



The Royal College of **Pathologists**

Pathology: the science behind the cure

CURRICULUM FOR SPECIALTY TRAINING IN MEDICAL MICROBIOLOGY

(incorporating Combined Infection Training)

**Developed in conjunction with the Joint Royal Colleges of
Physicians Training Board (JRCPTB)**

Contents

Introduction	3
Common Competencies for a Core Infection Trainee	19
Specialty Specific Competencies for Combined Infection Training (CIT)	55
Higher Specialty Training in Medical Microbiology	75

DRAFT

INTRODUCTION

Medical microbiology in the UK encompasses both practical laboratory and clinical skills. The award of the Certificate of Completion of Training (CCT) or the Certificate of Eligibility for Specialist Registration through the Combined Programme (CESR(CP)) route will require evidence of satisfactory completion of Core Medical Training (CMT)/Acute Care Common Stem (ACCS) (including attainment of the Membership of the Royal College of Physicians (MRCP) examination) as well as successful completion of specialty training in medical microbiology which includes Combined Infection Training (CIT), as described in this curriculum and the common competencies required. Doctors who are applying for entry to the Specialist Register via the award of a Certificate of Eligibility for Specialist Registration (CESR) will be evaluated against all aspects of this curriculum.

The curriculum and assessment system meets the General Medical Council's (GMC) [Standards for Curricula and Assessment Systems \(April 2010\)](#). In addition, the curriculum complies with the training framework *A Reference Guide for Postgraduate Specialty Training in the UK*.

For trainees with an NTN or NTN(A) in an approved UK training programme, the curriculum is integrated with and supported by the following documents in order to produce a coordinated training package for the award of the CCT. The relevant package includes:

- a blueprint for the medical microbiology assessment systems (this demonstrates how the College assessments and examinations test the structure of the medical microbiology curriculum).
- regulations and guidelines for workplace-based assessment including multi-source feedback
- [regulations and guidelines for the Fellowship examinations](#)
- [Annual Review of Competence Progression \(ARCP\) guidance](#)

Doctors applying for a CESR in medical microbiology must be able to demonstrate equivalence to the requirements for the award of a medical microbiology CCT. Such doctors are strongly advised to read the information available on the [GMC website](#). In addition, the following guidance is available from the [College](#) and should also be carefully followed in the preparation of a CESR application:

- general guidance on evidence to submit with applications for a CESR in medical microbiology (specialty-specific guidance)
- guidance for CESR applicants in specialties and subspecialties overseen by The Royal College of Pathologists
- CESR curriculum vitae guidance.

1. RATIONALE

a. Purpose of the curriculum

The purpose of the curriculum for specialty training in medical microbiology is to set the standards required by The Royal College of Pathologists and GMC for attainment of the award of the CCT or CESR(CP) in medical microbiology and to ensure that trainees are fully prepared to lead a full medical microbiology service at consultant level in the National Health Service (NHS). In addition, the curriculum also sets the standards against which CESR applicants will be judged.

The educational programme provides:

- a broad understanding of the diagnosis and management of infectious disease from a clinical and laboratory perspective
- the diagnostic techniques required in the practice of clinical microbiology
- understanding of the areas of medical microbiology detailed in the curriculum

- knowledge of specialist areas in medical microbiology; these include infection control, medical microbiology and public health to a level dependent on the background and career aspirations of the trainee and the ability to provide a specialist opinion within areas of competency
- the communication skills required for the practice of medical microbiology and the teaching skills necessary for effective practice
- the acquisition of management skills required in the running of the virology or microbiology laboratory
- knowledge of the health protection aspects of medical virology and clinical microbiology
- experience of research and development projects including critical assessment of published work so as to contribute as an individual and as a team member to the development of the service
- the acquisition of life-long habits of reading, literature searches, consultation with colleagues, attendance at scientific meetings and the presentation of scientific work that are essential for continuing professional development (CPD)
- experience of the practice of clinical governance and audit (specialist and multidisciplinary) through evaluation of practice against the standards of evidence-based medicine, which underpin medical microbiology practice.

The balance between practical laboratory and clinical training will be influenced by educational background, personal interests and guidance from supervisors.

Clinical governance is defined by the Department of Health as, “a framework through which NHS organisations are accountable for continuously improving the quality of their services and safeguarding high standards of care, by creating an environment in which excellence in clinical care will flourish.” In medical microbiology, trainees must acquire knowledge of the lines of accountability, quality improvement programmes, clinical audit, evidence-based practice, clinical standards and guidelines, managing risk and quality assurance programmes. Training in these areas must continue throughout all stages of the curriculum.

The award of the CCT or CESR(CP) will indicate suitability for independent professional practice as a consultant in medical microbiology. During training, trainees will be able to use the curriculum to monitor their progress towards this goal. Formal assessments and examinations will be based on curricular objectives. The curriculum will facilitate regular assessment of trainees’ progress by trainees and their educational supervisor(s).

b. Stages of training and learning

Entrants to specialist training in Medical Microbiology must have successfully completed CMT or ACCS training.

The full curriculum for specialty training in Medical Microbiology therefore consists of the curriculum for either CMT or ACCS plus this specialty training curriculum for Medical Microbiology which includes the component for Combined Infection Training.

i. Core Medical Training (CMT)

Core Medical training programmes are designed to deliver core training for specialty training by acquisition of knowledge and skills as assessed by the workplace based assessments and the MRCP(UK). Programmes are usually for two years and are broad based consisting of four to six placements in medical specialties. These placements over the two years must include direct involvement in the acute medical take. Trainees are asked to document their record of workplace based assessments

in an ePortfolio which will then be continued to document assessments in specialty training. Trainees completing core training will have a solid platform of common knowledge and skills from which to continue into Specialty Training at ST3, where these skills will be developed and combined with specialty knowledge and skills in order to award the trainee with a certificate of completion of training (CCT).

There are common competencies that should be acquired by all physicians during their training period starting within the undergraduate career and developed throughout the postgraduate career, for example communication, examination and history taking skills. These are initially defined for CMT and then developed further in the specialty. This curriculum supports the spiral nature of learning that underpins a trainee's continual development. It recognises that for many of the competences outlined there is a maturation process whereby practitioners become more adept and skilled as their career and experience progresses. It is intended that doctors should recognise that the acquisition of basic competences is often followed by an increasing sophistication and complexity of that competence throughout their career. This is reflected by increasing expertise in their chosen career pathway.

There are two stages in the medical microbiology curriculum following completion of CMT.

ii. Combined Infection Training

The Combined Infection Training (CIT) Curriculum has been designed to provide trainees with basic but comprehensive training in Medical Microbiology, Medical Virology, Infection Prevention and Control and Infectious Diseases over a two year training period.

It combines key components of the Royal College of Pathologists 2010 Curricula for Medical Microbiology and Medical Virology and the JRCPTB Curriculum 2010 for Infectious Diseases in order to facilitate combined training in the diagnosis and clinical management of infection. It puts great emphasis on fundamental clinical skills and key laboratory principles and will allow trainees to progress onto one of higher specialist curricula in Medical Microbiology, Medical Virology, Infectious Diseases or Tropical Medicine (or a dual CCT combination).

The CIT curriculum has also been designed to reflect the modernisation of UK microbiology and virology laboratory services and the need to train infection specialists with a sound knowledge of both clinical and laboratory practice.

It is recognised that different training programmes may allow trainees to acquire the appropriate competencies within different settings according to local availability of experiences and teaching. The aim of CIT is to produce a doctor who is familiar with laboratory practice in the diagnosis and management of infection as well as the clinical presentations and management of infections. Therefore it is suggested that in order to acquire the requisite competencies, the rough distribution of clinical and learning experiences over the 2 years of CIT should be as follows:

- 6 months of clinical microbiology and virology training associated with a diagnostic laboratory to diagnose and manage infection
- 6 months of clinical infection consult duties
- 6 months of appropriate infection related clinics where the major focus of the clinic is managing patients with infection. A combination of clinics could include:
 - HIV clinic
 - Viral hepatitis clinic

- General Infectious Disease (ID) clinic
 - Travel clinic (pre travel advice and/or returning traveller clinic)
 - TB clinic (supervised by ID or chest physician)
 - GUM clinic
 - Chronic Fatigue Syndrome clinic
- 6 months of clinical in patient care of patients with infection. During this period the trainee should have continuity of care of patients with infection and should be under the clinical supervision of an Infectious Disease consultant who is taking clinical responsibility for the patients (up to 2 months of this experience could be obtained at a specialised inpatient HIV unit).

It is appreciated that it would be very artificial to insist in any of these 6 months experience in isolation and clearly many programmes will seek to combine the outpatient and inpatient work or the consult and inpatient work to provide a 12 month module and such innovative approaches will be managed locally by TPDs and approved by the SAC and GMC.

iii. Medical Microbiology Training

The Higher Specialist Curriculum in Medical Microbiology builds on the Core Infection Curriculum, and is designed to provide trainees with advanced training in medical microbiology, including infection prevention and control, and clinical therapeutics of infection, in order to enable them to independently practice as consultants in this specialty.

Like the Combined Infection Curriculum, it recognises the changing nature of Medical Microbiology services, especially:

- A trend towards microbiology laboratory centralisation and automation in many regions,
- An increasing priority for infection prevention and control, including antimicrobial stewardship
- Increasing clinical involvement of Medical Microbiologists including providing a 24-hour service, ward consults, and developing and running OPAT (outpatient parenteral antibiotic therapy) services

Although Virology remains a separate CCT, many hospitals may not have a separate Virology service, and the Medical Microbiologist may need to deal with virological issues – the curriculum also reflects this.

In order to achieve the competencies required for the Higher Specialist Curriculum within two years, training programmes will need to be carefully designed, and some flexibility may be required, with secondment to other specialties, or specialist centres if appropriate. The precise structure of the programme will depend on local circumstances.

c. Training programmes

Training programmes will be quality assured by GMC and training posts and programmes will be recommended for approval by the relevant Postgraduate Deanery with input from The Royal College of Pathologists and the JRCPTB.

The training period will begin with a formal introduction to laboratory practice in the diagnosis and management of infection as well as with the clinical presentations and management of infections. There will also be an introduction to the management and organisational structures within which the microbiology service operates. It will be

important for trainees to understand, at an early stage, the pathology and public health environments on which the diagnosis, prevention and control of infection depends, and the multidisciplinary nature of this environment. Following the induction period, the trainee will receive instruction and practical experience in further aspects of bacteriology, virology, mycology and parasitology, both laboratory and clinical. The emphasis will be on acquiring basic microbiological and virological knowledge and practical bench skills in a routine laboratory and clinical setting. As the trainee progresses through CIT, they will continue to broaden their experience and understanding of common infectious problems and their management. The knowledge gained during CIT will be assessed by the FRCPATH Part 1 examination.

