



**INSTITUTE OF
OBSTETRICIANS &
GYNAECOLOGISTS**

ROYAL COLLEGE OF
PHYSICIANS OF IRELAND

International Clinical Fellowship Programme in

REPRODUCTIVE MEDICINE

OUTCOME-BASED EDUCATION – OBE CURRICULUM



This ICFP curriculum in Reproductive Medicine was developed in 2025 by Dr Nikhil Purandare (Consultant Obstetrician, Gynaecologist and Fertility Subspecialist) and the RCPI Workplace 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 Reproductive Medicine

The aim of this ICFP is to provide the International Fellow with comprehensive, hands-on training in all aspects of fertility care. Fellows will gain expertise in the assessment and management of infertility, assisted reproductive technologies, reproductive endocrinology, and related surgical

procedures. The program emphasises evidence-based practice, ethical decision-making, and research, preparing fellows to deliver high-quality, patient-centred fertility care in diverse healthcare settings.

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.

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.

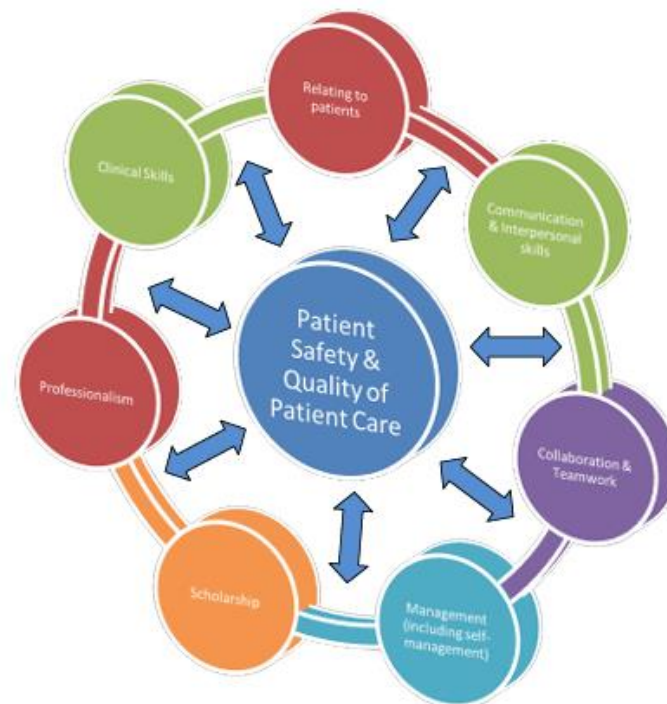
*The Medical Council has defined **eight domains of good professional practice**.*

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 Reproductive Medicine

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.

Assessment and Management of Fertility

Training Goal 2.

Process of Ovulation Induction/Ovarian Stimulation

Training Goal 3.

Andrology

Training Goal 4.

Art Treatments (IUI, IVF/ICSI, FET, OV, SSR)

Training Goal 5.

Creation of Modern Families

Training Goal 6.

Donor Treatments

Training Goal 7.

Reproductive Endocrinology

Training Goal 8.

Reproductive Surgery

Training Goal 9.

Research

Training Goal 1 – Assessment and Management of Fertility

By the end of this Fellowship, the International Fellow is expected to conduct comprehensive assessments and develop individualised management plans for patients experiencing fertility challenges.

OUTCOME 1 – PERFORM FERTILITY ASSESSMENTS

For the International Fellow to perform thorough fertility assessments, including history taking, physical examination, and diagnostic investigations..

OUTCOME 2 – INTERPRET DIAGNOSTIC FINDINGS

For the International Fellow to interpret diagnostic findings to identify underlying causes of infertility.

OUTCOME 3 – DEMONSTRATE AWARENESS OF ETHICAL AND LEGAL ASPECTS

For the International Fellow to formulate and initiate appropriate management strategies based on patient needs.

