

ACCREDITATION REPORT

Aster Dubai, UAE

28 09 2021

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ACCREDITATION ASSESSMENT

Education Provider Accreditation Visit Report

Purpose

Please note: this report is about the postgraduate medical education and training of doctors and not about the level of service provided.

Purpose of visit

- To improve the quality of education and training
- To ensure that agreed accreditation standards for the delivery of postgraduate physician education are being met
- To identify good practice

Section 1 – Accreditation assessment

Date of last visit: 20th August 2019

Current Accreditation status: Provisional Accreditation

Visit Details	
Education Provider/Country	Aster DM Healthcare/Dubai, UAE
Date of visit	28 th September 2021
Training Programme visited	Internal Medicine Training - Stage 1
Number of trainees from each specialty / CMT who attended the visit	4 of 9 currently involved in programme.
Length of Training Programme	3 years

Visiting Team		
Position	Name	Email Address
<Redacted>	<Redacted>	<Redacted>
<Redacted>	<Redacted>	<Redacted>
<Redacted>	<Redacted>	<Redacted>

People to whom the visit report is to be sent	
<Redacted>	<Redacted>
Information and Reports received prior to the visit	Received
Self-assessment against agreed accreditation standards	Yes – 9 th September 2021
Anti-microbial Policy	N/A

Current Trainee Numbers

Programme year	IMY1	IMY2
2021	4	5

Section 2 – Follow up from previous Accreditation Assessment visit

	Mandatory Requirement	Actions/Evidence Required	Follow Up
1	The full use of ACAT and End of Placement reports to support trainee progression through the curriculum.	Evidential next year through future ARCPs.	Requirement clearly met but ongoing developmental support needed.
2	Develop a plan to deliver all aspects of the new IMT Stage 1 Curriculum. Including Geriatrics, Palliative Medicine and the role of the Medical Registrar.	Evidence provided at next accreditation visit.	In progress. Some parts in place but further work to be done; possibly with government hospital.
3	Full externality at the next ARCP panel.	Evidential next year through future ARCPs.	Requirement met/closed.

	Recommendation	Follow Up
1	A top up educational induction focusing on issues such as use of reflection and PDP development would be advised in the first 4 to 8 weeks	Ongoing work recommended – Plan needed for ongoing training of supervisors and review of individual supervisor reports.
2	All trainees saw benefit in having opportunity to spend more time in hospital to learn from continuity of patient care. Exploring of more flexible working patterns would be useful.	Some progress with appointment of full time trainees, but continued work on increasing trainee responsibility may be needed.
3	Explore further the differences between Audit and Quality Improvement and the requirement in the new curriculum for quality improvement, not audit.	Good progress made.
4	Ongoing succession planning and training of new Supervisors must become routine. Systems could to be developed to generate feedback on trainer performance.	Progress being made for new supervisors and succession planning. Continuing development and embedding for existing supervisors remains a need.

5	Consider the evolution of the governance of education within the organization as this programme and other programmes develop.	Good progress being made.
6	Consider whether Aster Dubai wishes to become a PACES delivery partner.	Pleased to see progress.

Background Information to Support Accreditation on This Visit

1. Attendance at 2021 ARCP

Section 3 – Themed Assessments

Findings against the current UK GMC Standards for Postgraduate Training – where relevant to local education Provider (Appendix A)

Reference: GMC Promoting excellence: standards for medical education and training

Theme 1: Learning environment and culture

This theme supports doctors in training to learn by recognising that their potential to develop the appropriate professional values, knowledge, skills and behaviours is influenced by the learning environment and culture in which they are educated and trained.

Training and education should take place in an environment where patients are safe, the care and experience of patients is good, and education and training are valued.

Leadership at the most senior levels (whether in hospitals where care is provided or in education and training organisations) will determine the culture of an organisation and how well it promotes patient safety and values learning.

Standards

S1.1 The learning environment is safe for patients and supportive for learners and educators.