The trainee entering higher specialty training in medical microbiology will have a sound theoretical and practical knowledge of microbiological practice but will not have had a great deal of unsupervised experience in applying that knowledge. Higher specialty training is thus devoted to acquiring self-sufficiency in the specialty during this period. The medical microbiology trainee will be expected to have specific instruction in infection control and prevention, microbiology, virology, mycology, parasitology, epidemiology and public health/health protection medicine and will need a broad experience of medical microbiology training as it is practised in any NHS setting.

The structure and operation of the training programme is the responsibility of a Specialty Training Committee (STC), which will ensure that every trainee is provided with an appropriate range of educational experience to complete their training.

The local Training Programme Director (TPD) is responsible for the overall progress of the trainee and will ensure that the trainee satisfactorily covers the entire curriculum by the end of the programme. It must be ensured that there is an adequate number of appropriately qualified and experienced staff in place to deliver an effective training programme and that all areas of the curriculum must be delivered by staff with the relevant specialist expertise and knowledge.

Each trainee should have an identified educational supervisor at every stage of their training. A trainer is any person involved in training the trainee (e.g. consultant, clinical scientist, senior biomedical scientist [BMS]). A trainee may be trained by a number of trainers during their training.

If there is a breakdown of relationship between a trainee and their educational supervisor, the trainee should, in the first instance seek advice from their TPD. If the matter is not resolved to the trainee's satisfaction, then he/she should seek further advice from the head of pathology school. As a last resort, trainees can seek advice from the College through the appropriate College specialty advisors.

d. Curriculum development

The Royal College of Pathologists has been developing joint infection training with the Royal Colleges of Physicians and other relevant bodies since 2007. The aim was to design a training programme which brought medical microbiology, medical virology and infectious diseases closer together. It was agreed at the Infection Training Group on 25 October 2011 to form sub-groups in Curriculum and Assessment, Examinations and Deliverability and Workforce. The Curriculum Sub-Group produced the CIT curriculum and the three higher specialty curricula were produced by the respective training committees of the Royal College of Pathologists and the Joint Royal Colleges of Physicians Training Board. There has been input to the curriculum and assessment system from trainees and the Royal College of Pathologists' Lay Advisory Committee (LAC).

The draft version of the curriculum was published on The Royal College of Pathologists' website for consultation with College members and Registered Trainees on DATE for a two week period.

The content of the curriculum was derived from current UK hospital and laboratory practice in medical microbiology. Educational supervisors and trainees were involved in curriculum development via their representation on various College committees such as the Medical Microbiology CSTC and the Trainees Advisory Committee (TAC).

It is implicit in this curriculum even when not stated, that the knowledge, skills and behaviours in the Combined Infection Curriculum will need to be retained and enhanced when proceeding through higher speciality training in microbiology. It is acknowledged that there are necessarily areas of overlap between different sections in the curriculum.

The curriculum will allow trainees to take control of their own learning and to measure achievement against objectives. It will help in the formulation of a regularly updated education plan in conjunction with an educational supervisor and the local Specialty Training Committee (STC).

The curriculum was agreed by the Medical Microbiology CSTC on DATE and approved by the Council of The Royal College of Pathologists on DATE.

The curriculum was approved by GMC on DATE and formally published in DATE.

2. CONTENT OF LEARNING

The curriculum details the level of knowledge and skill that a trainee should acquire to provide a high quality service at consultant level in the NHS. This includes both common competencies and specialty practice. The common competencies identified in the curriculum aims to ensure that doctors in the NHS trained to a Royal College of Pathologists' developed curriculum in Medical Microbiology are developed to be practitioners, partners and leaders. It also aims to ensure an understanding of issues of inequality around health and healthcare. Doctors must take the opportunity to positively influence health determinants and inequalities.

The trainee will develop the clinical, scientific, technical, management, communication and leadership skills required to run a laboratory and deliver a high-quality clinical service.

The curriculum outlines the knowledge, skills and behaviours that a trainee is expected to obtain in order to achieve the award of the CCT or CESR(CP).

The recommended learning experiences are listed on pages ?. The intended outcomes of learning are benchmarked to identifiable stages of training and these are listed on pages ?.

On completion of the medical microbiology training programme, the trainee must have acquired and be able to demonstrate:

- appropriate attitudes in order to be able to work as an independent professional practitioner in medical microbiology
- good working relationships with colleagues and the appropriate communication skills required for the practice of medical microbiology
- the knowledge, skills and attitudes to act in a professional manner at all times
- the knowledge, skills and attitudes to provide appropriate teaching and to participate in effective research to underpin medical microbiology practice
- an understanding of the context, meaning and implementation of clinical governance

- a knowledge of the structure and organisation of the NHS
- the acquisition of management skills required for the running of a medical microbiology laboratory
- familiarity with health and safety regulations, as applied to the work of a medical microbiology department.

a. Entry Requirements

Trainees are eligible for entry to a medical microbiology training programme following satisfactory completion of Core Medical Training (CMT) or Acute Care Common Stem (ACCS) training including attainment of the Membership of the Royal College of Physicians (MRCP) examination.

b. Duration of training

The Royal College of Pathologists anticipates that six years would normally be required to satisfactorily complete the medical microbiology curriculum to the required depth and breadth. The training will comprise of CMT/ACCS (including attainment of the MRCP) for two years, Combined Infection Training for two years (combining laboratory and clinical aspects of infection) and two years of higher specialty training in medical microbiology.

The CCT in medical microbiology will be awarded on the recommendation of The Royal College of Pathologists following:

- evidence of satisfactory completion of the CMT/ACCS curriculum including attainment of MRCP
- evidence of satisfactory completion of the CIT curriculum
- evidence of satisfactory completion of the higher specialty medical microbiology curriculum
- satisfactory completion of the requisite number of workplace-based assessments (including multi-source feedback)
- attainment of FRCPATH by examination in medical microbiology
- acquisition of ARCP outcome 6.

Further detailed information about the [annual progression points including assessment requirements](#) that will enable progression at each ARCP, as well as the completion of the [CCT](#) or [CESR\(CP\)](#) is available on the College website.

c. Transitional Arrangements

With the exception of trainees in the final year of training prior to the award of the CCT, the following trainees are expected to transfer to this curriculum:

- Trainees undertaking single specialty training in medical microbiology that have completed CMT/ACCS and attained MRCP.
- Trainees undertaking joint training in Medical Microbiology and Infectious Diseases who have completed CMT/ACCS and attained MRCP.

Trainees in the final year of training will remain on their current curriculum. Such trainees would normally be expected to have already achieved FRCPATH by examination.

Trainees undertaking single specialty training in medical microbiology that have not completed CMT/ACCS and attained MRCP will be transferred to a revised 2010 curriculum in medical microbiology. The curriculum will be revised to bring it in line as much as possible with this curriculum. Trainees achieving a CCT from the revised 2010 curriculum will obtain a CCT in Medical Microbiology.

There may be some opportunities for medical microbiology trainees who do not have the MRCP (with the agreement from LETBs/Deaneries for the additional training) to transfer to this curriculum. This will require the achievement of the MRCP and may require satisfactory completion of additional CMT.

The processes for transferring to this curriculum and the revised 2010 curriculum will be published separately.

d. Dual training in medical microbiology and infectious diseases

Trainees are able to apply for and undertake training leading to a CCT in Infectious Diseases as well as Medical Microbiology. Trainees will need to achieve the competencies, with assessment evidence, as described in both the Infectious Diseases and Medical Microbiology curricula.

[To be completed following advice from the GMC]

e. Registration as a trainee

Trainees undertaking single specialty training in medical microbiology must register with the Royal College of Pathologists at the beginning of their training. Registration forms are available on the College website.

Trainees undertaking dual training in medical microbiology and infectious diseases must register with the Royal College of Physicians, who will automatically inform the Royal College of Pathologists of all such trainees. Trainees undertaking dual training will receive the same benefits from the Royal College of Pathologists as those offered to trainees who register with the college directly.

f. Training regulations

This section of the curriculum outlines the training regulations for medical microbiology. In line with GMC guidance this reflects the regulation that only training that has been prospectively approved by GMC can lead towards the award of the CCT. Training that has not been prospectively approved by GMC can still be considered but the trainee's route of entry to the Specialist Register changes to CESR(CP) route.

i. Less than full-time training

'Less than full-time training is the term used to describe doctors undertaking training on a basis that is not full-time, normally between five and eight sessions per week. In exceptional circumstances, trainees may be allowed to undertake training at less than 50% of full-time. These circumstances should be considered by trainee's deanery and should have the support of the Postgraduate Dean or their Deputy. A placement at less than 50% of full time should be for a maximum of 12 months and should be subject to regular review.

The aim of less than full-time training is to provide opportunities for doctors in the NHS who are unable to work full time. Doctors can apply for less than full-time training if they can provide evidence that "training on a full-time basis would not be practicable for well-founded individual reasons".

Less than full-time trainees must accept two important principles:

- part-time training shall meet the same requirements (in depth and breadth) as full-time training
- the total duration and quality of part-time training of specialists must be not less than those of a full-time trainee.

In other words, a part-time trainee will have to complete the minimum training time for their specialty pro rata.

Prior to beginning their less than full-time training, trainees must inform the Training Department at The Royal College of Pathologists in order that the medical microbiology College Specialty Training Committee (CSTC) can ensure that their less than full-time training programme will comply with the requirements of the CCT. The documentation towards a less than full-time training application will be collected and checked to ensure compliance and a revised provisional CCT date issued. It must also be ensured that the less than full-time training post is approved as part of a GMC approved training programme. Separate guidance and an application form are available on the [College website](#) for this purpose.

ii. Time Out of Training

The GMC has provided [guidance](#) on the management of absences from training and their effect on a trainee's Certificate of Completion of Training (CCT) date. The GMC guidance states that within each 12 month period where a trainee has been absent for a total of 14 days or more (when a trainee would normally be at work), a review to determine if the trainee's CCT date should be extended is triggered. The absence includes all forms of absence such as sickness, maternity, compassionate paid/unpaid leave etc. but does not include study or annual leave or prospectively approved Out of Programme Training/ research. The administration of the absence and any extension to training will be undertaken by the relevant deanery in consultation with the relevant College/Faculty where necessary. The GMC supports the Deaneries implementing this guidance flexibly to reflect the nature of the absence, the timing and the effect of the absence on the individual's competence. Each trainee's circumstances will be considered on an individual basis and any changes to CCT date will reflect the trainee's demonstration of competence.

iii. Research

Some trainees may wish to spend a period of time in research after entering medical microbiology training as out-of-programme research (OOPR).

