



**FACULTY OF  
PAEDIATRICS**

ROYAL COLLEGE OF  
PHYSICIANS OF IRELAND

International Clinical Fellowship Programme in

# PAEDIATRIC ENDOCRINOLOGY

OUTCOME-BASED EDUCATION – OBE CURRICULUM



This ICFP curriculum in Paediatric Endocrinology was updated into an OBE format in 2025 by Professor Declan Cody and the RCPI Workplace Education Team. It is approved by the Specialist Training Committee in Paediatrics and the Faculty of Paediatrics.

Version	Date Published	Last Edited By	Version Comments
1.0	July 2025	Mariangela Esposito	New curriculum in OBE format

## Table of Contents

1.	INTRODUCTION.....	3
1.1.	ICFP Overview .....	4
1.2.	ICFP in Paediatric Endocrinology.....	4
1.3.	Training Programme Duration and Organisation of Training.....	5
1.4.	Programme Management .....	5
1.5.	ePortfolio .....	5
2.	CORE PROFESSIONAL SKILLS .....	6
3.	SPECIALTY SECTION - Training Goals in Paediatric Endocrinology.....	7
	Training Goal 1 – Principles of Endocrine Physiology and Pathophysiology .....	8
	Training Goal 2 – Assessment and Investigation of Endocrine Function .....	9
	Training Goal 3 – Imaging in Endocrinology .....	10
	Training Goal 4 – Diagnosis and Management of Paediatric Diabetes .....	11
	Training Goal 5 – Diabetic Emergencies .....	12
	Training Goal 6 – Diabetes during Intercurrent Illness and Life Events .....	13
	Training Goal 7 – Microvascular and Macrovascular Complications.....	14
	Training Goal 8 – Disorders of Growth, Weight and Metabolism .....	15
	Training Goal 9 – Electrolyte and Fluid Disorders .....	16
	Training Goal 10 – Endocrine Glands and their Disorders.....	17
	Training Goal 11 – Diagnosis and Management of Hypoglycaemia .....	18
	Training Goal 12 – Disorders of the Hypothalamus and Pituitary Gland .....	19
	Training Goal 13 – Comprehensive Management of Thyroid Disorders .....	20
	Training Goal 14 – Diagnosis and Management of Adrenal Disorders.....	21
	Training Goal 15 – Puberty and Reproductive Endocrinology.....	22
	Training Goal 16 – Growth and Maturation Disorders.....	23
	Training Goal 17 – Calcium, Bone Metabolism, and Parathyroid Disorders .....	24
	Training Goal 18 – Management of Neuro-Endocrine Tumours .....	25
	Training Goal 19 – Endocrinology in Systemic Disease and Malignancy .....	26
4.	COMPLEMENTARY TRAINING AND EDUCATIONAL ACTIVITIES.....	27
4.1.	Training Activities.....	27
4.2.	Educational Activities .....	27
5.	ASSESSMENT GUIDELINES.....	28
	Formative Assessment .....	28
	Summative Assessment .....	28
	WBAs in use at RCPI .....	28
	Recording WBAs on ePortfolio.....	28
6.	SUMMARY TABLE OF EXPECTED EXPERIENCE.....	30

## 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 Paediatric Endocrinology

This two-year ICFP in Paediatric Endocrinology is designed to provide comprehensive, high-level clinical and academic training in the diagnosis, investigation, and management of endocrine disorders in children and adolescents. The programme offers exposure to a wide spectrum of endocrine conditions, including diabetes, growth and pubertal disorders, thyroid dysfunction, adrenal pathology, metabolic bone disease, and disorders of sexual development. Through structured clinical rotations, multidisciplinary team involvement, laboratory and imaging interpretation, as well as participation in academic teaching and case-based discussions, Fellows will develop the critical skills, knowledge, and confidence required for independent specialist practice in Paediatric Endocrinology.

### 1.3. Training Programme Duration and Organisation of Training

The period of clinical training provided for this ICFP is 2 years.

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 to be confirmed by the College.