Training Goal 2 – Ovulation Induction/Ovarian Stimulation

By the end of this Fellowship, the International Fellow is expected to safely and effectively manage ovulation induction and ovarian stimulation protocols.

OUTCOME 1 – SELECT SUITABLE PHARMACOLOGIC AGENTS

For the International Fellow to select suitable pharmacologic agents for ovulation induction based on patient profiles.

OUTCOME 2 – MONITOR RESPONSE TO STIMULATION

For the International Fellow to monitor response to stimulation using hormonal and ultrasound markers.

OUTCOME 3 – ADJUST TREATMENT PROTOCOLS

For the International Fellow to adjust treatment protocols to optimise outcomes and minimise risks such as OHSS.

Training Goal 3 – Andrology

By the end of this Fellowship, the International Fellow is expected to evaluate and manage male factor infertility within the context of fertility care.

OUTCOME 1 – INTERPRET SEMEN ANALYSES & OTHER INVESTIGATIONS

For the International Fellow to interpret semen analyses and other relevant investigations.

OUTCOME 2 – COLLABORATE WITH ANDROLOGY SERVICES

For the International Fellow to collaborate with andrology services for further assessment and treatment planning.

OUTCOME 3 – COUNSEL COUPLES

For the International Fellow to counsel couples on the implications of male factor infertility.

Training Goal 4 – ART Treatments

By the end of this Fellowship, the International Fellow is expected to appropriately plan and coordinate assisted reproductive treatments across various modalities (IUI, IVF/ICSI, FET, OV, SSR).

OUTCOME 1 – DETERMINE PATIENT ELIGIBILITY

For the International Fellow to determine patient eligibility for different ART options.

OUTCOME 2 – EXPLAIN RISK/BENEFITS OF ART PROCEDURES

For the International Fellow to explain ART procedures and associated risks/benefits to patients.

OUTCOME 3 – OVERSEE TREATMENT CYCLES

For the International Fellow to oversee treatment cycles including timing, coordination with embryology labs, and patient follow-up.

Training Goal 5 – Creation of Modern Families

By the end of this Fellowship, the International Fellow is expected to support diverse family-building pathways with sensitivity to medical, legal, and ethical considerations.

OUTCOME 1 – PROVIDE INCLUSIVE CARE

For the International Fellow to provide inclusive care to patients from various family structures (e.g., LGBTQ+, single parents).

OUTCOME 2 – UNDERSTAND LEGAL FRAMEWORK

For the International Fellow to understand legal frameworks related to third-party reproduction.

OUTCOME 3 – ENGAGE IN ETHICAL DECISION-MAKING

For the International Fellow to engage in ethical decision-making regarding modern family creation.

Training Goal 6 – Donor Treatments

By the end of this Fellowship, the International Fellow is expected to manage fertility treatments involving donor gametes or embryos with a patient-centered and ethical approach.

OUTCOME 1 – ASSESS AND COUNSEL DONORS

For the International Fellow to assess and counsel candidates for donor treatment.

OUTCOME 2 – NAVIGATE GUIDELINES

For the International Fellow to navigate regulatory and ethical guidelines governing donor use.

OUTCOME 3 – COORDINATE TREATMENT

For the International Fellow to coordinate treatment with donor banks and relevant clinical services.

Training Goal 7 – Reproductive Endocrinology

By the end of this Fellowship, the International Fellow is expected to diagnose and manage reproductive endocrine disorders relevant to fertility.

OUTCOME 1 – INTERPRET HORMONAL PROFILES

For the International Fellow to interpret hormonal profiles in the context of fertility assessment.

OUTCOME 2 – RECOGNISE AND MANAGE CONDITIONS

For the International Fellow to recognise and manage conditions such as PCOS, thyroid dysfunction, and hyperprolactinemia.

OUTCOME 3 – UNDERSTAND THE IMPACT OF ENDOCRINE DISORDERS

For the International Fellow to understand the impact of endocrine disorders on fertility outcomes.