Research undertaken prior to entry to a medical microbiology training programme

Trainees who have undertaken a period of research that includes clinical or laboratory work directly relevant to the medical microbiology curriculum, prior to entering a medical microbiology training programme, can apply to have this period recognised towards an entry on the Specialist Register. However, as the research is unlikely to have been prospectively approved by the GMC, the route of entry to the Specialist Register will be through the CESR.

Research undertaken during a medical microbiology training programme

Trainees who undertake a period of out-of-programme research (OOPR) after entering a medical microbiology training programme and obtaining their National Training Number (NTN) may have up to 6 months accepted by the medical microbiology CSTC towards their CCT. In order to be eligible to have this period of research recognised towards the award of the CCT, trainees must have their OOPR approved prospectively before beginning their research. However, trainees must be able to demonstrate that they have achieved, or will be able to achieve, all requirements of the curriculum. Prior to beginning the period of research, trainees must agree the OOPR with their Deanery and inform the Training Department at The Royal College of Pathologists in order that the medical microbiology CSTC can ensure that the trainee will comply with the requirements of the CCT programme. The period of research must include clinical or laboratory work directly relevant to the medical microbiology curriculum. The documentation towards a CCT recommendation will be collected by the Training Department at the College,

checked to ensure compliance and a revised provisional CCT date issued. It must be ensured that, following deanery agreement and acceptance from the medical microbiology CSTC, the GMC prospectively approve the OOPR in order that the period can count towards a CCT. Separate guidance and an application form are available on the [College website](#) for this purpose.

iv. Academic trainees

Trainees who intend to pursue a career in academic or research medicine may undertake specialist training in medical microbiology. Such trainees will normally be clinical lecturers and hold an NTN(A). It is expected that such trainees should complete the requirements of the medical microbiology curriculum in addition to their academic work. However, the content of their training, while meeting the requirements of the curriculum, will have to take into account their need to develop their research and the provisional CCT date should be amended accordingly. NTN(A) holders in medical microbiology should consult the Training Department at the College on an individual basis with regard to the agreement of their provisional CCT date.

v. Overseas training

Some trainees may wish to spend a period of time in training outside of the UK after entering medical microbiology training as out-of-programme training (OOPT).

Overseas training undertaken prior to entry to a medical microbiology training programme

Some trainees may have undertaken a period of medical microbiology training overseas prior to entering a medical microbiology training programme in the UK. Such trainees must enter a medical microbiology training programme at ST3. Trainees can have this period recognised towards an entry on the Specialist Register. However, as the period of overseas training is unlikely to have been prospectively approved by the GMC, the route of entry to the Specialist Register will be through the CESR.

Overseas training undertaken during a medical microbiology training programme

Some trainees may wish to spend a period of training overseas as out of programme training (OOPT) after entering a medical microbiology training programme in the UK. Trainees can have up to one year of training overseas accepted towards their training. In order to be eligible to have this period of training recognised towards the award of the CCT, trainees must have their OOPT overseas training approved prospectively by GMC before beginning their overseas training. Prior to beginning the period of overseas training, trainees must agree the OOPT with their Deanery and inform the Training Department at The Royal College of Pathologists that they will be undertaking overseas training in order that the Medical Microbiology CSTC can ensure that the trainee will comply with the requirements of the CCT programme. The documentation towards a CCT recommendation will be collected by the Training Department at the College, checked to ensure compliance and a revised provisional CCT date issued. It must be ensured that, following Deanery agreement and acceptance from the Medical Microbiology CSTC, GMC prospectively approve the OOPT in order that the period can count towards a CCT. Separate guidance and an application form are available on the [College website](#) for this purpose.

Trainees must have their OOPT agreed by the relevant Deanery, accepted by the Medical Microbiology CSTC and approved by GMC before beginning their overseas training.

3. SUPERVISION AND FEEDBACK

Specialty training must be appropriately supervised by the senior medical and scientific and nursing (infection prevention and control nurses) staff on a day-to-day basis under the direction of a designated educational supervisor and a Specialist Training Committee that links to the appropriate Postgraduate Deanery.

Educational supervision is a fundamental conduit for delivering teaching and training in the NHS. It takes advantage of the experience, knowledge and skills of educational supervisors/trainers and their familiarity with clinical situations. It ensures interaction between an experienced clinician and a doctor in training. This is the desired link between the past and the future of medical practice, to guide and steer the learning process of the trainee. Clinical supervision is also vital to ensure patient safety and the high quality service of doctors in training.

The College expects all doctors reaching the end of their training to demonstrate competence in clinical supervision before the award of the CCT. The College also acknowledges that the process of gaining competence in supervision starts at an early stage in training with foundation doctors supervising medical students and specialty registrars supervising more junior trainees.

The example provided by the educational supervisor is the most powerful influence upon the standards of conduct and practice of a trainee.

The role of the educational supervisor is to:

- have overall educational and supervisory responsibility for the trainee in a given post
- ensure that the trainee is familiar with the curriculum relevant to the year/stage of training of the post
- ensure that the trainee has appropriate day-to-day supervision appropriate to their stage of training
- ensure that the trainee is making the necessary clinical and educational progress during the post
- ensure that the trainee is aware of the assessment system and undertakes it according to requirements
- act as a mentor to the trainee and help with both professional and personal development
- agree a training plan (formal educational contract) with the trainee and ensure that an induction (where appropriate) has been carried out soon after the trainee's appointment
- discuss the trainee's progress with each trainer with whom a trainee spends a period of training
- undertake regular formative/supportive appraisals with the trainee (at least two per year, approximately every six months) and ensure that both parties agree to the outcome of these sessions and keep a written record
- regularly inspect the trainee's training record, inform trainees of their progress and encourage trainees to discuss any deficiencies in the training programme, ensuring that records of such discussions are kept
- keep the STC Chair informed of any significant problems that may affect the trainee's training.

In order to become an educational supervisor, a consultant must have a demonstrated interest in teaching and training, appropriate access to teaching resources, be involved in and liaise with the appropriate regional training committees, be involved in annual reviews and liaise closely with the TPD. The Deaneries organise extensive training programmes for educational supervisor's development. Educational supervisors are expected to keep up-to-date with developments in postgraduate medical training (e.g. by attending Deanery and national training the trainer courses), have access to the support and advice of their senior

colleagues regarding any issues related to teaching and training and to keep up-to-date with their own professional development.

4. MANAGING CURRICULUM IMPLEMENTATION

The curriculum outlines the minimum medical microbiology training requirements for delivery in a training programme. It guides educational supervisors as to what is required to deliver the curriculum and trainees in the learning and assessment methods required for satisfactory completion of training.

It is the responsibility of the TPD and their Deanery, with the assistance of the regional STC to ensure that the programme delivers the depth and breadth of medical microbiology training outlined in the curriculum. The TPD must ensure that each post within the programme is approved by GMC. Heads of Pathology School (HOPS) have a strategic overview of training in the Pathology specialties. They are responsible for ensuring that the delivery of education and training meets the College's and GMC agreed curriculum and is provided to the standards set by the College and GMC.

It is the responsibility of GMC to quality assure training programmes and the responsibility of The Royal College of Pathologists through the Medical Microbiology CSTC to ensure training programmes across the UK are able to deliver a balanced programme of training.

It is the responsibility of the educational supervisor of a particular post or attachment within a programme to ensure that the training delivered in their post meets the requirements of the relevant section(s) of the curriculum. The educational supervisor must undertake regular educational appraisal with their trainee, at the beginning, middle and end of a section of training, to ensure structured and goal-oriented delivery of training.

Trainees must register with the appropriate College on appointment to a medical microbiology training programme or if they are appointed to a Locum Appointment for Training (LAT) or Fixed Term Specialty Training Appointment (FTSTA). It is the trainee's responsibility to become familiar with the curriculum and assessment requirements both for the satisfactory completion of each stage of training and the award of the CCT or CESR(CP). They must be familiar with all aspects of the assessment system; workplace-based assessment including multi-source feedback and the FRCPath examination. It is the trainee's responsibility to ensure that they apply in good time for any assessments and examinations that demand an application. Trainees must also make appropriate use of the electronic portfolio.

5. MODELS OF LEARNING

There are three broad categories of learning which trainees employ throughout run-through training: instructional model, constructionist model and the social learning model. The models of learning can be applied to any stage of training in varying degrees. The majority of the curriculum will be delivered through work-based experiential learning, but the environment within the departments will encourage independent self-directed learning. It is the trainee's responsibility to seek opportunity for experiential learning.

The principles of Bloom's taxonomy have been applied to the knowledge, skills and behaviours outlined in the curriculum to indicate the trainees learning journey from the initial acquisition of knowledge and comprehension, through to application and analysis and resulting in the synthesis and evaluation required to achieve mastery in the specialty of medical microbiology. In using this model, it is acknowledged that there are many different versions of the taxonomy. The achievement of mastery in this curriculum requires the trainee to demonstrate a combination of detailed knowledge in the associated political context, with the ability to do independent clinical work, and to lead and organise services.

Training programmes are also arranged in such a way that trainees have an opportunity for participation in research projects as part of their training. The more academically inclined trainees will be encouraged to take time out from the training time to include a more sustained period of grant-funded research, working towards an MSc, MD or PhD.

Trainees have a service provision role and it is recognised that a large component of training can occur as an apprenticeship, provided appropriate supervision is available. Normally, 50–80% of training would be by in-service training. It should be with a readily available consultant, be well supervised, with appropriate content, have a broad exposure and include laboratory issues.

The environment within the department should encourage independent self-directed learning and make opportunities for relevant off-the-job education by making provision for attendance at local, national and, where appropriate, international meetings and courses. Independent self-directed learning should be encouraged by providing reference text books. It is the trainee's responsibility to seek opportunity for experiential learning. The rotation should also be arranged in such a way that trainees have time available for participation in research projects as part of their training. The more academically inclined trainees will be encouraged to take time out from the training time to include a more sustained period of grant-funded research working towards a higher degree.

6. LEARNING EXPERIENCES

The following teaching/learning methods will be used to identify how individual objectives will be achieved:

- observation of, assisting and discussion with senior medical staff
- working under consultant supervision
- task-specific on the job training
- observation of laboratory methods
- discussion with clinical scientists and senior BMS staff
- practical bench work
- personal study
- appropriate postgraduate education courses
- tailored clinical experience
- laboratory and clinical team and directorate meetings
- discussion with Infection Prevention & Control Nurses and/or a Consultant in Communicable Disease Control (CCDC)/CHP and/or Regional Epidemiologist (RE)
- attendance and participation at relevant Trust committees
- attending training available through equipment and kit manufacturers
- attending ward round and multidisciplinary team meetings and telephone advice to clinicians
- teaching undergraduates and other health professionals
- awareness of appropriate guidelines
- attending regional, national and international medical or scientific conferences
- interaction with/attachment to specialist reference laboratories
- e-learning
- undertaking a laboratory-based project
- learning with peers
- work-based experiential learning
- medical clinics including specialty clinics
- consultant-led ward rounds
- practical laboratory experience
- formal postgraduate teaching
- independent self-directed learning

- formal study

7. PURPOSE OF ASSESSMENT

The Royal College of Pathologists' mission is to promote excellence in the practice of pathology and to be responsible for maintaining standards through training, assessments, examinations and professional development.

