



Comhairle na nDochtúirí Leighis
Medical Council



Report on the Inspection of Imokilly Medical Centre

September 2023.



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Medical Council



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 – IMOKILLY MEDICAL CENTRE

Date of Inspection: 21st of August 2023.

Location: Imokilly Medical Centre, Unit 3, Distillery Lane, Midleton, Co Cork.

Assessment

Assessor team: Mr Graham Knowles
Dr Andrew Gilliland.

Executive support: Ms Denise Carroll (Head of Quality Assurance)
Ms Sarah Jane Bowen (Quality Assurance Manager – Inspections)
Ms Aoise O'Reilly (Quality Assurance Manager – Undergraduate)

Inspection Considerations and Decision-Making Process

The inspection findings and report directly align to the Standards for Training and Experience required for granting a Certificate of Experience to an Intern. The Team took into account documentation (the self-evaluation form and supporting documentation) submitted by Imokilly Medical Centre prior to the visit; insight provided by the supervisors/trainers and the Intern who were interviewed on site; and facilities walk through.

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



Standard 1: Rotations

Which category of interns did you meet?

Surgery in general

☐

Medicine in general

☐

Emergency

☐

General Practice

☒

Obstetrics &
Gynaecology

☐

Paediatrics

☐

Anaesthesia

☐

Radiology

☐

Psychiatry

☐



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 Imokilly Medical Centre was found to be fully compliant in all areas relating to Standard 1 – Rotations. 1. The visiting assessor team noted that the current Interns GP rotation was for 3 months at Imokilly Medical Centre. The remaining Interns to have placements at this practice were also for a 3-month period. 2. The Intern rotation falls within the General Practice speciality. Recommendations - There are no recommendations for this standard. Commendations - There are no commendations for this standard.	

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 Imokilly Medical Centre was found to be fully compliant in all areas relating to Standard 2 – Accreditation. The Medical School associated with Imokilly Medical Centre is University College Cork. The Intern Network associated with Imokilly Medical Centre is the South Intern Network. Recommendations - There are no recommendations for this standard. 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 interns 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.	PC
7. Does this site provide training delivered in an integrated manner to include theoretical learning and practical training during service delivery?	FC

Assessor Comments:

Imokilly Medical Centre was found to be fully compliant in most areas relating to Standard 3 – Content of Training.

1. The Intern is now in a position to see patients alone but always feels they can ask the supervisor and other doctors at the practice should they need some support.
2. The Intern does not feel they are asked to act above their grade, nor below their grade. The Intern feels supported and can ask for help if needed.
3. The Intern can see patients alone but will discuss the management plan with the supervisor.
4. The Intern spends time with the doctors at the practice, but also with the nurses and sits in on some of their consultations with patients.
5. The Intern has protected time on Tuesday evenings for 1-2-1 teaching with the supervisor on-site. The Intern is also undertaking an audit and has time on Mondays for this. There are both structured and unstructured teaching sessions taking place at the site.
6. It was noted there was no evidence of a formal curriculum nor syllabus provided to the Intern supervisors. Better collaboration between the Intern Network Co-Ordinators and the supervisors would be welcomed.
7. The Intern shadows the doctors and nurses, and also avails of both formal and informal learning and teaching opportunities whilst on-site.

Recommendations

It was noted there was no evidence of a formal curriculum nor syllabus provided to the Intern Trainers. This does primarily lie outside the Medical Centres control. It is however recommended that better collaboration between the Intern Network Co-ordinator and the Trainers is facilitated by both parties. The Assessors will be writing separately to the Medical Council in this regard, but encourage ongoing communication on any areas of uncertainty to ensure future full compliance.

Commendations

- There are no commendations for this standard.



Standard 4: Supervision

Criteria	FC/ PC /NC
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: Imokilly Medical Centre was found to be fully compliant with Standard 4 – Supervision It was felt that the Intern at Imokilly Medical Centre is adequately supervised, with overarching supervision from the supervisor, as well as day-to-day supervision from other doctors at the practice. The Intern currently rotates between two doctors and a nurse. Currently, the intern has supervision and shadowing sessions, as well as independent work. All patient case load and treatment management plans are signed off by the Intern supervisor. Recommendations - Based on full compliance, there are no recommendations for Imokilly Medical Centre on Standard 4. 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.	PC
Assessor Comments: Imokilly Medical Centre was found to be partially compliant with Standard 5 – Assessment. Upon speaking with the supervisor at this site, it is evident that no final sign-off process has been provided, nor has there been a discussion with the intern network around this. The supervisor on-site would welcome this. Recommendations - It was noted that no official final sign-off process was given to the supervisor. It is recommended that Imokilly Medical Centre contact the South Intern Network Coordinator for guidance as a matter of urgency. The quality of feedback at regular intervals is noted as a positive and valuable insight for the Interns development and progression throughout their rotation. 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,	FC