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 Paediatric Endocrinology

*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. For each training outcome, International Fellows can record workplace-based assessments (DOPS, MiniCEX, CBD) and Feedback Opportunities on ePortfolio.*

## Specialty Training Goals

<b>Training Goal 1.</b>
Principles of Endocrine Physiology and Pathophysiology
<b>Training Goal 2.</b>
Assessment and Investigation of Endocrine Function
<b>Training Goal 3.</b>
Imaging in Endocrinology
<b>Training Goal 4.</b>
Diagnosis and Management of Paediatric Diabetes
<b>Training Goal 5.</b>
Diabetic Emergencies
<b>Training Goal 6.</b>
Diabetes during Intercurrent Illness and Life Events
<b>Training Goal 7.</b>
Microvascular and Macrovascular Complications
<b>Training Goal 8.</b>
Disorders of Growth, Weight and Metabolism
<b>Training Goal 9.</b>
Electrolyte and Fluid Disorders
<b>Training Goal 10.</b>
Endocrine Glands and their Disorders
<b>Training Goal 11.</b>
Diagnosis and Management of Hypoglycaemia
<b>Training Goal 12.</b>
Disorders of the Hypothalamus and Pituitary Gland
<b>Training Goal 13.</b>
Thyroid Disorders
<b>Training Goal 14.</b>
Adrenal Disorders
<b>Training Goal 15.</b>
Puberty and Reproductive Endocrinology
<b>Training Goal 16.</b>
Growth and Maturation Disorders
<b>Training Goal 17.</b>
Calcium, Bone, Metabolism, and Parathyroid Disorders
<b>Training Goal 18.</b>
Neuro-endocrine Tumours
<b>Training Goal 19.</b>
Endocrinology in System Disease and Malignancy



## Training Goal 1 – Principles of Endocrine Physiology and Pathophysiology

By the end of this Fellowship, the International Fellow is expected to demonstrate a comprehensive understanding of endocrine gland function, hormone action, and the pathogenesis of endocrine diseases.

### OUTCOME 1

For the International Fellow to explain the anatomy, development and inter-relationships of endocrine glands.

### OUTCOME 2

For the International Fellow to describe hormonal synthesis, secretion, regulation and mechanisms of action in health and disease.

### OUTCOME 3

For the International Fellow to analyse the underlying pathophysiology of common endocrine diseases including autoimmune, neoplastic and functional disorders.

### OUTCOME 4

For the International Fellow to apply theoretical knowledge to clinical decision-making and management strategies.

## Training Goal 2 – Assessment and Investigation of Endocrine Function

By the end of this Fellowship, the International Fellow is expected to accurately assess endocrine symptoms and select, interpret and advise on appropriate diagnostic investigations.

### OUTCOME 1

For the International Fellow to take a detailed endocrine-focused history and perform relevant physical examinations.

### OUTCOME 2

For the International Fellow to interpret biochemical and hormonal test results, accounting for normal variations and potential artefacts.

### OUTCOME 3

For the International Fellow to counsel families on test indications, procedures, and consent for dynamic testing.

### OUTCOME 4

For the International Fellow to recognise and avoid errors in specimen collection, timing, or processing that affect interpretation.

## Training Goal 3 – Imaging in Endocrinology

By the end of this Fellowship, the International Fellow is expected to select, request, interpret, and explain appropriate imaging studies in endocrine conditions.

### OUTCOME 1

For the International Fellow to identify the role and limitations of ultrasound, CT, MRI, and nuclear medicine in endocrine diagnosis.

### OUTCOME 2

For the International Fellow to make appropriate imaging referrals and complete documentation accurately.

### OUTCOME 3

For the International Fellow to interpret radiological studies including MRI of the pituitary, adrenal, and thyroid regions.

### OUTCOME 4

For the International Fellow to explain imaging results to families using developmentally appropriate language.

## Training Goal 4 – Diagnosis and Management of Paediatric Diabetes

By the end of this Fellowship, the International Fellow is expected to competently diagnose, treat and support children and adolescents with Type 1 and Type 2 diabetes and their families.

### OUTCOME 1

For the International Fellow to classify and diagnose all forms of paediatric diabetes including genetic types.

### OUTCOME 2

For the International Fellow to develop individualised diabetes care plans including insulin therapy and glucose monitoring.

### OUTCOME 3

For the International Fellow to educate families on insulin use, carbohydrate counting, and sick-day rules.