The purpose of The Royal College of Pathologists' assessment system in medical microbiology is to:

- indicate suitability of choice at an early stage of the chosen career path
- indicate the capability and potential of a trainee through tests of applied knowledge and skill relevant to the specialty
- demonstrate readiness to progress to the next stage(s) of training having met the required standard of the previous stage
- provide feedback to the trainee about progress and learning needs
- support trainees to progress at their own pace by measuring a trainee's capacity to achieve competencies for their chosen career path
- help to identify trainees who should change direction or leave the specialty
- drive learning demonstrated through the acquisition of knowledge and skill
- enable the trainee to collect all necessary evidence for the ARCP
- gain Fellowship of The Royal College of Pathologists
- provide evidence for the award of the CCT
- assure the public that the trainee is ready for unsupervised professional practice.

A blueprint of the medical microbiology assessment system is available on the GMC website.

a. Methods of assessment

Trainees will be assessed in a number of different ways during their training. Workplace-based assessment allows the trainee to be assessed at regular intervals in the workplace by an appropriately qualified and experienced and assessor. The MSF, amongst other things, generates candid feedback on behaviour, attitude, communication and team-working issues. The FRCPATH examination provides an external, quality assured assessment of the trainee's knowledge of their specialty and their ability to apply that knowledge in the practice of the specialty. Satisfactory completion of all assessments and examinations will be monitored as part of the ARCP process and will be one of the criteria upon which eligibility to progress will be judged. A pass in the FRCPATH examination is required as part of the eligibility criteria for the award of the CCT or CESR(CP).

Workplace-based assessment

Trainees will be expected to undertake workplace-based assessment throughout the entire duration of their training in medical microbiology.

Assessment in CIT

Trainees will have to undertake at least 6 per year from the following:

- Case-based discussion (CbD)
- Evaluation of Clinical/Management Events (ECE)
- Acute Care Assessment Tool(ACAT)
- Mini-Clinical Evaluation Exercise(mini-CEX)

Trainees can also undertake a minimum of 6 per year of clinical and laboratory Directly Observed Procedural Skills (DOPS) as required.

Trainees are also required to undertake one Multi Source Feedback (MSF) in CIT.

[Assessment for microbiology – To be confirmed]

Trainees are also required to undertake one MSF in higher specialty training.

FRCPath examination

The major assessments will be the FRCPath Part 1 examination which can be taken towards the end, or after completion, of CIT and the FRCPath Part 2 examination which must be passed before completion of the training programme.

The expectation for medical candidates in UK GMC-approved training programmes is that they should normally pass the FRCPath Part 2 examination within seven years of passing the FRCPath Part 1. However, there will be circumstances where the guidelines will need to be applied flexibly and candidates who feel that they will not be able to comply with this timescale should contact the RCPATH Examinations Department for further advice.

Examination results are evaluated after each session and an annual review of validity and reliability is undertaken and reported to the Examinations Committee.

Evidence of competence

Annual Review of Competence Progression

The ARCP is an annual opportunity for evidence gathered by a trainee, relating to the trainee's progress in the training programme, to document the competences that are being gained. Evidence of competence will be judged based on a portfolio of documentation, culminating in an Educational Supervisors Structured Report.

Separate ARCP guidance is available on the College website [INSERT LINK]. A copy of all ARCP forms issued to the trainee must be provided to The Royal College of Pathologists prior to recommendation for the award of the CCT. Lack of progress, identified by the issue of an ARCP outcome 3 or 5 and necessitating repeat training to rectify deficiencies will lead to the extension of training. Training leading to the issue of an ARCP 3 or 5 and necessitating repeat training will not be recognised towards the award of the CCT.

Evidence of ARCP outcome 6 is required as part of the evidence for the award of the CCT.

8. CURRICULUM REVIEW AND UPDATING

The curriculum will be evaluated and monitored by The Royal College of Pathologists and JRCPTB as part of continuous feedback from STCs, TPDs, trainers and trainees.

It is a stated aim of the RCPATH and JRCPTB that the next review of the Medical Microbiology, Medical Virology and Infectious Diseases curricula will include full consideration of a full merger of training in these specialties.

In reviewing the curriculum, opinions will be sought from all relevant RCPATH and JRCPTB committees; and for the RCPATH, the TAC, the LAC and its members and Registered Trainees.

Any significant changes to the curriculum will need the approval of The Royal College of Pathologists' Council and the GMC.

9. EQUALITY AND DIVERSITY

The following is an extract from The Royal College of Pathologists' *Diversity and Equality Policy and approach*. A full copy of the policy is available on the [College website](#).

The Royal College of Pathologists is committed to the principle of diversity and equality in employment, membership, academic activities, examinations and training. As part of this commitment we are concerned to inspire and support all those who work with us directly and indirectly.

Integral to our approach is the emphasis we place on our belief that everyone should be treated in a fair, open and honest manner. Our approach is a comprehensive one and reflects all areas of diversity, recognising the value of each individual. We aim to ensure that no one is treated less favourably than another on the grounds of sex, race, age, sexual orientation, gender reassignment, disability, pregnancy & maternity, religion and belief and marriage and civil partnership. Our intention is to reflect not only the letter but also the spirit of equality legislation.

Our policy will take account of current equality legislation and good practice as outlined in the Equality Act 2010 which supersedes/includes all previous legislation.

The Training Department collects information about the gender and ethnicity of trainees as part of their registration with the College. This information is recorded by the College and statistics published on an annual basis in the annual report. Further information about the monitoring activities of the College trainees, candidates and Fellows are available in the College policy.

10. ACKNOWLEDGEMENTS

The development of the CIT curriculum has required significant input of the RCPATH and JRCPTB. The members of the Combined Infection Training Curriculum Sub-group were Dr Richard Cooke, Dr Nandini Shetty, Dr Ken Mutton, Dr Andy Ustianowski, Dr Alastair Miller, Dr Zahir Babiker and Dr Thushan de Silva. The RCPATH also acknowledges the early work of Dr Martin Gill in preparing a first draft of the CIT curriculum. Dr Cooke, Dr Shetty, Dr Aodhán Breathnach and Dr Ronan McMullan led the development of the higher specialty training curriculum for Medical Microbiology.

COMMON COMPETENCIES FOR A CORE INFECTION TRAINEE

1. GOOD CLINICAL CARE

Objective: To demonstrate adequate knowledge and skills and appropriate attitudes in routine clinical work.

Specialty trainees will:

- Have the breadth of knowledge and skills to take responsibility for safe clinical decisions
- Have the self-awareness to acknowledge where the limits of their competence lie and when it is appropriate to refer to senior colleagues for advice
- Have the potential (or the ability) to take responsibility for clinical governance activities, risk management and audit in order to improve the quality of service provision.

History taking

**To develop the ability to elicit a relevant focused history from patients with increasingly complex issues and in increasingly challenging circumstances
To record the history accurately and synthesise this with relevant clinical examination, establish a problem list increasingly based on pattern recognition including differential diagnosis(es) and formulate a management plan that takes account of likely clinical evolution**

Knowledge	Assessment Methods	GMP
Define the patterns of symptoms found in patients presenting with infection	CbD, KBA	1,2
Understand the issues around capacity and competence, and the Mental Capacity Act	CbD, KBA	1,2,4
Describe the appropriate content of clinical records	CbD	1
Explain the problems faced by people for whom English is not a first language	CbD, mini-CEX	1,2
Explain the problems faced by people with educational and/or physical disabilities	CbD, min-CEX	1,2
Describe the relevance of data protection pertaining to patient confidentiality	CbD, KBA	1
Skills		
Take and analyse a clinical history in a relevant, succinct and logical manner	.CbD, mini-CEX, ACAT	1
Communicate with people with language difficulties associated with physical and mental impairment, and with those suffering from stigmatising conditions, discrimination and severe anxiety	CbD, mini-CEX, ACAT, MSF	1,3

Use interpreters and advocates appropriately	CbD, mini-CEX, MSF	1
Behaviours		
Show empathy with patients	MSF	1,3,4
Appreciate the importance of psychological factors for patients and relatives	CbD, MSF	1,3
Appreciate the interaction of social factors and the patient's illness	CbD, MSF	1,3
Be willing to use medical secretaries and electronic communication to communicate in an appropriate manner	MSF, CbD	1,3
Be willing to communicate promptly and accurately with clinicians and patients and their families	MSF	1,3
Show respect towards colleagues in a multidisciplinary team	MSF	1,3

Examination

**To develop the ability to perform focused, relevant and accurate clinical examination in patients with increasingly complex issues and in increasingly challenging circumstances
To relate physical findings to history in order to establish diagnosis(es) and formulate a management plan**

Knowledge	Assessment Methods	GMP
Define the pathophysiological basis of physical signs	CbD, mini-CEX, KBA	1
Define the clinical signs found in infection	CbD, mini-CEX	1
Skills		
Perform a reliable and appropriate clinical examination	ACAT, CbD, mini-CEX	1,2
Be able to perform a rapid physical assessment in a patient who is acutely unwell	ACAT, CbD, mini-CEX	1,2,3
Behaviours		
Respect patients' dignity and confidentiality	CbD, mini-CEX, MSF	1,3,4
Acknowledge cultural issues	CbD, mini-CEX, MSF	1,3
Appropriately involve relatives	CbD, mini-CEX, MSF	1,3,4
Appreciate situations where there is the need for a chaperone	CbD, mini-CEX, MSF	1,3

Investigations including imaging

To develop the ability to request focussed and relevant investigations (including imaging, to balance their risks and potential benefits and correctly interpret the results

Knowledge	Assessment Methods	GMP
Define the pathophysiological basis of investigations	CbD, mini-CEX, ACAT, KBA	1
Define the indications for investigations	CbD, mini-CEX, ACAT, KBA	1
Define the risks and benefits of investigations	CbD, mini-CEX, ACAT	1
Know the clinical and cost effectiveness of individual investigations	CbD, mini-CEX, ACAT	1
Skills		
Request and organise appropriate investigations	CbD, mini-CEX, ACAT	1,3
Interpret the results of investigations	CbD, mini-CEX, ACAT, DoPS	1
Perform appropriate clinical investigations competently where relevant	CbD, mini-CEX, ACAT	1,2
Liaise and discuss investigations with colleagues and to advise them appropriately	CbD, mini-CEX, ACAT, MSF	1,2,3
Behaviours		
Understand the importance of working with other healthcare professionals and team working	MSF	1,3
Be able to provide explanations to patients as to the rationale for investigations, and possible unwanted effects	MSF, mini-CEX	1,3

