



**INSTITUTE OF
OBSTETRICIANS &
GYNAECOLOGISTS**

ROYAL COLLEGE OF
PHYSICIANS OF IRELAND

International Clinical Fellowship Programme in

OBSTETRIC LEADERSHIP

OUTCOME-BASED EDUCATION – OBE CURRICULUM



This ICFP curriculum in Obstetric Leadership was developed in 2025 by Dr Suzanne O’Sullivan, Consultant Obstetrician and Urogynaecologist at Cork University Maternity Hospital, and Dr Aenne Helps, Consultant Obstetrician and Gynaecologist, at Cork University Maternity Hospital, and the RCPI Education Team. It is approved by the Specialist Training Committee in Obstetrics and Gynaecology and the Institute of Obstetrics and Gynaecology.

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1. INTRODUCTION

This section includes information on the structure and management of this Clinical Fellowship Programme (ICFP). For specific policies and procedures please contact your Programme Coordinator.

1.1. ICFP Overview

The International Clinical Fellowship Programme (ICFP) provides a route for overseas doctors wishing to undergo structured and advanced postgraduate medical training in Ireland. The ICFP enables suitably qualified overseas postgraduate medical Trainees to undertake a fixed period of active training in clinical services in Ireland.

The purpose of the ICFP is to enable overseas Trainees to gain access to structured training and active clinical environments, to enhance and improve the individual's medical training and learning and, in the medium to long term, the health services in their own countries.

This ICFP will allow participants to access a structured period of training and experience as developed by the Royal College of Physicians of Ireland (RCPI) to specifically meet the clinical needs of participants as defined by their home country's health service.

Core elements of all programmes include:

- Patient care that is appropriate, effective and compassionate in dealing with health problems and health promotion.
- Medical knowledge in the basic biomedical, behavioural and clinical sciences, medical ethics and medical jurisprudence and application of such knowledge in patient care.
- Interpersonal and communication skills that ensure effective information exchange with individual patients and their families and teamwork with other health professionals, the scientific community and the public.
- Appraisal and utilisation of new scientific knowledge to update and continuously improve clinical practice.
- Capability to be a scholar, contributing to development and research in the field of the chosen specialty.
- Professionalism.
- Ability to understand health care and identify and carry out system-based improvement of care.

1.2. ICFP in Obstetric Leadership

This ICFP is designed to equip International Fellows with advanced clinical, organisational, and leadership skills to manage complex obstetric care and lead high-functioning labour ward teams. The Fellowship combines hands-on training in labour ward management with structured learning in governance, risk management, quality improvement, and perinatal outcomes, preparing Fellows to provide safe, effective, and evidence-based obstetric leadership in their home institutions.

1.3. Training Programme Duration and Organisation of Training

The period of clinical training provided for this ICFP is 2 years and can be extended up to 3 years, including additional training requirements, where feasible.

Each post within the programme has a named trainer/educational supervisor, and programmes are under the direction of the National Specialist Director(s) of the relevant medical speciality.

Successful completion of this ICFP will result in the participant being issued with a formal Certificate of completion for the International Fellowship Programme by the Royal College of Physicians of Ireland. This Certificate will enable the participant's training body in their sponsoring home country to formally recognise and accredit their time spent training in Ireland.

Appointed International Fellows are:

- enrolled with RCPI and are under the supervision of a consultant doctor registered on the Specialist Division of the Register of Medical Practitioners maintained by the Irish Medical Council and who is an approved consultant trainer.
- registered on the Supervised Division of the Register of Medical Practitioners maintained by the Medical Council in Ireland.
- agreeing on a training plan with their trainers at the beginning of each training year.
- directly employed and directly paid by their sponsoring state at a rate appropriate to their training level in Ireland and benchmarked against the salary scales applicable to NCHD in Ireland.

1.4. Programme Management

- Coordination of the training programme lies with the Training Department at RCPI.
- The training year usually runs from July to July in line with National Higher Specialist Training programmes.
- Each International Fellow will be issued with a training agreement on appointment to the training programme and will be required to adhere to all policies and procedures relating to ICFP.
- Annual evaluations usually take place between April and June each year.
- International Fellows will be registered to the ePortfolio and will be expected to fulfil all requirements relating to the management of yearly training records.

