Evaluation

At the end of your training programme

- Make sure that the ePortfolio is up to date and signed off by the trainer in preparation for the Final Year Evaluation



RCPI Benefits

We are pleased to offer you a range of benefits to support all trainees on our training programme:

- Free attendance at Masterclasses, St Luke's Symposium as well as events and webinars organised by our Faculties and Institutes.
- Assistance with applying for a Student Leapcard for discounted fares on transport services
- Free four-month subscription to a BMJ OnExamination Package – request an access code by emailing Helpdesk@rcpi.ie. To redeem your voucher and activate your four-month subscription, simply login to www.rcpi.ie and click on the link for BMJ OnExamination

RCPI Trainee Representative

Trainee Representatives are an important point of contact for Trainees seeking clarification or direction relating to training and education matters and are expected to encourage and support improvements to educational facilities that will improve training delivery, for example MRCPI tutorials, journal access, journal clubs, internet access and trainer engagement.

They are also expected to encourage open and honest feedback from Trainees on their training experiences.

Where possible, Trainee Reps also attend the College's hospital inspections at their hospital sites(s). Trainee Reps are appointed each year for a period of one year, with applications for new appointments normally opening in June. It's an ideal opportunity to take up a formal role in RCPI and put your management skills into action.

Trainees can apply to become a Trainee Rep for their hospital if they meet the following criteria:

- A SpR in a full-time clinical post in Higher Specialist Training or in the second or later year of Basic Specialist Training
- Clear assessment/training record of at least 12 months prior to your application
- Interest in education and training



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Trainees are encouraged to get apply to be a Trainee Representative. For information on the Trainee Committee please email trainees@rcpi.ie. For a list of current Trainee Reps and details on the role please see [here](#).



HSE Financial Support Schemes

Clinical Course & Examination Refund Scheme for NCHDs

This HSE scheme is open to all NCHDs. The HSE Clinical Course and Examination Refund Scheme covers the cost of examination fees and clinical courses such as Advanced Cardiac Life Support.

There is an approved list of clinical courses & examinations qualifying for this refund scheme contained in the HSE [guidance document](#). A maximum contribution of €450 is payable to NCHDs for each course or exam on this list.

Training Support Scheme (TSS)

Additional Training Support Funding has been made available to NCHDs from July 2019 onwards.

This scheme is in addition to existing financial supports such as the Clinical Course and Exam Refund Scheme and the Higher Specialist Training Fund. Funding is allocated based on Grade. Funding is available pro-rata for doctors employed on shorter contract durations.

A list of approved clinical courses, conferences and examinations that can be claimed for under the TSS are listed [on the HSE NDTP website](#).

Please see the NCHD Training Supports Scheme (TSS) Guidance Document for Employers & NCHDs [on the HSE NDTP website](#).



Professional Support (Health and Wellbeing)

The health and wellbeing office provides professional services to trainees who require additional support during their training programme. This can include any of the following areas:

- Mental/physical health issues which impact on training progression
- Interpersonal conflict or difficulties
- Professionalism competencies development such as communication, assertiveness, building relationships
- Complaints made by trainees or about trainees
- Difficult working environments/conditions including bullying which was not resolved locally
- Burnout
- Career guidance
- Mentoring
- Advice and referral to other services such as Occupation Medicine, Health Committee, psychology and psychiatry
- Advice and referral to additional resources such as course, books, online resources, mentors

The health and wellbeing service is available to RCPI trainees only and forms part of their training programme where required. Trainees are referred by their Trainers, NSDs or they may self-refer into the service. Further information can be found [here](#).



Trainee Awards and Fellowships

Corrigan Award for BST Case Study

The **Corrigan Award** is awarded by the Trainees' Committee in RCPI. It recognises excellence in communication - The ability to identify complicating and challenging aspects of patient histories and communicate what we can learn from them.

The winner receives the Corrigan Medal, named after past RCPI President Sir Dominic Corrigan (1859 – 1863) and an educational grant worth €1,000.

This competition is open to all Trainees currently undertaking BST with RCPI.

Further information can be found at www.rcpi.ie or contact Helpdesk@rcpi.ie

David Mitchell Award for Audit

The David Mitchell Award is awarded by the Trainees' Committee in RCPI. It recognises audits that improve patient care and/or specialist education and training.

The winning Trainee or team of Trainees receives an educational grant worth €1,000 for a single Trainee or €1,500 for a team of Trainees.

The competition is open to all Trainees, or a team of Trainees currently registered with RCPI.

Further information can be found at www.rcpi.ie or contact Helpdesk@rcpi.ie

William Stokes Award for Research

The William Stokes Award is awarded by the Trainees' Committee in RCPI. It recognises research of the highest standards carried out by Trainees in Higher Specialist Training. The winning Trainee receives the William Stokes Award and an educational grant worth €4,000.

The award is open to all Trainees currently undertaking Higher Specialist Training with RCPI.

Further information can be found at www.rcpi.ie or contact Helpdesk@rcpi.ie



Dorothy Stopford Price Medal

The Dorothy Stopford Price Medal recognises excellence in research or audit on vaccination, immunisation or control of infectious diseases and its potential impact on public health.

The medal is awarded by the Faculty of Public Health Medicine to honour this pioneer in infectious disease control in Ireland.

This competition is open to all Trainees.

Further information can be found at www.rcpi.ie or contact Helpdesk@rcpi.ie

Fellowships/Scholarships

Wellcome-HRB Irish Clinical Academic Training (ICAT)

The Wellcome – Health Research Board Irish Clinical Academic Training (ICAT) Programme is a unique all Ireland cross-institutional, comprehensive national programme for Clinician Scientists based at six major Irish universities and their affiliated hospital groups. The partner universities include Trinity College Dublin, University College Dublin, National University of Ireland, Galway, Queen’s University Belfast, Royal College of Surgeons in Ireland and University College Cork. At its core is an integrated programme spanning 6-7 years of seamless, supported and mentored academic and clinical training targeting future academic leaders.

ICAT’s mentorship scheme spans the entire duration of specialist medical and postgraduate academic training. At the time of completion, ICAT fellows will have graduated with a PhD at their chosen university/ institution and achieved CCST (RoI) / CCT (NI) in their chosen specialty. The ICAT Programme adopts a dynamic training focus whereby the emphasis shifts and leads the ICAT Fellow from (i) learning how to start a research career as a PhD candidate, (ii) to successful completion of a PhD, (iii) to establishing independence through novel thought and independent research funding. For further details on ICAT please see <https://icatprogramme.org/>.



Policies and Procedures

There are a number of other Policies and Procedures that trainees may refer to throughout the duration of their training programmes. Below is a summary of these policies and procedures. For further detail please see the individual policy or procedure which is available on <https://www.rcpi.ie/training/important-documents-for-current-trainees/>.

RCPI Policies

- Roles and Responsibility of a Trainer
- Post Reassignment Policy
- Job Sharing Policy
- Progression through Training: Higher Specialist Training
- Anti-Bullying Policy
- Appeals Policy: Postgraduate Training
- Disciplinary Process for Postgraduate Specialist Training
- Equal Opportunities Policy
- Grievance Policy: Postgraduate Training
- HST Allocation Policy

Other Relevant HSE Policies

- Specialist Training Fund Policy
- Clinical Course and Exam Refund Scheme
- Training Support Scheme

Please click [here](#) for further information on the above HSE policies.



Review

This Handbook shall be subject to annual review by the Faculty of Pathology

Approved By:	Date
Faculty of Pathology	July 2023
Review	
Faculty of Pathology	July 2024