Decision Making and Clinical Reasoning

To develop the ability to formulate a diagnostic and therapeutic plan for a patient according to the clinical information available

To develop the ability to prioritise the diagnostic and therapeutic plan

To be able to communicate a diagnostic and therapeutic plan appropriately

Knowledge	Assessment Methods	GMP
Defines the steps of diagnostic reasoning: Interpret history and clinical signs	ACAT, CbD, mini-CEX	1
Conceptualise clinical problem in a medical and social context	ACAT, CbD, mini-CEX	1
Understand the psychological component of disease and illness presentation	ACAT, CbD, mini-CEX	1
Generate hypothesis within context of clinical likelihood	ACAT, CbD, mini-CEX	1
Test, refine and verify hypotheses	ACAT, CbD, mini-CEX	1
Develop problem list and action plan	ACAT, CbD, mini-	1

Recognise how to use expert advice, clinical guidelines and algorithms	CEX ACAT, CbD, mini-CEX	1
Recognise and appropriately responds to sources of information accessed by patients	ACAT, CbD, mini-CEX	1
Recognise the need to determine the best value and most effective treatment both for the individual patient and for a patient cohort	ACAT, CbD, mini-CEX	1,2
Define the concepts of disease natural history and assessment of risk	ACAT, CbD, mini-CEX	1
Recall methods and associated problems of quantifying risk e.g. cohort studies	ACAT, CbD	1
Outline the concepts and drawbacks of quantitative assessment of risk or benefit e.g. numbers needed to treat	ACAT, CbD	1
Describe commonly used statistical methodology	CbD, mini-CEX	1
Know how relative and absolute risks are derived and the meaning of the terms' predictive value, sensitivity and specificity in relation to diagnostic tests	CbD, mini-CEX	1
Demonstrate sufficient knowledge of clinical disease, and associated biochemical and haematological changes, to enable integration of clinical and laboratory findings for patient management	CbD, mini-CEX	1
Maintain clinical acumen and knowledge of advances and changes in clinical practice	CbD, mini-CEX	1
Skills		
Interpret clinical features, their reliability and relevance to clinical scenarios including recognition of the breadth of presentation of common disorders	ACAT, CbD, mini-CEX	1
Incorporate an understanding of the psychological and social elements of clinical scenarios into decision making through a robust process of clinical reasoning	ACAT, CbD, mini-CEX	1
Recognise critical illness and responds with due urgency	ACAT, CbD, mini-CEX	1
Generate plausible hypothesis(es) following patient assessment	ACAT, CbD, mini-CEX	1
Construct a concise and applicable problem list using available information	ACAT, CbD, mini-CEX	1
Construct an appropriate management plan in conjunction with the patient, carers and other members of the clinical team and communicates this effectively to the patient, relatives and	ACAT, CbD, mini-CEX	1,3,4

carers where relevant

Define the relevance of an estimated risk of a future event to an individual patient	ACAT, CbD, mini-CEX	1
Use risk calculators appropriately	ACAT, CbD, mini-CEX	1
Apply quantitative data of risks and benefits of therapeutic intervention to an individual patient	ACAT, CbD, mini-CEX	1
Search and comprehends medical literature to guide reasoning	AA, CbD	1
Interpret correctly test results and the patient's clinical condition in the context of available clinical information		

Behaviours

Recognise the difficulties in predicting occurrence of future events	ACAT, CbD, mini-CEX	1
Show willingness to discuss intelligibly with a patient the notion and difficulties of prediction of future events, and benefit/risk balance of therapeutic intervention	ACAT, CbD, mini-CEX	3
Show willingness to adapt and adjust approaches according to the beliefs and preferences of the patient and/or carers	ACAT, CbD, mini-CEX	3
Is willing to facilitate patient choice	ACAT, CbD, mini-CEX	3
Show willingness to search for evidence to support clinical decision making	ACAT, CbD, mini-CEX	1,4
Demonstrate ability to identify one's own biases and inconsistencies in clinical reasoning	ACAT, CbD, mini-CEX	1,3

Treatment (therapeutics)

To progressively develop your ability to prescribe, review and monitor appropriate medication relevant to clinical practice including therapeutic and preventative indications

Knowledge	Assessment Methods	GMP
Outline scientific theory relating to pharmacology and the pathophysiology of therapeutic interventions	ACAT, CbD, mini-CEX, KBA	1,3
Skills		
Assess accurately the patient's needs	ACAT, CbD, mini-CEX	1,2,3
Correctly prescribe and administer therapeutics	ACAT, mini-CEX	1,2
Advise patients (and carers) about important interactions and adverse drug effects	ACAT, mini-CEX	1,2,3,4
Use IT prescribing tools where available to improve safety	ACAT, mini-CEX	1,2
Provide comprehensible explanations to the patient, and carers when relevant, for the use of medicines	ACAT, mini-CEX	1,2,3
Clearly and openly explain treatments, the side effects of drugs, and the risks and benefits of alternative treatment options (including no treatment)	ACAT, mini-CEX	1,3
Behaviours		
Remain open to advice from other health professionals on medication issues	ACAT, CbD, mini-CEX	1,3
Recognise the importance of resources when prescribing, including the role of a Drug Formulary	ACAT, CbD, mini-CEX	1,2
Ensure prescribing information is shared promptly and accurately between a patient's health providers, including between primary and secondary care	ACAT, CbD	1,3
Remain up to date with therapeutic alerts, and respond appropriately	ACAT, CbD	1

Note-keeping, letters, etc.

To understand the importance of optimal record-keeping and correspondence, and the issues around information governance		
Knowledge	Assessment Methods	GMP
Understand how to correctly write summaries, letters, medico-legal reports	CbD, mini-CEX	1,2
Define the structure, function and legal implications of medical records and medico-legal reports	CbD, mini-CEX	1,2
Describe the principles of how to retrieve and utilise data recorded in clinical systems	CbD, mini-CEX	1
Demonstrate the principles of literature searching using medical databases	CbD, mini-CEX	1
Explain the range of possible uses for clinical data and information and appreciate the dangers and benefits of aggregating clinical data	CbD, mini-CEX	1,2
Describe the legal and good practice basis of Information Governance, including the Data Protection Act, the Freedom of Information Act and Caldicott Principles	CbD, mini-CEX	1
Skills		
Record concisely, accurately, confidentially and legibly the appropriate elements of the history, examination, results of investigations, differential diagnosis and management plan	CbD, mini-CEX	1,2,3
Write summaries, letters, medico-legal reports	CbD, mini-CEX	1,2,3
Perform competent use of database, word processing and statistics programmes	CbD, mini-CEX	1
Perform searches (including literature searches) and access websites and health related databases	CbD, mini-CEX	1
Apply the principles of confidentiality in the context of IT	CbD, mini-CEX	1,3,4
Behaviours		
Appreciate the importance of timely dictation, cost effective use of medical secretaries and electronic communication	CbD, mini-CEX, MSF	1,3
Be aware of the need for prompt and accurate communication with primary care and other agencies and patients or their family	CbD, mini-CEX, MSF	1,3
Show respect towards medical secretaries and clerical staff	CbD, mini-CEX, MSF	1,3
Demonstrate the acquisition of new attitudes in patient consultation in order to make maximum use of IT	CbD, mini-CEX, MSF	1,3,4

Be able to share information on computer with the patient in a constructive manner	CbD, mini-CEX	1,3
Adopt proactive and enquiring attitude to new technology	CbD, mini-CEX, MSF	1,3

Management of chronic disease

To understand chronic diseases and their impact on patients and carers		
Knowledge	Assessment Methods	GMP
Define the clinical presentation and natural history of chronic diseases	CbD, KBA	1
Have knowledge of: The epidemiology, natural history and clinical management of TB and hepatitis B and C including drug resistant strains	KBA, CbD, mini-CEX	1,2
Skills		
Develop long-term management plans for control/treatment of chronic disease	CbD	1,3,4
Diagnosing illness including atypical presentations using clinical and epidemiological skills	mini-CEX, CbD	1,3
Selecting suitable hepatitis patients for treatment	mini-CEX, CbD	1
Monitoring therapy and ensuring compliance with treatment	mini-CEX, CbD	1
Counselling patients on matters of infection risk, transmission and control	mini-CEX, CbD	1,3,4
Develop and agree a holistic management plan with the patient and carers, ensuring awareness of alternative therapies and means of patient support	mini-CEX, CbD	1,4
Behaviours		
Treat each patient as an individual	MSF	1,2,3
Appreciate the effects of chronic disease states on patients and their relatives and carers	CbD, MSF	1,3
Appreciate the importance of co-operation with primary care	CbD, MSF	1,3
The importance of multi-disciplinary working	CbD, mini-CEX	1
Awareness of patient support groups	CbD, mini-CEX	1

Patient safety

To understand that patient safety depends on the effective and efficient organisation of care, and health care staff working well together

Knowledge	Assessment Methods	GMP
Outlines the features of a safe working environment and the hazards of medical equipment in common use	ACAT, CbD, mini-CEX	1
Recalls side effects and contraindications of medications prescribed	ACAT, CbD, mini-CEX	1
Recalls the components of safe working practice in the personal, clinical and organisational settings including local procedures for reporting, investigating and learning from clinical errors	ACAT, CbD	1
Understands the investigation of significant events, serious untoward incidents and near misses	ACAT, CbD, mini-CEX	1
Outlines factors adversely affecting a doctor's and team performance and methods to rectify these	CbD	1
Understands the elements of clinical governance	CbD, MSF	1
Outlines the use of patient early warning systems to detect clinical deterioration where relevant to the trainee's clinical specialty	ACAT, CbD, mini-CEX	1
Skills		
Recognises when a patient is not responding to treatment and reassesses the situation; encourages others to do the same	ACAT, CbD, mini-CEX	1
Continues to maintain a high level of safety awareness and consciousness at all times	ACAT, CbD, mini-CEX	1,2
Encourages feedback from all members of the team on safety issues	ACAT, CbD, mini-CEX, MSF	1,2,3
Encourages an open environment to foster and explore concerns and issues about the functioning and safety of team working	ACAT, CbD, MSF	2,3
Behaviours		
Continues to be aware of one's own limitations, and operates within them competently	ACAT, CbD, mini-CEX	1
Demonstrates personal commitment to improve own performance in the light of feedback and assessment	CbD, MSF	3
Engages with an open no blame culture	CbD, MSF	3

Management of Patients Requiring Palliative and End of Life Care

To be able to work and liaise with a multi-disciplinary team in the management of patients requiring palliative and terminal care