1.5. ePortfolio

International Fellows will be required to keep their ePortfolio up to date and maintained throughout their Fellowship training. The ePortfolio will be countersigned as appropriate by the supervising Trainer to confirm the satisfactory fulfilment of the required training experience and the acquisition of the competencies set out in the Curriculum. This will remain the property of the International Fellow and must be produced at the End of Year Evaluation meeting. At the End of Year Evaluation, the ePortfolio will be examined. The results of any assessments and reports by the named trainer/educational supervisor, together with other material capable of confirming the International Fellow's achievements, will be reviewed.

2. CORE PROFESSIONAL SKILLS

This section refers to the core professional skills that every International Fellow training in Ireland is expected to comply with. These are detailed by the Irish Medical Council as Guidelines for Good Professional Practice.

*The Medical Council has defined **eight domains of good professional practice**.*

These domains describe a framework of competencies applicable to all doctors across the continuum of professional development from formal medical education and training through to maintenance of professional competence. They describe the outcomes which doctors should strive to achieve and doctors should refer to these domains throughout the process of maintaining competence.



Comhairle na nDochtúirí Leighis
Medical Council

Eight Domains of Good Professional Practice as devised by Medical Council



3. SPECIALTY SECTION - Training Goals in Obstetric Leadership

This section includes the Specialty Training Goals that the International Fellow should achieve by the end of the ICFP.

Each Training Goal is broken down into specific and measurable training outcomes. Per each training outcome, International Fellows can record workplace-based assessments (DOPS, MiniCEX, CBD) and Feedback Opportunities on ePortfolio.

Specialty Training Goals

Training Goal 1.

Labour Ward Clinical Competence

Training Goal 2.

Labour Ward Organisation and Leadership

Training Goal 3.

Quality and Patient Safety

Training Goal 4.

Data, Perinatal Statistics and Quality Improvement

Training Goal 1 – Labour Ward Clinical Competence

By the end of this Fellowship, the International Fellow is expected to demonstrate advanced clinical skills in managing normal and complex labour, obstetric emergencies, and medical disorders in pregnancy, ensuring safe and effective maternal and neonatal outcomes.

OUTCOME 1

For the International Fellow to manage normal labour, including the third stage.

OUTCOME 2

For the International Fellow to manage abnormal and preterm labour.

OUTCOME 3

For the International Fellow to demonstrate proficiency in delivery skills, including vaginal, vacuum, forceps (non-rotational), and caesarean section deliveries.

OUTCOME 4

For the International Fellow to manage multiple pregnancies safely.

OUTCOME 5

For the International Fellow to interpret CTGs accurately and act on findings.

OUTCOME 6

For the International Fellow to manage obstetric emergencies, including shoulder dystocia, maternal collapse, severe pre-eclampsia, haemorrhage, genital tract trauma, and resuscitation of mother and neonate.

OUTCOME 7

For the International Fellow to manage medical disorders in pregnancy, including diabetes, haematological conditions, renal disease, hypertension, infectious disease, sepsis, pre-eclampsia, and addiction.

OUTCOME 8

For the International Fellow to understand and apply principles of high-dependency obstetric care, including analgesia/anaesthesia, pathophysiology, and invasive monitoring.

Training Goal 2 – Labour Ward Organisation and Leadership

By the end of this Fellowship, the International Fellow is expected to lead and organise a labour ward effectively, optimising staffing, communication, and governance to ensure safe, coordinated care.

OUTCOME 1

For the International Fellow to understand staffing structures, multidisciplinary team roles, and equipment needs.

OUTCOME 2

For the International Fellow to implement triage systems and staff allocation processes.

OUTCOME 3

For the International Fellow to apply clinical guidelines and audits to improve care.

OUTCOME 4

For the International Fellow to develop and demonstrate leadership and communication skills to strengthen teamwork.

OUTCOME 5

For the International Fellow to design, lead, and participate in training, assessment, and skills/drills.