S1.2 The culture is caring, compassionate and provides a good standard of care and experience for patients, carers and families.

R1.1 Organisations must demonstrate a culture that allows learners and educators to raise concerns about patient safety, and the standard of care or of education and training, openly and safely without fear of adverse consequences.

ACHIEVED.

R1.2 Organisations must demonstrate a learning environment and culture that supports learners to be open and honest with patients when things go wrong – and help them to develop the skills to communicate with tact, sensitivity and empathy.

ACHIEVED.

R1.3 Organisations must demonstrate a culture that both seeks and responds to feedback from learners and educators on compliance with standards of patient safety and care, and on education and training.

ACHIEVED.

R1.4 Organisations must make sure that learners have an appropriate level of clinical supervision at all times by an experienced and competent supervisor, who can advise or attend as needed. The level of supervision must fit the individual learner's competence, confidence and experience. The support and clinical supervision must be clearly outlined to the learner and the supervisor.

ACHIEVED.

R1.5 Learners' responsibilities for patient care must be appropriate for their stage of education and training. Supervisors must determine a learner's level of competence, confidence and experience and provide an appropriately graded level of clinical supervision.

ACHIEVED.

R1.6 Doctors in training must take consent only for procedures appropriate for their level of competence. Supervisors must assure themselves that a learner understands any proposed intervention for which they will take consent, its risks and alternative treatment options.

ACHIEVED.

R1.7 Organisations must design rotas to:

a). make sure doctors in training have appropriate clinical supervision.

ACHIEVED.

b). support doctors in training to develop the professional values, knowledge, skills and behaviours required of all doctors.

ACHIEVED.

c). provide learning opportunities that allow doctors in training to meet the requirements of their curriculum and training programme.

ACHIEVED.

d). give doctors in training access to educational supervisors.

ACHIEVED.

e). minimise the adverse effects of fatigue and workload.

ACHIEVED.

R1.8 Handover of care¹ must be organised and scheduled to provide continuity of care for patients and maximise the learning opportunities for doctors in training in clinical practice.

ACHIEVED.

R1.9 Organisations must make sure that work undertaken by doctors in training provides learning opportunities and feedback on performance, and gives an appropriate breadth of clinical experience.

ACHIEVED.

¹ Handover at start and end of periods of day or night duties every day of the week.

R1.10 Organisations must support every learner to be an effective member of the multi-professional team by promoting a culture of learning and collaboration between specialties and professions.

ACHIEVED.

R1.11 Organisations must make sure that assessment is valued and that learners and educators are given adequate time and resources to complete the assessments required by the curriculum.

ACHIEVED.

R1.12 Organisations must have the capacity, resources and facilities (including IT systems to access online learning support and assessments) to deliver safe and relevant learning opportunities, clinical supervision and practical experiences for learners required by their curriculum or training programme and to provide the required educational supervision and support.

ACHIEVED.

Theme 2: Educational governance and leadership

This theme aims to ensure that organisations responsible for medical education and training have effective systems of governance in place to manage and control quality.

These systems should provide oversight of learners, treat them fairly, manage their progression and share outcomes of governance systems to make sure that learners have the professional knowledge and skills needed to treat and care for patients.

Standards

S2.1 The educational governance system continuously improves the quality and outcomes of education and training and can demonstrate progress through measurement.

S2.2 The educational governance system makes sure that education and training is fair to all learners.

R2.1 Organisations that are responsible for educational governance must have effective, transparent and clearly understood governance systems and processes to manage or control the quality of medical education and training.

ACHIEVED.

R2.2 Organisations must clearly demonstrate accountability for educational governance in the organisation at board level or equivalent. The governing body must be able to show they are meeting the standards for the quality of medical education and training within their organisation and responding appropriately to concerns.

ACHIEVED.

R2.3 Organisations must regularly evaluate and review the curricula and assessment frameworks, education and training programmes and placements they are responsible for to make sure standards are being met and to improve the quality of education and training.