### OUTCOME 4

For the International Fellow to support psychosocial aspects of diabetes care in children and adolescents, particularly during transition.

## Training Goal 5 – Diabetic Emergencies

By the end of this Fellowship, the International Fellow is expected to safely manage hypoglycaemia, diabetic ketoacidosis and other emergencies in paediatric diabetes.

### OUTCOME 1

For the International Fellow to identify early signs of diabetic ketoacidosis and initiate emergency protocols.

### OUTCOME 2

For the International Fellow to manage acute hypoglycaemia and prevent recurrence.

### OUTCOME 3

For the International Fellow to adjust insulin regimens post-emergency and lead follow-up planning.

### OUTCOME 4

For the International Fellow to troubleshoot insulin pumps and ketone monitoring in emergencies

## Training Goal 6 – Diabetes during Intercurrent Illness and Life Events

By the end of this Fellowship, the International Fellow is expected to advise on maintaining glycaemic control during illness, surgery, or life transitions such as puberty and pregnancy.

### OUTCOME 1

For the International Fellow to manage insulin and dietary adjustments during illness or procedures.

### OUTCOME 2

For the International Fellow to reassure and advise patients and carers on maintaining control under stress.

### OUTCOME 3

For the International Fellow to collaborate with other health professionals on peri-operative diabetes management.

### OUTCOME 4

For the International Fellow to tailor plans for adolescents and pregnant teens with diabetes.

## Training Goal 7 – Microvascular and Macrovascular Complications

By the end of this Fellowship, the International Fellow is expected to detect, monitor, and manage vascular complications associated with diabetes in children and adolescents.

### OUTCOME 1

For the International Fellow to screen for and manage diabetic retinopathy, nephropathy and neuropathy.

### OUTCOME 2

For the International Fellow to interpret retinal screening and assess microalbuminuria and hypertension.

### OUTCOME 3

For the International Fellow to manage cardiovascular risk factors including dyslipidaemia and hypertension.

### OUTCOME 4

For the International Fellow to counsel families on long-term vascular risks and prevention strategies.

## Training Goal 8 – Disorders of Growth, Weight and Metabolism

By the end of this Fellowship, the International Fellow is expected to manage paediatric obesity, eating disorders, and complex nutritional and metabolic conditions.

### OUTCOME 1

For the International Fellow to evaluate causes of obesity and implement lifestyle and medical interventions.

### OUTCOME 2

For the International Fellow to manage endocrine consequences of eating disorders including delayed puberty and amenorrhoea.

### OUTCOME 3

For the International Fellow to participate in multidisciplinary care for metabolic syndrome and genetic obesity syndromes.

### OUTCOME 4

For the International Fellow to communicate non-judgementally and set collaborative goals with families.



## Training Goal 9 – Electrolyte and Fluid Disorders

By the end of this Fellowship, the International Fellow is expected to recognise and treat hyponatraemia, hypernatraemia, and related fluid imbalances.

### OUTCOME 1

For the International Fellow to interpret sodium and osmolality values and identify causes of imbalance.

### OUTCOME 2

For the International Fellow to manage acute and chronic disturbances in sodium levels safely.

### OUTCOME 3

For the International Fellow to counsel patients and families on prevention of recurrence and importance of adherence.

### OUTCOME 4

For the International Fellow to liaise effectively with other teams in the management of complex fluid balance cases.

## Training Goal 10 – Endocrine Glands and their Disorders

By the end of this Fellowship, the International Fellow is expected to identify, investigate, diagnose, and manage a wide range of paediatric endocrine disorders confidently and competently.

### OUTCOME 1

For the International Fellow to accurately recognise clinical presentations of endocrine gland disorders in children and adolescents.

### OUTCOME 2

For the International Fellow to select and interpret appropriate investigations for endocrine diseases.

### OUTCOME 3

For the International Fellow to establish differential diagnoses and initiate suitable management strategies.

### OUTCOME 4

For the International Fellow to communicate diagnosis and management plans effectively to children, adolescents, and their parents/carers.

## Training Goal 11 – Diagnosis and Management of Hypoglycaemia

By the end of this Fellowship, the International Fellow is expected to competently diagnose the causes of hypoglycaemia and manage them to prevent recurrence and long-term complications.

