



Comhairle na nDochtúirí Leighis
Medical Council



Report on the Inspection of Brophy Family Practice

2023



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About the Medical Council

The Medical Council's remit is patient safety, and the Medical Council is the regulatory body for doctors in Ireland. The Council is comprised of 25 members (13 non-medical and 12 medical members). The Council maintains the Register of Medical Practitioners - the Register of all doctors who are legally permitted to carry out medical work in Ireland.

The Medical Council has a statutory role in protecting the public by promoting the highest professional standards amongst doctors practising in the Republic of Ireland. The Council sets the standards for medical education and training in Ireland. It oversees lifelong learning and skills development throughout doctors' professional careers through its professional competence requirements. It is charged with promoting good medical practice. The Medical Council is also where the public may make a complaint against a doctor.

Context for Intern Inspections

As part of the Medical Council's regulatory and quality assurance role, the Council sets and monitors adherence to standards for education and training as set out in Medical Practitioners Act 2007.

For Intern clinic training sites, the standards for education and training are set out in the [Standards for Training and Experience Required for the Granting of a Certificate of Experience to an Intern](#). These standards have been drawn up in fulfilment of the Medical Council's responsibilities under Part 10 of the Medical Practitioners Act 2007, to specify and publish in the prescribed manner, the standards for training and experience for interns which is required for the granting of a certificate of experience (section 88 (3) (d)).

The Council monitors compliance and adherence to these standards via site inspections and monitoring processes.





INSPECTION REPORT – BROPHY FAMILY PRACTICE

Date of Inspection: 7th September 2023

Location: Brophy Family Practice, 213 Navan Road, Cabra, Ashtown, Co. Dublin, D07 XN34.

Inspection Team Details

Assessor Team: Prof Mary O’Sullivan (Chair)
Prof John Jenkins

Executive support: Ms Denise Carroll - Head of Quality Assurance
Ms Sarah Jane Bowen - Inspections Manager

Inspection considerations and decision-making process:

The assessor team took into account all documentation submitted by Brophy Family Practice, the self-evaluation form and supporting documentation received prior to the visit; and the information and explanations provided by the supervisors and trainers at each site and the information provided by the Intern interviewed on site, when assessing the clinical training site’s compliance with Medical Council Standards for Training and Experience Required for the Granting of a Certificate of Experience to an Intern.

A level of compliance will be applied to each standard based on documentation reviewed as mentioned above, information gathered from interviews and the facilities walk. The varying levels of compliance that can be allocated to each standard are highlighted below.

Recommendation and Commendations can be offered based on the compliance rating and any general observations by the Team following the inspection visit.

Level of Compliance for each Standard can be rated as:

Non- compliance (NC)



Partial compliance (PC)



Full compliance (FC)





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Standard 1: Rotations

Which category of interns did you meet?

Surgery in general	☐	Medicine in general	☐	Emergency Medicine	☐
General Practice	☒	Obstetrics & Gynaecology	☐	Paediatrics	☐
Anaesthesia	☐	Radiology	☐	Psychiatry	☐

Duration of Rotation: 3 months

Criteria	FC/ PC /NC
1. Training and experience must comply with the Medical Council's policy on length of internship and approved rotations; that is, a minimum of a total of twelve months, which should normally be consecutive, of which at least three months must be spent in Medicine in general and at least three months in Surgery in general.	FC
2. As part of this twelve-month period, an intern may also be employed for not less than two months and not more than four months in the following specialties: Emergency Medicine; General Practice; Obstetrics and Gynaecology; Paediatrics; Psychiatry; Anaesthesia (to include perioperative medicine) and Radiology.	FC
Assessor Comments Brophy Family Practice was found to be fully compliant in all areas relating to Standard 1 – Rotations. 1. The visiting assessor team noted that the current Intern's GP rotation was for 3 months at Brophy Family Practice. The remaining Interns to follow are also for 3-month placements at Brophy Family Practice. 2. The Intern rotation falls within the General Practice speciality. Recommendations - Based on full compliance, there are no recommendations for Brophy Family Practice on Standard 1. Commendations - There are no commendations for this standard.	



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Standard 2: Accreditation

Criteria	FC/ PC /NC
1. The training site must be affiliated with a Medical School and/or a PGTB/network and/ or health system which is accredited by the relevant regulator. The responsible body for organising, coordinating, managing, and assessing the training setting and the training process on the site must be clearly identified.	FC
Assessor Comments Brophy Family Practice was found to be fully compliant in all areas relating to Standard 2 – Accreditation. Brophy Family Practice is associated with University College Dublin, Dublin Mid-Leinster Intern Network. Recommendations - Based on full compliance, there are no recommendations for Brophy Family Practice on Standard 2. Commendations - There are no commendations for this standard.	