Training Goal 8 – Reproductive Surgery

By the end of this Fellowship, the International Fellow is expected to evaluate surgical indications and assist in procedures relevant to fertility care.

OUTCOME 1 – IDENTIFY PATIENTS

For the International Fellow to identify patients who may benefit from reproductive surgery.

OUTCOME 2 – UNDERSTAND PRINCIPLES OF FERTILITY-RELATED SURGERIES

For the International Fellow to understand the principles and techniques of common fertility-related surgeries.

OUTCOME 3 – PARTICIPATE IN PLANNING SURGERY & POST-CARE

For the International Fellow to participate in surgical planning and post-operative care.

Training Goal 9 – Research

By the end of this Fellowship, the International Fellow is expected to engage in clinical research activities that contribute to the field of fertility care.

OUTCOME 1 – CONTRIBUTE TO RESEARCH

For the International Fellow to design or contribute to fertility-related research projects.

OUTCOME 2 – ANALYSE AND INTERPRET DATA

For the International Fellow to analyse and interpret clinical data relevant to reproductive medicine.

OUTCOME 3 – PRESENT FINDINGS

For the International Fellow to present findings through publication or professional presentations.

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**.

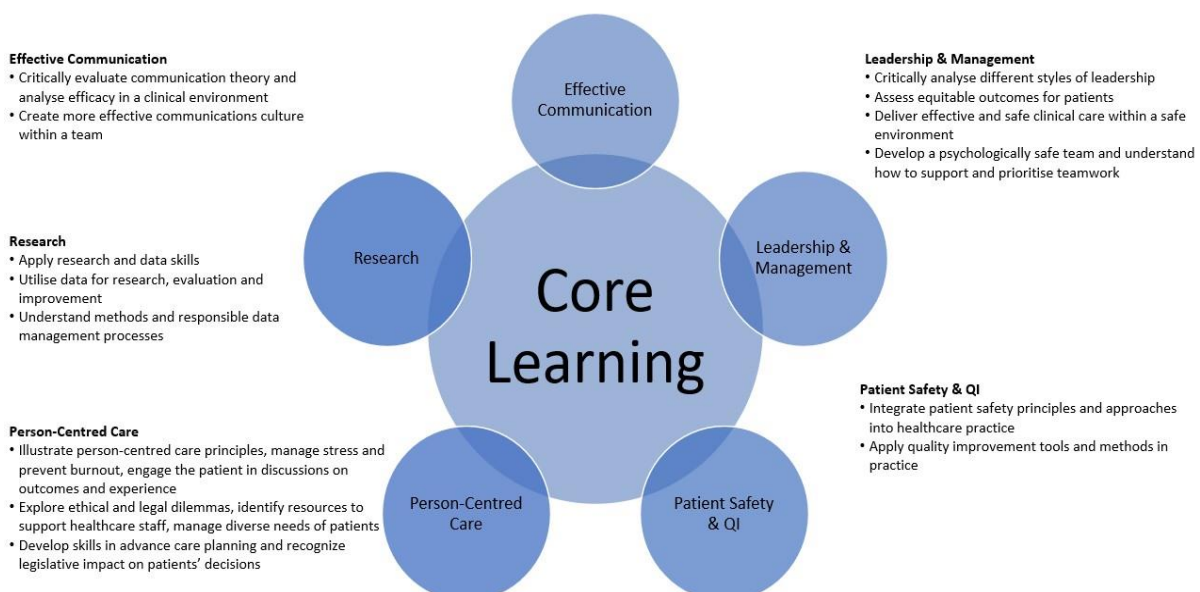
The RCPI Taught Programme consists of a series of modular elements. Content delivery is a combination of self-paced online material, live virtual tutorials, and in-person workshops, all accessible in one area on the RCPI's virtual learning environment (VLE), RCPI Brightspace.

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.
DOPS Direct Observation of Procedural Skills	<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>
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.
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>