including communication skills, integrity, compassion, honesty, adherence to professional codes, respect for patients and their families, colleagues and self-care	
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: Imokilly Medical Centre was found to be fully compliant with Standard 6 – Professionalism. 1. The training environment emphasises professionalism and ethical issues are dealt with on a case-by-case basis. 2. The Intern is aware of the Medical Council's "Guide to Professional Conduct and Ethics for Registered Medical Practitioners", and the training supports these ethical standards. Recommendations ▪ Based on full compliance, there are no recommendations for Imokilly Medical Centre 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: Imokilly Medical Centre was found to be fully compliant with Standard 7 – Resources for Interns. 1. The Intern on-site has a broad range of clinical exposure via doctor and nurse shadowing. A doctor who specialises in Obstetrics and Gynaecology is on leave but due back in the short-term. It was felt that the Intern has sufficient access to patient and case mix. On an average day, it was reported that the Intern would see between 10-12 patients; with double the time allocated for sessions with patients (30 minutes), which is appropriate at Intern level. 2. The Intern has their own space and consulting room for patient and self-study. Access to the library is via the supervisor's consulting room. Online access to the internet and intranet is available to the Intern. A timetable for the Intern's work schedule was provided by the site, with clear, set, educational tutorials on Tuesday afternoons. The practice is closed on Wednesday afternoons. 3. There was only 1 Intern on site at the time of inspection, and the remaining rotations will also see only 1 Intern per rotation. There was an appropriate level of resources for the site to provide good patient care and comfort. 4. The Intern was advised to escalate any cause for concern or ethical concerns to the supervisor.	



Recommendations

- Based on full compliance, there are no recommendations for Imokilly Medical Centre on Standard 7.

Commendations:

- The team would like to commend Imokilly Medical Centre for the development of website for Intern resources. The website is available to all Interns, not just those at Imokilly and is a guide for both GPs and Interns in Ireland. The Intern can use this website to look up resources as well as educational links and it can be found at www.GPintern.com

SUMMARY OF FINDINGS FOLLOWING DOCUMENTATION AND THE INSPECTION VISIT.

General observations:

The facilities at Imokilly Medical Centre were observed to be meet an appropriate standard, with excellent resources for patients and a clear patient-centred approach. By way of illustration, it was noted that the bathroom contained the following supplies: pregnancy tests; sanitary products; breast pads; pregnancy pads; nappies; baby wipes; sample pots etc.

There are 3 doctor treatment rooms, and a large nurse's room. An accessible bathroom was also on the ground floor. There is good storage for secured medication, with an accompanying logbook. There is also space for additional supplies and an emergency trolley that was well labelled in the hall. The entrance and waiting room were large, bright and comfortable.

It was evident however that there was a lack of formal infrastructure and support for supervisors whereby guidance in delivering training and assessment for Interns had not been provided centrally. It was noted there was no evidence of a formal curriculum nor syllabus provided to the Intern supervisors. Better collaboration between the Intern Network Co-ordinators and the supervisors would be welcomed. The Assessors will be writing separately to the Medical Council in this regard, but encourage ongoing communication on any areas of uncertainty to ensure future full compliance.

It was clear that in Imokilly Medical Centre there was an experienced supervisor, with vast experience training medical students and GP trainees.

The assessors also noted that the Intern advised that they are nervous about beginning their next rotation, which is hospital-based. The assessors feel it would be of benefit to the Intern to have some time shadowing the Intern who is currently in position in their next rotation.

Overall, the visiting Assessor team were impressed by the commitment and dedication shown by staff at Imokilly Medical Centre.

Recommendations:

Standard 3- Content of Training

It was noted there was no evidence of a formal curriculum nor syllabus provided to the Intern Trainers. This does primarily lie outside the medical practice's control. It is however recommended that better collaboration between the Intern Network Co-ordinator and the Trainers is facilitated by both parties. The Assessors will be writing separately to the Medical Council in this regard but encourage ongoing communication on any areas of uncertainty to ensure future full compliance.

Standard 5- Assessment

It was noted that no official final sign-off process was given to the supervisor. It is recommended that Imokilly Medical Centre contact the South Intern Network Coordinator for guidance as a matter of



urgency. The quality of feedback at regular intervals is noted as a positive and valuable insight for the Interns development and progression throughout their rotation.

Commendations:

Standard 7: Resources for Interns

The team would like to make the following commendations for Imokilly Medical Centre

- The team would like to commend Imokilly Medical Centre for the development of a website for Intern resources. The website is available to all Interns, not just those at Imokilly and is a guide for both GPs and Interns in Ireland. The Intern can use this website to look up resources as well as educational links and it can be found at www.GPintern.com

Declaration

The Clinical Site at Imokilly Medical Centre, Unit 3, Distillery Lane, Midleton, Co Cork was inspected on 21st August 2023 for the purposes of:

- Satisfying the Council that the Imokilly Medical Centre 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 Imokilly Medical Centre, Unit 3, Distillery Lane, Midleton, Co Cork be approved by the Council as the site:

- Is 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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