Standard 3: Content of Training

Criteria	FC/ PC /NC
1. Practice – based training involving the intern’s personal participation, at an appropriate level, in the service and responsibilities of patient-care activity, in the training institution.	FC
2. Personal participation at a level (not acting “above grade”) appropriate to an intern’s growing competence (including not being asked to undertake clinical activities above their level of competence)	FC
3. Regular opportunities for the intern to exercise responsibility and clinical decision-making appropriate to their growing competency, skills, knowledge and experience.	FC
4. Regular opportunities to work as an integral part of a team with a variety of disciplinary backgrounds.	FC
5. Regular, pre-arranged/ scheduled formal education and training sessions.	FC
6. Evidence that the content of training and syllabus / curriculum is consistent with the eight domains of good professional practice as adopted by the Medical Council.	FC
7. Does this site provide training delivered in an integrated manner to include theoretical learning and practical training during service delivery?	FC
Assessor Comments: Brophy Family Practice was found to be fully compliant in all areas relating to Standard 3 – Content of Training. 1. Following conversations with both the intern and his supervisor it was clear that personal participation was at the appropriate level, in terms of service and responsibilities of patient-care	



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activity. The Intern felt well supported from the start of his rotation to his current position. They were welcomed into the practice and given support throughout.

2. The intern at this site advised they act at a grade appropriate to their growing competence. Should they feel that a patient requires attention above their competence, they feel they can flag this with one of the other GPs at the practice.
3. The intern advised the assessor team that they feel they are progressing and is now doing referrals without needing to flag this with another GP.
4. The intern on-site advised that they shadow the doctors at the practice and has frequent interactions with the GP Registrar. The intern also interacts with the practice nurse and Front of House staff.
5. The intern and supervisor stated that there are regular education and training sessions with protected teaching and study time at the Mater Misericordiae University Hospital for teaching on Thursday afternoons and Friday lunchtime. There is invaluable daily informal learning also occurring due to the nature of the supervisory relationship in place for the intern.
6. The intern referenced the content of training being in line with the Eight Domains of Good Professional Practice.
7. The supervisor on-site has case-based discussions with the intern, and the intern receives individual teaching from the supervisor. The intern also has autonomy in deciding on what is discussed during tutorials with the supervisor.

Recommendations

- Based on full compliance, there are no recommendations for Brophy Family Practice on Standard 3.

Commendations

- There are no commendations for this standard.

Standard 4: Supervision

Criteria	FC/ PC /NC
1. There must be effective overarching supervision of the intern's training and clinical practice by an identified clinician(s) of appropriately senior level, normally a specialist doctor who is recognised as a specialist by the relevant regulatory authority of the host country.	FC
Assessor Comments: Brophy Family Practice was found to be fully compliant in all areas relating to Standard 4 – Supervision. 1. It was felt that the intern at Brophy Family Practice is adequately supervised, with overarching supervision from the supervisor on-site, as well as day-to-day supervision from other doctors at the practice. It was also noted that patient management and treatment plans are signed off by the supervisor.	
Recommendations ▪ Based on full compliance, there are no recommendations for Brophy Family Practice on Standard 4.	



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Commendations

- There are no commendations for this standard.

Standard 5: Assessment

Criteria	FC/ PC /NC
1. There must be evidence of regular and constructive feedback and assessment by the supervisor/trainer who has knowledge of the intern's development and performance and can verify their satisfactory progress.	FC
2. The supervisor/trainer must meet any requirements set by the Medical Council regarding the policy and process of final assessment and sign-off.	FC
Assessor Comments: Brophy Family Practice was found to be fully compliant in all areas relating to Standard 5 – Assessment. 1. It was felt that the intern at Brophy Family Practice is adequately assessed, with regular and constructive feedback and assessment from the supervisor. 2. The supervisor is aware that there is a formal sign-off process, and this is to be provided by the Intern Network Co-ordinator. Recommendations - Based on full compliance, there are no recommendations for Brophy Family Practice on Standard 5. Commendations - There are no commendations for this standard.	