ACHIEVED.

R2.4 Organisations must evaluate information about learners' performance, progression and outcomes – such as the results of exams and assessments – to demonstrate fairness

ACHIEVED.

R2.5 Organisations must have systems and processes to make sure learners have appropriate supervision. Educational and clinical governance must be integrated so that learners do not pose a safety risk, and education and training takes place in a safe environment and culture.

ACHIEVED.

R2.6 Organisations must have systems to manage learners' progression, with input from a range of suitably trained individuals, to inform decisions about their progression.

ACHIEVED.

R2.7 Organisations must make sure that each doctor in training has access to a named educational supervisor who is responsible for the overall supervision and management of a doctor's educational progress during a placement or a series of placements. The educational supervisor regularly meets with the doctor in training to help plan their training, review progress and achieve agreed learning outcomes.

ACHIEVED.

Theme 3: Supporting learners

This theme aims to ensure that learners receive appropriate educational and pastoral support to be able to demonstrate what is expected of them and achieve the learning outcomes required by their curriculum.

It acknowledges that learners are responsible for their own development and for achieving the outcomes required by their curriculum. This requires them to take part in structured support opportunities. Learners are also expected to make patient care their first concern and not to compromise safety or care of patients through their performance, health or conduct. Learners have a duty to follow the guidance provided by their training providers and to understand the consequences if they fail to do so.

Standards

S3.1 Learners receive the appropriate educational and pastoral support to be able to demonstrate what is expected of them and to achieve the learning outcomes required by their curriculum.

R3.1 Learners must be supported to meet the professional standards and any other standards and guidance required of them to uphold the values and standing of the medical profession. Learners must have a clear way to raise ethical concerns.

ACHIEVED.

R3.2 Learners must be encouraged to take responsibility for looking after their own health and wellbeing.

ACHIEVED.

R3.3 Learners must not be subjected to, or subject others to, behaviour that undermines their professional confidence, performance or self-esteem.

ACHIEVED.

R3.4 Organisations must treat learners fairly and provide them with equal opportunity to learn.

ACHIEVED.

R3.5 Learners must receive timely and accurate information about their curriculum, assessment and clinical placements.

ACHIEVED. However, information about inductions and PDPs could be better demonstrated in the ePortfolio.

R3.6 Doctors in training must have information about academic opportunities in their programme or specialty.

NOT TESTED.

R3.7 Learners must receive - and be encouraged to act on - regular, constructive and meaningful feedback on their performance, development and progress at appropriate points in their medical course or training programme.

ACHIEVED.

R3.8 Learners whose progress, performance, health or conduct gives rise to concerns must be supported where reasonable to overcome these concerns and, if needed, given advice on alternative career options.

ACHIEVED.

R3.9 Learners must not progress if they fail to meet the required learning outcomes for graduates or approved postgraduate curricula.

ACHIEVED.

Theme 4: Supporting educators

This theme aims to ensure that educators are appropriately trained for their role and receive sufficient support from educational institutions to be able to promote and enable effective learning.

Standards

S4.1 Educators are selected, inducted, trained and appraised to appropriately reflect their education and training responsibilities.

S4.2 Educators receive sufficient support, resources and time to meet their education and training responsibilities.

R4.1 Educators must be selected against suitable criteria and receive an appropriate induction to their role.

PARTIALLY ACHIEVED. We would like to see continued development of the current collaborative proposals to induct new educational supervisors into the totality of the role.

R4.2 Educators should be appropriately trained for their role and be regularly appraised against their educational responsibilities.

PARTIALLY ACHIEVED. Systems have been developed to generate feedback on trainer performance. There is still a need for ongoing PDP for all supervisors e.g. On reflection and improvement of supervisor reports.

R4.3 Organisations should support educators to deal effectively with concerns or difficulties that arise whilst carrying out their educational responsibilities.

ACHIEVED.