### OUTCOME 1

For the International Fellow to understand glucose homeostasis and the pathophysiology of hypoglycaemia.

### OUTCOME 2

For the International Fellow to recognise and diagnose pathological hypoglycaemia accurately using clinical and laboratory findings.

### OUTCOME 3

For the International Fellow to undertake and interpret investigations during hypoglycaemic episodes.

### OUTCOME 4

For the International Fellow to manage hypoglycaemia across age ranges, including neonatal and childhood presentations.

### OUTCOME 5

For the International Fellow to handle potential factitious hypoglycaemia cases sensitively and appropriately.

### OUTCOME 6

For the International Fellow to liaise with adult services to ensure seamless transition of care.

## Training Goal 12 – Disorders of the Hypothalamus and Pituitary Gland

By the end of this Fellowship, the International Fellow is expected to diagnose and manage hypothalamic and pituitary disorders, including hormonal deficiencies and masses, with a clear understanding of systemic and psychological effects.

### OUTCOME 1

For the International Fellow to assess hypothalamic and pituitary function through basal and dynamic testing.

### OUTCOME 2

For the International Fellow to manage anterior and posterior pituitary hormone deficiencies and their systemic effects.

### OUTCOME 3

For the International Fellow to coordinate with surgical and radiotherapy teams for tumour management.

### OUTCOME 4

For the International Fellow to advise on hormone replacement therapy, including stress dosing.

### OUTCOME 5

For the International Fellow to support children and families affected by hypothalamic syndromes.

## Training Goal 13 – Comprehensive Management of Thyroid Disorders

By the end of this Fellowship, the International Fellow is expected to diagnose and manage disorders of thyroid hormone excess and deficiency, thyroiditis, and neoplasms in children and adolescents.

### OUTCOME 1

For the International Fellow to interpret thyroid function tests and imaging accurately.

### OUTCOME 2

For the International Fellow to manage both hyper- and hypothyroid conditions, including emergency situations.

### OUTCOME 3

For the International Fellow to advise on and coordinate radioactive iodine treatment and surgery.

### OUTCOME 4

For the International Fellow to manage thyroid disease in specific contexts such as pregnancy and Grave's eye disease.

### OUTCOME 5

For the International Fellow to differentiate and treat non-thyroidal illness simulating thyroid disease.

## Training Goal 14 – Diagnosis and Management of Adrenal Disorders

By the end of this Fellowship, the International Fellow is expected to investigate and manage disorders related to adrenal hormone excess or deficiency, including adrenal tumours and congenital conditions.

### OUTCOME 1

For the International Fellow to interpret adrenal function tests, both basal and dynamic.

### OUTCOME 2

For the International Fellow to manage congenital adrenal hyperplasia, Cushing's syndrome, Addison's disease, and adrenal crises.

### OUTCOME 3

For the International Fellow to evaluate and manage adrenal tumours including pheochromocytomas.

### OUTCOME 4

For the International Fellow to educate families about long-term adrenal management and emergency protocols.

## Training Goal 15 – Puberty and Reproductive Endocrinology

By the end of this Fellowship, the International Fellow is expected to investigate and manage disorders affecting pubertal development and reproductive endocrine health in children and adolescents.

### OUTCOME 1

For the International Fellow to assess and differentiate normal, delayed, and precocious puberty.

### OUTCOME 2

For the International Fellow to investigate and manage gonadal dysfunction, amenorrhoea, hirsutism, and PCOS.

### OUTCOME 3

For the International Fellow to support children and adolescents with intersex conditions and chromosomal anomalies (e.g. Turner's syndrome).

### OUTCOME 4

For the International Fellow to conduct sensitive and inclusive consultations with children and families.

## Training Goal 16 – Growth and Maturation Disorders

By the end of this Fellowship, the International Fellow is expected to accurately assess growth and maturation and manage disorders such as short stature, tall stature, and pubertal timing abnormalities.

### OUTCOME 1

For the International Fellow to measure and interpret growth parameters using standard tools.

### OUTCOME 2

For the International Fellow to investigate causes of abnormal growth and implement treatment (e.g., growth hormone therapy).