Standard 6: Professionalism

Criteria	FC/PC/NC
1. The training environment must emphasise professionalism and the development and maintenance of the relevant knowledge, skills, attitude, and behaviour, including communication skills, integrity, compassion, honesty, adherence to professional codes, respect for patients and their families, colleagues, and self-care.	FC
2. The intern must be aware of, and comply with, the Medical Council's "Guide to Professional Conduct and Ethics for Registered Medical Practitioners", and the training should support these ethical standards.	FC
Assessor Comments: Brophy Family Practice was found to be fully compliant in all areas relating to Standard 6 – Professionalism. 1. The supervisor on-site at Brophy Family Practice advised that tutorials around Professionalism happen organically and this is not formalised. The supervisor advised that he would appreciate a	



case-based booklet describing relevant examples of the application of the Medical Council's Guide , in practice.

2. The assessor team welcomes the suggestion by the supervisor at Brophy Family Practice on need for a short handbook for both themselves and the interns which describes Professionalism in practice.

Recommendations

- Based on full compliance, there are no recommendations for Brophy Family Practice on Standard 6.

Commendations

- There are no commendations for this standard.

Standard 7: Resources for Interns

Criteria	FC/PC/NC
1. Access to a sufficient number of patients and case mix so as to provide exposure to a broad range of clinical cases appropriate to the rotation.	FC
2. Space and opportunity for private study and access to a library with adequate and up to date books and journals, including on-line access to standard library databases for journal access and literature searches.	FC
3. The number of interns on a site should be appropriate to the resources of that site, including its staffing at all levels while at the same time having due regard for patient care and comfort.	FC
4. The training site must emphasise the primacy of patient safety, and interns must be encouraged to raise concerns about ethical issues, should they arise, with their mentor, clinical supervisor and/or the hospital authorities. The intern must have access to appropriate advice and counselling should it be required.	FC

Assessor Comments:

Brophy Family Practice was found to be fully compliant in all areas relating to Standard 7 – Resources for Interns.

1. The intern has a sufficient case-mix and is assigned patients from the team at Front of House. The intern also undertook a house call with the supervisor.
2. The intern has appropriate space and opportunity for private study.
3. There was one intern on-site at the time of the inspection, and the remaining rotations will also see one intern per rotation. There is an appropriate level of resources for the site to provide safe patient care.
4. The intern was aware of whom to reach out to for any cause for concern, in the first instance it would be his supervisor, or another member of staff at the practice.



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The assessor team encourage the supervisor to welcome the intern on their visits to the school for deaf children. This would be valuable to the intern in terms of their exposure to a broad range of clinical cases appropriate to the rotation.

Recommendations

- Based on full compliance, there are no recommendations for Brophy Family Practice on Standard 7.

Commendations

- The assessor team would like to commend all staff at Brophy Family Practice for the positive ethos in the practice, and their commitment to working as a team, specifically with the intern. It was clearly evident and encouraging to see such a welcoming and nice learning environment and experience for the intern.

SUMMARY OF FINDINGS FOLLOWING DOCUMENTATION AND THE INSPECTION VISIT.

General observations:

At Brophy Family Practice, there are 2 doctors; 1 GP trainee; 1 Intern, 1 locum and 1 nurse on-site. The practice facility is split across 2 levels, with rooms for each doctor and a nurse's room. The practice manager also has a private office. There is an accessible bathroom on the ground floor and a staff bathroom in the upper floor. The programme manager for the Intern Network was on-site during the inspection and was available to answer questions for the assessor team.

To note, the intern on-site advised they had issues accessing their payslip when they were not on the UCD campus and inaccuracies with the amount paid on a regular basis. The intern also mentioned this is a frustration amongst the wider cohort of interns and would like to see it resolved. This was brought to the attention of the UCD Programme Manager, as it is not a matter under the control of the practice or the Irish Medical Council.

Recommendations:

Based on full compliance with all standards, there are no recommendations.

Commendations:

Standard 7: Resources for interns:

- The assessor team would like to commend all staff at Brophy Family Practice for the positive ethos in the practice, and their commitment to working as a team, specifically with the intern. It was clearly evident and encouraging to see such a welcoming and nice learning environment and experience for the intern.



DECLARATION

The Clinical Site at Brophy Family Practice on 7th September 2023 for the purposes of:

- Satisfying the Council that Brophy Family Practice setting meets acceptable intern training standards. (49 (3)(b)) MPA 2007
- Monitoring adherence to guidelines on medical education and training for interns and standards for training and experience required for the granting of a certificate of experience. (88(3)(e)) MPA 2007

It is recommended that Brophy Family Practice, 213 Navan Road, Cabra, Ashtown, Co. Dublin, D07 XN34

Be approved by the Council as the site:

- Is compliant with the standards for training and experience required for the granting of a certificate of experience to an Intern.
 - Adheres to the relevant Guidelines on Medical Education and Training for Interns
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