To be able to recognise the dying phase of a terminal illness, assess and care for a patient who is dying and be able to prepare the patient and family

To facilitate advance care planning, the establishment of aims of care

Knowledge	Assessment Methods	GMP
Knowledge of spectrum of professional and complementary therapies available, e.g. palliative medicine, community services, nutritional support, pain relief, psychology of dying	CbD	1,2
Describe different disease trajectories and prognostic indicators and the signs that a patient is dying	ACAT, CbD, mini-CEX	1
Know about Advance Care Planning documentation and End of Life Integrated Care Pathway documentation	CbD, mini-CEX	1
Knowledge of the major cultural & religious practices relevant to the care of dying people	CbD, mini-CEX	1
Describe the role of the coroner and when to refer to them and how to complete death certificates and cremation forms	CbD, mini-CEX	1
Skills		
Delivery of effective pain relief, symptom control (including for agitation, excessive respiratory secretions, nausea & vomiting, breathlessness), spiritual, social and psychological management	MSF, CbD, mini-CEX	1
Communicate honestly and sensitively with the patient (and family), about the benefits and disadvantages of treatment allowing the patient to guide the conversation	ACAT, CbD, mini-CEX	1,3,4
Is able to lead a discussion about cardiopulmonary resuscitation with patient, carers, family and colleagues appropriately and sensitively ensuring patients interests are paramount	ACAT, mini-CEX	1,3,4
Discuss and agree clear and appropriate management plan with the patient such as hospice care	ACAT, CbD, mini-CEX	1,3,4
Behaviours		
Refer to specialist palliative care services when recognises that care is complex	ACAT, CbD, mini-CEX	1,2,3
Recognise the needs of the carers and is able to support them	ACAT, CbD, mini-CEX	1,3
Commit to continuity of care through physical illness to death	MSF, CbD, mini-CEX	1

2. MAINTAINING GOOD MEDICAL PRACTICE

Objective: To keep knowledge and skills and appropriate attitudes up to date.

Specialty Trainees will:

- Take responsibility for and keep up-to-date in their own relevant professional and self-development, and facilitate that of others.
- Acknowledge that the balance of their skills and expertise will change as their careers progress and they specialise in certain areas of clinical practice.

Lifelong learning

To recognise the importance of, and develop systems for, lifelong learning		
Knowledge	Assessment Methods	GMP
Know the importance of continuing professional development	CbD, mini-CEX	1
Skills		
Recognise and use learning opportunities	CbD, mini-CEX	1
Use the potential of study leave to keep one up to date	CbD, mini-CEX	1
Produce and keep up to date a professional portfolio	CbD, mini-CEX	1
Be able to collect information efficiently from a range of sources including paper-based, computer-based and audio-visual	CbD, mini-CEX	1,3
Monitor own performance through audit and feedback	CbD, mini-CEX	1,2
Behaviours		
Be self-motivated and eager to learn	CbD, mini-CEX, MSF	1,2,3
Show willingness to learn from colleagues and to accept constructive feedback	CbD, mini-CEX, MSF	1,2,3

Self – Development

To recognise the importance of self-development, reflection and a commitment to continual improvement		
Knowledge	Assessment Methods	GMP
Describe the local processes for dealing with and learning from clinical errors	CbD, mini-CEX	1,2
Acknowledge the importance of best practice, transparency and consistency	CbD, mini-CEX	1,2
Skills		
Use a reflective approach to practice with an ability to learn from previous experience	CbD, mini-CEX	1
Use assessment, appraisal, complaints and other feedback to discuss and develop an understanding of own development needs	CbD, mini-CEX	1,3,4
Behaviours		
Be prepared to accept responsibility	CbD, mini-CEX, MSF	1,2,4
Show commitment to continuing professional development which involves seeking training and self-development opportunities, learning from colleagues and accept constructive criticism	CbD, mini-CEX, MSF	1,2,3,4

Principles of Quality and Safety Improvement

To recognise the desirability of monitoring performance, learning from mistakes and adopting no blame culture in order to ensure high standards of care and optimise patient safety		
Knowledge	Assessment Methods	GMP
Understands the elements of clinical governance	CbD	1
Recognises that governance safeguards high standards of care and facilitates the development of improved clinical services	CbD	1, 2
Defines local and national significant event reporting systems relevant to specialty	ACAT, CbD, mini-CEX	1
Recognises importance of evidence-based practice in relation to clinical effectiveness	CbD	1
Outlines local health and safety protocols (fire, manual handling etc.)	CbD	1
Understands risk associated with the trainee's specialty work including biohazards and mechanisms to reduce risk	CbD	1

Outlines the use of patient early warning systems to detect clinical deterioration where relevant to the trainee's clinical specialty	ACAT, CbD, mini-CEX	1
Keeps abreast of national patient safety initiatives including National Patient Safety Agency , NCEPOD reports, NICE guidelines etc	ACAT, CbD, mini-CEX	1
Skills		
Adopts strategies to reduce risk e.g. surgical pause	ACAT, CbD	1, 2
Contributes to quality improvement processes e.g. <ul style="list-style-type: none"> • Audit of personal and departmental/directorate/practice performance • Errors / discrepancy meetings • Critical incident and near miss reporting • Unit morbidity and mortality meetings • Local and national databases 	CbD	2
Maintains a portfolio of information and evidence, drawn from own medical practice	CbD	2
Reflects regularly on own standards of medical practice in accordance with GMC guidance on licensing and revalidation	CbD	1,2,3,4
Behaviours		
Shows willingness to participate in safety improvement strategies such as critical incident reporting	CbD, MSF	3
Develops reflection in order to achieve insight into own professional practice	CbD, MSF	3
Demonstrates personal commitment to improve own performance in the light of feedback and assessment	CbD, MSF	3
Engages with an open no blame culture	CbD, MSF	3
Responds positively to outcomes of audit and quality improvement	CbD, MSF	1,3
Co-operates with changes necessary to improve service quality and safety	CbD, MSF	1,2

Clinical audit

To develop a detailed understanding of the process of audit, undertake clinical audits, and appreciate the benefits obtainable		
Knowledge	Assessment Methods	GMP
Describe the process of clinical audit	ECE	1
Have an understanding of the audit process (including how to register an audit)		
Skills		
Audit and evaluate; personal and departmental activities, existing and new tests, techniques or clinical services	ECE	1
Use clinical audit with the purpose of highlighting resources required		1,2
Demonstrate experience in designing, registering, data collection analysing and implementing an audit		
Behaviours		
Establish a close rapport and understanding with laboratory staff	ECE	1,3
Respond constructively to change	ECE, CbD	1,2,4
Demonstrate appropriate behaviours in multidisciplinary team working	ECE, MSF	1,3
Display leadership qualities	ECE, MSF	1,3
Show prompt and relevant decision making with clear communication	ECE, MSF	1,3
Recognise need for change, and principles involved	ECE, MSF	1,3
Be open minded	ECE, MSF	1,2

Evidence and Guidelines

To develop the ability to make the optimal use of current best evidence in making decisions about the care of patients
To develop the ability to construct evidence based guidelines and protocols in relation to medical practise

Knowledge	Assessment Methods	GMP
Understand the application of statistics in scientific medical practice	CbD	1
Understand the advantages and disadvantages of different study methodologies (randomised control trials, case control, cohort etc.)	CbD	1
Understand the relative strengths and limitations of both quantitative and qualitative studies, and the different types of each	CbD	1
	CbD	1
Understand the principles of critical appraisal		
Understand levels of evidence and quality of evidence	CbD	1
Understand the role and limitations of evidence in the development of clinical guidelines and protocols	CbD	1
Understand the advantages and disadvantages of guidelines and protocols	CbD	1
Understand the processes that result in nationally applicable guidelines (e.g. NICE and SIGN)	CbD	1
Skills		
Able to search the medical literature including use of PubMed, Medline, Cochrane reviews	CbD	1
Apply conclusions from critical appraisal to clinical care	CbD	1
Identify the limitations of research	CbD	1
Contribute to the construction, review and updating of local (and national) guidelines of good practice using the principles of evidence based medicine	CbD	1
Behaviours		
Keeps up to date with national reviews and guidelines of practice (e.g. NICE and SIGN)	CbD	1,2
Aim for best clinical practice (clinical effectiveness) at all times, responding to evidence-based medicine	ACAT, CbD, mini-CEX	1,2
Recognise the occasional need to practise outside clinical guidelines	ACAT, CbD, mini-CEX	1,2

Encourage discussion amongst colleagues on evidence-based practice	ACAT, CbD, mini-CEX, MSF	1,2
--	--------------------------	-----

Structure of the NHS and the principles of management

To understand the structure of the NHS and the management of local healthcare systems in order to be able to participate fully in managing healthcare provision

Knowledge	Assessment Methods	GMP
Describe the structure of the NHS in the relevant jurisdiction of the UK	ACAT, CbD	1
Describe about finance issues in general in the NHS, especially budgetary management and commissioning	ACAT, CbD, mini-CEX	1
Describe the importance of a health service for the population	ACAT, CbD, mini-CEX	1
Explain commissioning, funding and contracting arrangements relevant to the specialty	CbD	1
Understands the principles of:	ACAT, CbD, mini-CEX	1
Clinical coding		
European Working Time Regulations including rest provisions		
National Service Frameworks		
Health regulatory agencies (e.g., NICE, Scottish Government)		
NHS Structure and relationships		
NHS finance and budgeting		
Consultant contract and the contracting process		
Resource allocation		
The role of the Independent sector as providers of healthcare		
Patient and public involvement processes and role		
Skills		
Demonstrate developing skills in managing change and managing people	ACAT, CbD, mini-CEX	1,3
Demonstrate developing interviewing techniques including those required for performance reviews	ACAT, CbD, mini-CEX	1,3
Contribute to the writing of a business plan	ACAT, CbD, mini-CEX	1
Behaviours		
Show an awareness of equity in healthcare access and delivery	CbD	

Responds appropriately to health service objectives and targets and take part in the development of services	ACAT, CbD, mini-CEX	1, 2
Recognises the role of patients and carers as active participants in healthcare systems and service planning	ACAT, CbD, mini-CEX	1, 2, 3
Shows willingness to improve managerial skills (e.g. management courses) and engage in management of the service	CbD, MSF	1
Show a commitment to the proper use of public money and take action when resources are not used efficiently or effectively	CbD, MSF	1, 2,3
Demonstrate awareness that in addition to patient specific clinical records, clinical staff also have responsibilities for other records (e.g. research)	CbD, MSF	1,2,3

Time management and Decision making

To demonstrate increasing ability to prioritise and organise clinical and clerical duties in order to optimise patient care
To demonstrate improving ability to make appropriate clinical and clerical decisions in order to optimise the effectiveness of the clinical team resource