OUTCOME 6

For the International Fellow to apply governance frameworks and manage clinical risk effectively.

Training Goal 3 – Quality and Patient Safety

By the end of this Fellowship, the International Fellow is expected to integrate quality and safety principles into obstetric care, reducing preventable harm and fostering a culture of continuous improvement.

OUTCOME 1

For the International Fellow to identify and mitigate patient safety risks in obstetric care, including responding to those raised in patient feedback and complaints.

OUTCOME 2

For the International Fellow to apply incident reporting and root cause analysis to improve outcomes.

OUTCOME 3

For the International Fellow to lead safety huddles, debriefs, and simulations to promote safe practice.

OUTCOME 4

For the International Fellow to contribute to developing a culture of openness, learning, and patient-centred care.

Training Goal 4 – Data, Perinatal Statistics, and Quality Improvement

By the end of this Fellowship, the International Fellow is expected to use data and perinatal statistics to monitor outcomes and lead quality improvement initiatives within the labour ward.

OUTCOME 1

For the International Fellow to collect, interpret, and apply obstetric and perinatal data to inform practice.

OUTCOME 2

For the International Fellow to understand and apply perinatal statistics in decision-making and service evaluation.

OUTCOME 3

For the International Fellow to design and implement quality improvement projects targeting key areas of obstetric care.

OUTCOME 4

For the International Fellow to evaluate the impact of quality improvement initiatives and sustain positive changes.

4. COMPLEMENTARY TRAINING AND EDUCATIONAL ACTIVITIES

4.1. Training Activities

The International Fellow is expected to participate in different Training Activities in a variety of settings, such as Outpatient Clinics; Ward Rounds; Consultations; Emergencies/Complicated Cases; Grand Rounds; Multidisciplinary Team Meetings; Clinical Audits.

Specific requirements for this ICFP are outlined in the final section of this document ([Summary Table of Expected Experience](#)).

4.2. Educational Activities

The International Fellow will also be invited to attend all **O&G Study Days** and could be eligible to complete the **HST Taught Programme in O&G**.

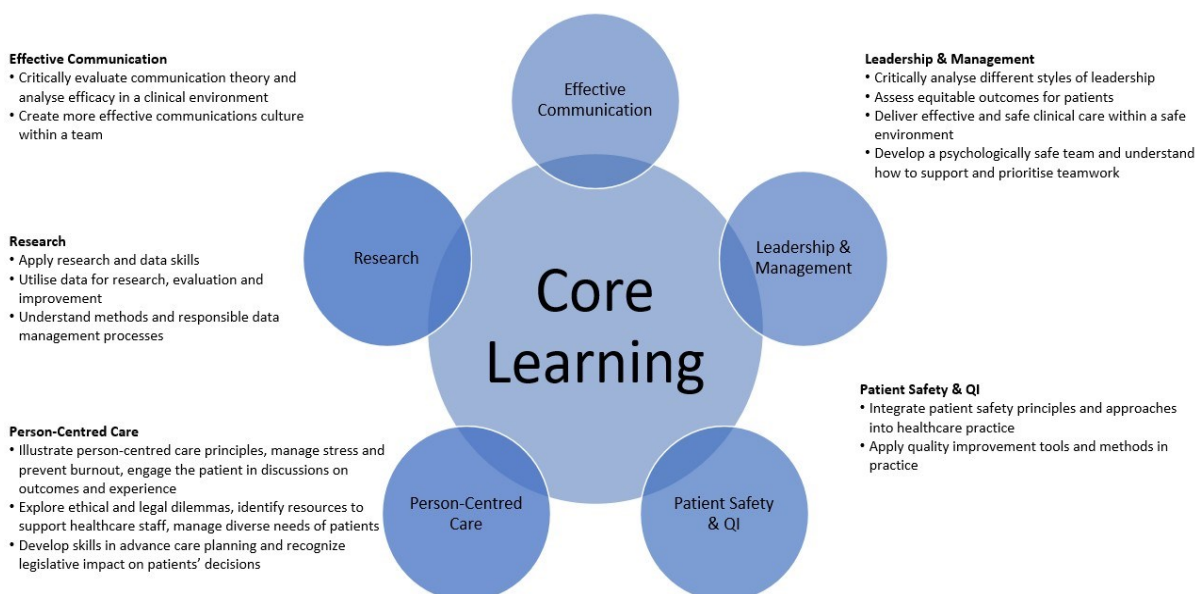
The RCPI Taught Programme consists of a series of modular elements. Content delivery is a combination of self-paced online material, live virtual tutorials, and in-person workshops, all accessible in one area on the RCPI's virtual learning environment (VLE), RCPI Brightspace.