Theme 5: Developing and implementing curricula and assessments

This theme aims to ensure that any developments to curricula and assessments meet the standards required at a postgraduate level.

Assessments also need to be delivered according to postgraduate standards.

Standards

S5.1 Curricula and assessments are developed and implemented so that doctors in training can demonstrate the required learning outcomes at a postgraduate level.

R5.1 Postgraduate training programmes must give doctors in training:

a). training posts that deliver the curriculum and assessment requirements set out in the approved curriculum.

ACHIEVED. However, ongoing work will need to be done particularly around year 3 of the curriculum and the role of the Registrar.

b). sufficient practical experience to achieve and maintain the clinical or medical competencies (or both) required by their curriculum.

ACHIEVED.

c). an educational induction to make sure they understand their curriculum and how their post or clinical placement fits within the overall programme.

ACHIEVED.

d). the opportunity to work and learn with other members on the team to support inter-professional multidisciplinary working.

PARTIALLY ACHIEVED. Some evidence provided though QI projects.

e). regular, useful meetings with their clinical and educational supervisors.

ACHIEVED.

f). placements that are long enough to allow them to become members of the multi-professional team, and to allow team members to make reliable judgments about their abilities, performance and progress.

ACHIEVED.

g). a balance between providing services and accessing educational and training opportunities. Services will focus on patient needs, but the work undertaken by doctors in training should support learning opportunities wherever possible.

PARTIALLY ACHIEVED. We note the progress being made to full time hospital posts which are likely to offer the best experience.

R5.2 Assessments must be mapped to the requirements of the approved curriculum and appropriately sequenced to match doctors' progression through their education and training.

ACHIEVED.

R5.3 Assessments must be carried out by someone with appropriate expertise in the area being assessed, and who has been appropriately selected, supported and appraised. They are responsible for honestly and effectively assessing the doctor in training's performance and being able to justify their decision.

ACHIEVED.

R5.4 Educators must be trained and calibrated in the assessments they are required to conduct

ACHIEVED.

R5.5 Educators should ensure assessments are fair and give all learners equal opportunity to pass.

ACHIEVED.

Section 4 – Notable Practice

	Notable Practice Note as * any exceptional examples that have the potential for wider use or development elsewhere by JRCPTB
1	Culture and environment of quality and patient safety.
2	In programme teaching and the ground rounds.
3	Recognition from trainees they are in a good and supportive environment.
4	Clear ambition to provide the highest quality of training.
5	Clear demonstration from Educational Supervisors of the want to deliver quality training and identification of ongoing training need.

Section 5 – Mandatory Requirements

	Mandatory Requirements	Actions/Evidence Required	Reference (Domain and paragraph no.)	Due Date
1	Develop a plan to deliver all aspects of the new IMT Stage 1 Curriculum. Including Geriatrics, Palliative Medicine and the role of the Medical Registrar.	Actions in progress but evidence will need to be demonstrated at an interim review shortly after start of Year 3 of the programme.	Theme 5 R5.1 (a)	Nov/Dec 2022

Section 6 - Recommendations

	Recommendations	Reference (Domain and paragraph no.)
1	A top up educational induction for trainees focusing on issues such as use of reflection and PDP development would be advised in the first 4 to 8 weeks.	Theme 5 R5.1 (c)
2	There is still a need for ongoing PDP for all supervisors. E.g. On reflection and improvement of supervisor reports. We support the plans for collaborative faculty development with other Aster programmes.	Theme 4 R4.1 + R4.2
3	Continually focus on the greatest possible patient care responsibility at every level for trainees. To continue the progress towards full time employment in the hospitals.	Theme 5 R5.1 (g)

Section 7 – Accreditation Approval

The Internal Medicine Stage 1 - Aster Dubai Programme is Level 3 Accredited by JRCPTB for 3 years, on behalf of the Federation of the Royal Colleges of Physicians (UK).

Approved by the Federation of the Royal Colleges of Physicians (UK)

Date: 8th November 2021