### OUTCOME 3

For the International Fellow to monitor pubertal progression and manage early or delayed puberty.

### OUTCOME 4

For the International Fellow to counsel families on genetic and benign causes of short stature.



## Training Goal 17 – Calcium, Bone Metabolism, and Parathyroid Disorders

By the end of this Fellowship, the International Fellow is expected to manage calcium metabolism and parathyroid disorders, and investigate and treat metabolic bone diseases in children and adolescents.

### OUTCOME 1

For the International Fellow to diagnose and manage hyper- and hypocalcaemia and vitamin D-related bone diseases.

### OUTCOME 2

For the International Fellow to interpret bone density assessments and relevant radiology.

### OUTCOME 3

For the International Fellow to provide perioperative care in parathyroid surgery.

### OUTCOME 4

For the International Fellow to educate families on vitamin D deficiency and long-term bone health.

## Training Goal 18 – Management of Neuro-Endocrine Tumours

By the end of this Fellowship, the International Fellow is expected to recognise and manage neuro-endocrine tumours, including their systemic and metabolic consequences.

### OUTCOME 1

For the International Fellow to identify clinical syndromes associated with neuro-endocrine tumours.

### OUTCOME 2

For the International Fellow to interpret hormone assays and localise tumour sites with appropriate investigations.

### OUTCOME 3

For the International Fellow to support surgical teams and manage pre- and postoperative care.

### OUTCOME 4

For the International Fellow to counsel families about genetic risks such as MEN syndromes.

## Training Goal 19 – Endocrinology in Systemic Disease and Malignancy

By the end of this Fellowship, the International Fellow is expected to recognise and manage endocrinological manifestations of systemic diseases and malignancies, and their treatments.

### OUTCOME 1

For the International Fellow to assess hormone-related tumour growth and systemic effects of malignancies.

### OUTCOME 2

For the International Fellow to manage endocrine complications arising from cancer treatments.

### OUTCOME 3

For the International Fellow to participate in multidisciplinary care of children and adolescents with cancer.

### OUTCOME 4

For the International Fellow to manage late endocrine effects in childhood cancer survivors.

## 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 **Paediatrics Study Days** and could be eligible to complete the **HST Taught Programme in Paediatrics**.

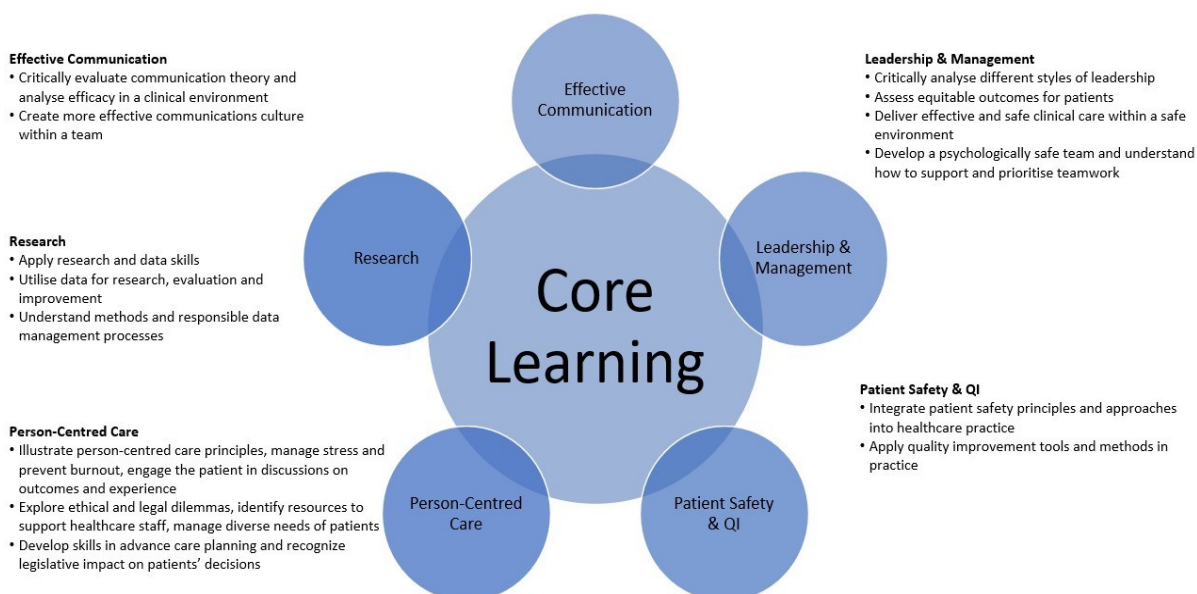
The RCPI Taught Programme consists of a series of modular elements. Content delivery is a combination of self-paced online material, live virtual tutorials, and in-person workshops, all accessible in one area on the RCPI's virtual learning environment (VLE), RCPI Brightspace.