The live virtual tutorials are delivered by Tutors related to O&G, and they will use specialty-specific examples throughout each tutorial.

International Fellows can be assigned to a tutorial group with the HST Trainees from the Faculty of Paediatrics starting in July.

The assigned supervisor/clinical lead determines whether it is appropriate for the International Fellow to attend the Taught Programme or portions of it.

The diagram below illustrates the content covered by the Taught Programme.



5. ASSESSMENT GUIDELINES

The progression of the International Fellow throughout the programme is monitored and evaluated making use of both formative and summative assessments.

Formative Assessment

- Focuses on continuous feedback and developmental growth.
- Includes multiple opportunities for reflection, discussions, and skill evaluations throughout the training period.
- Helps identify areas for improvement and supports ongoing learning.

Summative Assessment

- Provides a final judgment of competency at various stages of training.
- Involves formal evaluations and workplace-based assessments.
- Used to assess whether the trainee meets the necessary standards to progress in training or achieve certification (e.g. examination).

WBAs in use at RCPI

Workplace-based assessments (WBAs) refer to those assessments used to evaluate Trainees' daily clinical practices employed in their work setting. These are primarily based on the observation of Trainees' performance by Trainers.

RCPI employs a variety of WBAs with different focuses:

- Observation of clinical practice: this can be evaluated using structured assessments such as via MiniCEX and DOPS.
- Discussion of clinical cases: this can be formally evaluated via Case Based Discussion (CBD) and it is mostly used to assess clinical judgment and decision-making.
- Informal Feedback: this can be gathered by different trainers, colleagues and recorded via Feedback Opportunity Form available on ePortfolio.
- Mandatory Evaluations: these are bound to specific events or times of the academic year. For these at RCPI we use the Quarterly Assessment/End of Post Assessment and End of Year Evaluation.

Recording WBAs on ePortfolio

It is expected that WBAs are logged on an electronic portfolio. Every International Fellow has access to an individual ePortfolio where they must record all their assessments, including WBAs. By recording assessments on this platform, ePortfolio serves both the function to provide an individual record of the assessments and to track International Fellows' progression.

Below is a table of all the assessments available for this ICFP and a brief explanation of each.