Knowledge	Assessment Methods	GMP
Understands that effective organisation is key to time management	ACAT, CbD	1
Understands that some tasks are more urgent and/or more important than others	ACAT, CbD	1
Understands the need to prioritise work according to urgency and importance	ACAT, CbD	1
Maintains focus on individual patient needs whilst balancing multiple competing pressures	ACAT, CbD	1
Understands that some tasks may have to wait or be delegated to others	ACAT, CbD	1
Understands the roles, competences and capabilities of other professionals and support workers	ACAT, CbD	1
Outlines techniques for improving time management	ACAT, CbD	1
Understands the importance of prompt investigation, diagnosis and treatment in disease and illness management	ACAT, CbD, mini-CEX	1,2
Skills		
Identifies clinical and clerical tasks requiring attention or predicted to arise	ACAT, CbD, mini-CEX	1,2

Estimates the time likely to be required for essential tasks and plan accordingly	ACAT, CbD, mini-CEX	1
Groups together tasks when this will be the most effective way of working	ACAT, CbD, mini-CEX	1
Recognises the most urgent / important tasks and ensures that they managed expediently	ACAT, CbD, mini-CEX	1
Regularly reviews and re-prioritises personal and team work load	ACAT, CbD, mini-CEX	1
Organises and manages workload effectively and flexibly	ACAT, CbD, mini-CEX	1
Makes appropriate use of other professionals and support workers	ACAT, CbD, mini-CEX	1
Behaviours		
Ability to work flexibly and deal with tasks in an effective and efficient fashion	ACAT, CbD, MSF	3
Recognises when you or others are falling behind and take steps to rectify the situation	ACAT, CbD, MSF	3
Communicates changes in priority to others	ACAT, MSF	1
Remains calm in stressful or high pressure situations and adopts a timely, rational approach	ACAT, MSF	1
Appropriately recognises and handles uncertainty within the consultation	ACAT, MSF	1

Teaching and Training

To develop the ability to teach to a variety of different audiences in a variety of different ways

To be able to assess the quality of the teaching

To be able to train a variety of different trainees in a variety of different ways

To be able to plan and deliver a training programme with appropriate assessments

Knowledge	Assessment Methods	GMP
Describe how to identify adult learning principles	CbD	1
Describe how to identify learner needs	CbD	1
Outline how to structure a teaching activity	CbD	1
Explain varied teaching strategies	CbD	1
Describe how to identify learning styles	CbD	1
Describe principles of evaluation	CbD	1
Skills		
Facilitate learning process	CbD, ECE	1
Identify learning outcomes	CbD, ECE	1
Construct educational objectives	CbD, ECE	1
Design and deliver an effective teaching event	CbD, ECE	1
Communicate effectively with the learners	CbD, ECE, MSF	1
Use effective questioning techniques	CbD, ECE	1
Teach large and small groups effectively	CbD, ECE, MSF	1
Select and use appropriate teaching resources	CbD, ECE	1
Give constructive effective feedback	CbD, ECE, MSF	1,3
Evaluate programmes and events	CbD, ECE	1,3
Use teaching media that is appropriate to the teaching setting	CbD, ECE	1,3
Behaviours		
Demonstrate a willingness and enthusiasm to teach	CbD, ECE, MSF	1,3
Show respect for the learner	CbD, ECE, MSF	1,3
Demonstrate a professional attitude towards teaching	CbD, ECE, MSF	1,3
Show commitment to teach	CbD, ECE, MSF	1,3
Demonstrate a learner centred approach to teaching	CbD, ECE, MSF	1,3

Ethical Research projects

To be able to plan and analyse a research project		
To ensure that research is undertaken using relevant ethical guidelines		
Knowledge	Assessment Methods	GMP
Outlines the GMC guidance on good practice in research	ACAT, CbD	1
Understands the principles of research governance	AA, CbD, mini-CEX	1
Outlines the differences between audit and research	CbD, mini-CEX	1
Describes how clinical guidelines are produced	CbD	1
Demonstrates a knowledge of research principles	CbD, mini-CEX	1
Outlines the principles of formulating a research question and designing a project	CbD, mini-CEX	1
Comprehends principal qualitative, quantitative, bio-statistical and epidemiological research methods	CbD	1
Outlines sources of research funding	CbD	1
Understands the difference between population-based assessment and unit-based studies and is able to evaluate outcomes for epidemiological work	CbD	1
Skills		
Develops critical appraisal skills and applies these when reading literature	CbD	1
Demonstrates the ability to write a scientific paper	CbD	1
Applies for appropriate ethical research approval	CbD	1
Demonstrates the use of literature databases	CbD	1
Demonstrates good verbal and written presentations skills	CbD, DOPS	1
Behaviour		
Follows guidelines on ethical conduct in research and consent for research	CbD	1
Shows willingness to the promotion in research	CbD	1

Policy, research and change management

To understand the principles behind policy, research and change management		
Knowledge	Assessment Methods	GMP
Be aware of current UK screening, immunisation and reporting programmes that relate to infection	ACAT, CbD, mini-CEX	1
Be aware of current guidance for the clinical care of infection patients	ACAT, CbD, mini-CEX	1
Be aware of and maintain an up to date knowledge of research evidence relating to infection	ACAT, CbD, mini-CEX, ECE	1
Apply a variety of methodologies for developing creative strategies for improving services	ACAT, CbD, mini-CEX	1
Know how to access and use local health data	ACAT, CbD, mini-CEX	1
Know how to access resources for action and advocacy (e.g. resources, legislation, policy documents)	ACAT, CbD, mini-CEX	1
Know the function and responsibilities of national bodies such as DH, CQC, NICE, NPSA, NCAS; Royal Colleges and Faculties, specialty specific bodies, representative bodies; regulatory bodies; educational and training organisations relevant to the particular developed administration in which practising	ACAT, CbD, mini-CEX	1
Skills		
Be able to access and make use of appropriate population, demographic, socio-economic and health data	ACAT, CbD, mini-CEX	1
Adjust central policy and guidance for local circumstances and conditions	ACAT, CbD, mini-CEX	1,2
Implement policy and directives applicable to local and global practice	ACAT, CbD, mini-CEX	1
Discuss the local, national and UK health priorities and how they impact on the delivery of health care relevant to the specialty	ACAT, CbD, mini-CEX	1
Identify trends, future options and strategy relevant to the specialty and delivering patient services	ACAT, CbD, mini-CEX	1
Question existing practice in order to improve services	ACAT, CbD, mini-CEX	1,2
Apply creative thinking approaches (or methodologies or techniques) in order to propose solutions to service issues	ACAT, CbD, mini-CEX	1,2
Behaviours		
Be open to directives, policy and advice from government, specialist society, local management and others	CbD, mini-CEX	1

Comply with national guidelines that influence healthcare provision	CbD, mini-CEX	1
Willingly articulate strategic ideas and use effective influencing skills	CbD, mini-CEX	1
Demonstrate a commitment to implementing proven improvements in clinical practice and services	CbD, mini-CEX	1

Health Promotion and Public Health

To develop the ability to work with individuals and communities to reduce levels of ill health, remove inequalities in healthcare provision and improve the general health of a community

Knowledge	Assessment Methods	GMP
Understands the factors which influence the incidence and prevalence of common conditions	ACAT, CbD, mini-CEX	1
Recognise the links between health and work, including the benefits of work on well-being	CbD, mini-CEX	1
Understands the factors which influence health and illness – psychological, biological, social, cultural and economic especially poverty and unemployment	ACAT, CbD, mini-CEX	1
Understands the influence of lifestyle on health and the factors that influence an individual to change their lifestyle	ACAT, CbD, mini-CEX	1
Understands the influence of culture and beliefs on patient's perceptions of health	ACAT, CbD, mini-CEX	1
Understands the purpose of screening programmes and knows in outline the common programmes available within the UK	CbD, mini-CEX	1
Understands the positive and negative effects of screening on the individual	CbD, mini-CEX	1
Understands the possible positive and negative implications of health promotion activities (e.g. immunisation)	CbD, mini-CEX	1
Understands the relationship between the health of an individual and that of a community and vice versa	CbD, mini-CEX	1
Knows the key local concerns about health of communities such as smoking and obesity and the potential determinants	ACAT, CbD, mini-CEX	1
Understands the role of other agencies and factors, including the impact of globalisation in increasing disease and in protecting and promoting health	ACAT, CbD, mini-CEX	1

Demonstrates knowledge of the determinants of health worldwide and strategies to influence policy relating to health issues, including the impact of the developed world strategies on the third world	ACAT, CbD, mini-CEX	1
Outlines the major causes of global morbidity and mortality and effective, affordable interventions to reduce these	ACAT, CbD, mini-CEX	1
Recalls the effect of addictive and self-harming behaviours, especially substance misuse and gambling, on personal and community health and poverty	ACAT, CbD, mini-CEX	1
Knowledge of any existing indicators or potential health risks related to overweight/obesity including clinical indicators, medication, lifestyle factors and family history	ACAT, CbD, mini-CEX	1
Detailed knowledge of national and local obesity prevalence and probable future trends	ACAT, CbD, mini-CEX	1
Skills		
Identifies opportunities to prevent ill health and disease in patients	ACAT, CbD, mini-CEX	1, 2
Identifies the interaction between mental, physical and social wellbeing in relation to health	ACAT, CbD, mini-CEX	1
Counsels patients appropriately on the benefits and risks of screening and health promotion activities	ACAT, CbD, mini-CEX	1, 3
Identifies patient's ideas, concerns and health beliefs regarding screening and health promotions programmes and is capable of appropriately responding to these	CbD, mini-CEX,	1, 3
Recognises and is able to balance autonomy with social justice	CbD, mini-CEX	1, 3
Work collaboratively with other agencies, e.g. occupational health services, to improve the health of individual patients, and help them to remain at or return to work whenever appropriate	CbD, mini-CEX	1,3
Identify opportunities to promote changes in lifestyle and other actions which will positively improve health, e.g. to encourage smoking cessation and / or weight reduction	CbD, mini-CEX	1,3
Encourage patients to remain at or return to work whenever appropriate	CbD, mini-CEX	1,3
Provide information to an individual about mechanisms to support them remaining at work or returning to work, and offering encouragement that they should do so whenever possible	CbD, mini-CEX	1,3

Behaviours

Engages in effective team-working around the improvement of health	ACAT, CbD, MSF	1, 3
Encourages, where appropriate, screening to facilitate early intervention	CbD	1
Seeks out and utilises opportunities for health promotion and disease prevention	CbD	1

DRAFT

3. RELATIONSHIPS WITH PATIENTS

Objective: to ensure that the trainee has the knowledge, skills and attitudes to act in a professional manner at all times.