The live virtual tutorials are delivered by Tutors related to Paediatrics 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	
<b>CBD   Case Based Discussion</b>	<p>This assessment is developed in three phases:</p> <ol style="list-style-type: none"> <li>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.</li> <li>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.</li> <li>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.</li> </ol>
<b>DOPS   Direct Observation of Procedural Skills</b>	<p>This assessment is specifically targeted at the evaluation of procedural skills involving patients in a single encounter.</p> <p>In the context of a DOPS, the Trainer evaluates the International Fellow while they are performing a procedure as a part of their clinical routine. This evaluation is assessed by completing a form with pre-set criteria, then followed by direct feedback.</p>
<b>MiniCEX   Mini Clinical Examination Exercise</b>	<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"> <li>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).</li> <li>2. The International Fellow is then expected to suggest a diagnosis and management plan for the patient based on the history/examination.</li> <li>3. The Trainer assesses the overall International Fellow's performance by using the structured ePortfolio form and provides constructive feedback.</li> </ol>
<b>Feedback Opportunity</b>	<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	
<b>QA   Quarterly Assessment</b>	<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>
<b>EOPA   End of Post Assessment</b>	<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>
<b>EOYE   End of Year Evaluation</b>	<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
<b>Training Plan</b>		
<b>Personal Goals Plan</b> (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
<b>Sample of Weekly Timetable</b> (per post)	Required	1 per post
<b>Training Activities</b>		
<b>Clinics</b>		
Diabetic clinic	Required	40 per year
Endocrine clinic	Required	40 per year
DSD clinic	Desirable	
Specialty bone clinic	Desirable	
Late Effects	Desirable	
Benign Haematology clinics (Neutropaenia)	Required	1 per programme
<b>Ward Rounds</b>	Required	40 per year
<b>Consultations</b>	Required	20 per year
<b>Emergency/Complicated Cases</b>	Required	1 per programme
<b>Procedures/Practical Skills</b>		
Supervising dynamic testing	Required	10 per programme
<b>Educational Activities</b>		
<b>In-house activities</b>		
Grand Rounds	Required	1 per month
Journal Club	Required	1 per month
MDT Meetings	Required	1 per month
<b>Teaching Attendance</b> (1 per month on average)		
RCPI Taught Programme	Required	1 Tutorial online every 3 months
Study Days	Required	6 per year
APLS Course	Required	1 per programme
NRP Course	Required	1 per programme
STABLE Course	Required	1 per programme
Childhood Development Disorders Course	Required	1 per programme
Informing families of their child's disability (online)	Required	1 per programme
<b>Delivery of Teaching</b>		
Lecture	Required	10 per year
Tutorial	Required	10 per year
Bedside Teaching	Required	10 per year
<b>Research</b>	Desirable	1 per programme
<b>Clinical Audit activities and reporting</b>	Required	1 per year

Experience Type	Required/ Desirable	Expected Frequency
<b>Publications</b>	Desirable	
<b>Presentations</b>	Desirable	
<b>National/International meetings</b>	Desirable	
<b>Additional Activities</b>	Desirable	
<b>Assessments and Evaluations</b>		
<b>Workplace-Based Assessments (WBAs)</b>		
Case Based Discussion	Required	2 per year
Mini-CEX	Required	2 per year
DOPS	Required	1 per programme
Feedback Opportunity (1 every 3 months)	Required	4 per year
<b>Mandatory Evaluations</b>		
Quarterly Assessment (1 every 3 months)	Required	4 per year
End of Year Evaluation	Required	1 per year