WORKPLACE-BASED ASSESSMENTS	
CBD Case Based Discussion	<p>This assessment is developed in three phases:</p> <ol style="list-style-type: none"> 1. Planning: The International Fellow selects two or more medical records to present to the Trainer who will choose one for the assessment. International Fellow and Trainer identify one or more training goals in the curriculum and specific outcomes related to the case. Then the Trainer prepares the questions for discussion. 2. Discussion: Prevalently, based on the chosen case, the Trainer verifies the International Fellow's clinical reasoning and professional judgment, determining the International Fellow's diagnostic, decision-making and management skills. 3. Feedback: The Trainer provides constructive feedback to the International Fellow. It is good practice to complete at least one CBD per quarter in each year of training.
MiniCEX Mini Clinical Examination Exercise	<p>The Trainer is required to observe and assess the interaction between the International Fellow and a patient. This assessment is developed in three phases:</p> <ol style="list-style-type: none"> 1. The International Fellow is expected to conduct a history taking and/or a physical examination of the patient within a standard timeframe (15 minutes). 2. The International Fellow is then expected to suggest a diagnosis and management plan for the patient based on the history/examination. 3. The Trainer assesses the overall International Fellow's performance by using the structured ePortfolio form and provides constructive feedback.
OSATS Observed Structured Assessment of Technical Skills	<ol style="list-style-type: none"> 1. Planning: The International Fellow and Trainer select a procedure and agree on relevant curriculum goals. 2. Observation: The Trainer watches the Fellow perform the procedure, assessing technical and professional skills. 3. Feedback: The Trainer gives structured feedback. <p>It is good practice to complete at least one OSATS per quarter in each year of training.</p>
Feedback Opportunity	<p>Designed to record as much feedback as possible. It is based on observation of the International Fellows in any clinical and/or non-clinical task. Feedback can be provided by anyone observing the International Fellow (peer, other supervisors, healthcare staff, juniors). It is possible to turn the feedback into an assessment (CDB, DOPS or MiniCEX)</p>
MANDATORY EVALUATIONS	
QA Quarterly Assessment	<p>As the name suggests, the Quarterly Assessment recurs four times in the academic year, once every academic quarter (every three months).</p> <p>It frequently happens that a Quarterly Assessment coincides with the end of a post, in which case the Quarterly Assessment will be substituted by completing an End of Post Assessment. In this sense the two Assessments are interchangeable, and they can be completed using the same form on ePortfolio.</p>
EOPA End of Post Assessment	<p>However, if the International Fellow will remain in the same post at the end of the quarter, it will be necessary to complete a Quarterly Assessment. Similarly, if the end of a post does not coincide with the end of a quarter, it will be necessary to complete an End of Post Assessment to assess the end of a post.</p> <p>This means that for every specialty and level of training, a minimum of four Quarterly Assessment and/or End of Post Assessment will be completed in an academic year as a mandatory requirement.</p>
EOYE End of Year Evaluation	<p>The End of Year Evaluation occurs once a year and involves the attendance of an evaluation panel composed of the National Specialty Directors (NSDs); the Specialty Coordinator attends too, to keep records of and facilitate the meeting. The assigned Trainer is not supposed to attend this meeting unless there is a valid reason to do so. These meetings are scheduled by the respective Specialty Coordinators and happen sometime before the end of the academic year (between April and June).</p>

6. SUMMARY TABLE OF EXPECTED EXPERIENCE

This table offers a blueprint of all the activities that are part of this ICFP and it summarises the type and frequency of the expected experience that should be completed and recorded on the ePortfolio.

Experience Type	Required/ Desirable	Expected Frequency
Training Plan		
Personal Goals Plan (Copy of agreed Training Plan for the module signed by both International Fellow & Trainer at the beginning of the Training year)	Required	1 per year
Sample of Weekly Timetable (per post)	Required	1 per post
Training Activities		
Clinics		
Maternal Medicine	Required	Agreed with Supervisor
High Risk Obstetric	Required	Agreed with Supervisor
Post-natal review/debrief	Required	Agreed with Supervisor
Ward Rounds/Consultations		
Labour ward	Required	Weekly
Observing situational awareness and team working on in-patient ward rounds	Required	Weekly
Cases		
Serious Incident Management Team (SIMT) reviews	Required	As they present
Challenging Case Assessments	Required	As they present
Management Experience		
Assisting the management of SIMT meetings	Required	Agreed with Supervisor
Managing the recommendation implementation process for guidance changes	Required	Agreed with Supervisor
Educational Activities		
In-house activities		
Grand rounds/teaching presentations	Required	Monthly
Journal Club	Required	Monthly
MDT Meetings	Required	Monthly
Teaching Attendance		
Study Days	Required	4 per year
RCPI Taught Programme	Required	Every three months
Delivery of Teaching		
Lecture, Tutorial, Bedside Teaching	Required	Monthly
Teaching Ward Rounds	Required	Monthly
Clinical Audit activities and reporting	Required	
Publications	Desirable	
Presentations	Desirable	
National/International meetings	Desirable	
Assessments and Evaluations		
Workplace-Based Assessments (WBAs)		

Experience Type	Required/ Desirable	Expected Frequency
Case Based Discussion	Required	2 per year
OSATS	Required	1 per year
Mini-CEX	Required	1 per year
Feedback Opportunity	Required	Every three months
Mandatory Evaluations		
Quarterly Assessment (1 every 3 months)	Required	4 per year
End of Year Evaluation	Required	1 per year