New specialists will:

- Be skilled in building relationships of trust with patients and their families, through effective interpersonal skills, a courteous and compassionate approach, and respect for their privacy and dignity, and cultural and religious beliefs
- Follow the principles and legal aspects of consent and confidentiality
- Be able to manage difficult and complex situations with patients and their families, to advise them appropriately and to manage complaints effectively.

The Patient as Central Focus of Care

To develop the ability to prioritise the patient's agenda encompassing their beliefs, concerns expectations and needs		
Knowledge	Assessment Methods	GMP
Outlines health needs of particular populations e.g. adolescents / young adults. ethnic minorities and recognises the impact of health beliefs, culture and ethnicity in presentations of physical and psychological conditions	ACAT, CbD	1
Ensure that all decisions and actions are in the best interests of the patient and the public good	CbD	1
Use by patients of on-line health information and pharmaceutical purchasing	CbD, mini-CEX	1,2,4
Skills		
Gives adequate time for patients and carers to express their beliefs ideas, concerns and expectations	ACAT, mini-CEX	1, 3, 4
Responds to questions honestly and seek advice if unable to answer	ACAT, CbD, mini-CEX	3
Encourages the health care team to respect the philosophy of patient focussed care	ACAT, CbD, mini-CEX, MSF	3
Develops a self-management plan with the patient	ACAT, CbD, mini-CEX	1, 3
Supports patients, parents and carers where relevant to comply with management plans	ACAT, CbD, mini-CEX,	3
Encourages patients to voice their preferences and personal choices about their care	ACAT, mini-CEX	3
Respond to people in an ethical, honest and non-judgmental manner	CbD	1,3,4
Behaviours		
Supports patient self-management	ACAT, CbD, mini-CEX	3

Respond to questions honestly and seek advice if unable to answer	ACAT, CbD, mini-CEX	3
Recognises the duty of the medical professional to act as patient advocate	ACAT, CbD, mini-CEX, MSF	3, 4

Continuity of care

To understand and proactively encourage continuity of care		
Knowledge	Assessment Methods	GMP
Explain the relevance of continuity of care	ACAT, CbD, mini-CEX	1
Skills		
Ensure satisfactory completion of reasonable tasks at the end of the shift/day with appropriate handover	ACAT, CbD, mini-CEX	1,2
Ensure appropriate documentation for handover	ACAT, CbD, mini-CEX	1,2,3
Make adequate arrangements to cover leave	ACAT, CbD, mini-CEX	1,2,3
Behaviours		
Recognise the importance of punctuality and attention to detail	ACAT, CbD, mini-CEX, MSF	1,3
Recognise importance of communication with patients/carers	ACAT, CbD, mini-CEX, MSF	1,3

Valid consent

To understand the necessity of obtaining valid consent from the patient and how to obtain it		
Knowledge	Assessment Methods	GMP
Describe the process for gaining informed consent, in particular: <ul style="list-style-type: none"> Understands that consent is a process that may culminate in, but is not limited to, the completion of a consent form Understands the particular importance of considering the patient's level of understanding and mental state (and also that of the parents, relatives or carers when appropriate) and how this may impair their capacity for informed consent 	CbD, DOPS, MSF	1
Skills		
Presents all information to patients (and carers) in a format they understand, checking understanding and allowing time for reflection on the decision to give consent	ACAT, CbD, mini-CEX	1, 3
Understand the social and cultural issues that might affect consent	CbD	1,3,4
Provides a balanced view of all care options	ACAT, CbD, mini-CEX	1, 3, 4
Understand the legal aspects of consent in respect to adolescents and young adults and how this differs across the countries in the UK	CbD, MSF	1
Behaviours		
Respects a patient's rights of autonomy, even in situations where their decision might put them at risk of harm	ACAT, CbD, mini-CEX	1
Does not exceed the scope of authority given by a competent patient	ACAT, CbD, mini-CEX	1
Does not withhold information relevant to proposed care or treatment in a competent patient	ACAT, CbD, mini-CEX	1, 3, 4
Does not seek to obtain consent for procedures which they are not competent to perform, in accordance with GMC/regulatory	ACAT, CbD, mini-CEX	1, 3

Principles of Medical Ethics and Confidentiality

To know, understand and apply appropriately the principles, guidance and laws regarding medical ethics and confidentiality		
Knowledge	Assessment Methods	GMP
Demonstrates knowledge of the principles of medical ethics	CbD, mini-CEX	1
Outlines and follows the guidance given by the GMC on confidentiality	CbD, mini-CEX	1
Defines the provisions of the Data Protection Act and Freedom of Information Act	CbD, mini-CEX	1
Defines the principles of Information Governance	CbD, mini-CEX	1
Defines the role of the Caldicott Guardian and Information Governance lead within an institution, and outlines the process of attaining Caldicott approval for audit or research	CbD, mini-CEX	1, 4
Outlines situations where patient consent, while desirable, is not required for disclosure e.g. serious communicable diseases, public interest	CbD, mini-CEX	1, 4
Outlines the procedures for seeking a patient's consent for disclosure of identifiable information	CbD, mini-CEX	1
Recalls the obligations for confidentiality following a patient's death	CbD, mini-CEX	1, 4
Recognises the problems posed by disclosure in the public interest, without patient's consent	CbD, mini-CEX	1, 4
Recognises the factors influencing ethical decision making, including religion, personal and moral beliefs, cultural practices	CbD, mini-CEX	1
Do not resuscitate – defines the standards of practice defined by the GMC when deciding to withhold or withdraw life-prolonging treatment	CbD, mini-CEX	1
Recognises the role and legal standing of advance directives	CbD, mini-CEX	1
Outlines the principles of the Mental Capacity Act	CbD, mini-CEX	1
Demonstrate an understanding of adolescents' and young adults' right to confidentiality and the importance of safeguarding	CbD, mini-CEX	1
Skills		
Uses and shares information with the highest regard for confidentiality, and encourages such behaviour in other members of the team	CbD, mini-CEX, MSF	1, 2, 3
Uses and promotes strategies to ensure confidentiality is	CbD	1

maintained e.g. anonymisation		
Counsels patients on the need for information distribution within members of the immediate healthcare team	CbD, MSF	1, 3
Counsels patients, family, carers and advocates tactfully and effectively when making decisions about resuscitation status, and withholding or withdrawing treatment	CbD, mini-CEX	1, 3
Behaviours		
Encourages informed ethical reflection in others	ACAT, CbD, MSF	1
Shows willingness to seek advice of peers, legal bodies, and the GMC in the event of ethical dilemmas over disclosure and confidentiality	ACAT, CbD, mini-CEX, MSF	1
Respects patient's requests for information not to be shared, unless this puts the patient, or others, at risk of harm	ACAT, CbD, mini-CEX	1, 4
Shows willingness to share information regarding care with patients, unless they have expressed a wish not to receive such information	ACAT, CbD, mini-CEX	1, 3
Shows willingness to seek the opinion of others when making decisions about resuscitation status, and withholding or withdrawing treatment	ACAT, CbD, mini-CEX, MSF	1, 3

Relationships with Patients and Communication within a Consultation

To recognise the need, and develop the abilities, to communicate effectively and sensitively with patients, relatives and carers		
Knowledge	Assessment Methods	GMP
How to structure a consultation appropriately	ACAT, CbD, mini-CEX	1
The importance of the patient's background, culture, education and preconceptions (beliefs, ideas, concerns, expectations) to the process	ACAT, CbD, mini-CEX	1
Listen actively and question sensitively to guide the patient and to clarify information in particular with regard to matters that they may find it difficult to discuss, e.g. domestic violence or other abuse	mini-CEX	1, 3
Understands that the needs and issues of adolescents, young adults and those in transition to adult services may differ from others	ACAT, CbD, mini-CEX	1,3
Skills		
Establishes a rapport with the patient and any relevant others (e.g. carers)	ACAT, CbD, mini-CEX	1, 3
Utilises open and closed questioning appropriately	CbD, mini-CEX	1,3

Listens actively and questions sensitively to guide the patient and to clarify information	ACAT, mini-CEX	1, 3
Identifies and manages communication barriers, tailoring language to the individual patient and others, and using interpreters when indicated	ACAT, CbD, mini-CEX	1, 3
Delivers information compassionately, being alert to and managing their and your emotional response (anxiety, antipathy etc.)	ACAT, CbD, mini-CEX	1, 3, 4
Uses, and refers patients to, appropriate written and other evidence based information sources	ACAT, CbD, mini-CEX	1, 3
Checks the patient's/carer's understanding, ensuring that all their concerns/questions have been covered	ACAT, CbD, mini-CEX	1, 3
Indicates when the consultation is nearing its end and concludes with a summary and appropriate action plan; asks the patient to summarise back to check his/her understanding	ACAT, CbD, mini-CEX	1, 3
Makes accurate contemporaneous records of the discussion	ACAT, CbD, mini-CEX	1, 3
Manages follow-up effectively and safely, utilising a variety of methods (e.g. phone call, email, letter)	ACAT, CbD, mini-CEX	1
Ensures appropriate referral and communications with other healthcare professional resulting from the consultation are made accurately and in a timely manner	CbD	1,3
Behaviours		
Approaches the situation with courtesy, empathy, compassion and professionalism, especially by appropriate body language and endeavouring to ensure an appropriate physical environment - act as an equal not a superior	ACAT, CbD, mini-CEX, MSF	1, 3, 4
Ensures appropriate personal language and behaviour	CbD	1,3
Ensures that the approach is inclusive and patient-centred, and respects the diversity of values in patients, carers and colleagues	ACAT, CbD, mini-CEX, MSF	1, 3
Is willing to provide patients with a second opinion	ACAT, CbD, mini-CEX, MSF	1, 3
Uses different methods of ethical reasoning to come to a balanced decision where complex and conflicting issues are involved	ACAT, CbD, mini-CEX, MSF	1, 3
Is confident and positive in own values	ACAT, CbD, mini-CEX	1, 3

Complaints

To recognise the causes of error and to learn from them; to realise the importance of

honesty and effective apology and to take a leadership role in the handling of complaints

Knowledge	Assessment Methods	GMP
<p>Basic consultation techniques and skills described for Foundation programme, including:</p> <p>Describes the local complaints procedure</p> <p>Recognises factors likely to lead to complaints (poor communication, dishonesty, clinical errors, adverse clinical outcomes etc.)</p> <p>Adopts behaviour likely to prevent causes for complaints</p> <p>Deals appropriately with concerned or dissatisfied patients or relatives</p> <p>Recognises when something has gone wrong and identifies appropriate staff to communicate this to</p> <p>Acts with honesty and sensitivity in a non-confrontational manner</p>	CbD, MSF	1
<p>Describe systems of independent review</p>	CbD, MSF	1
Skills		
<p>Explains comprehensibly to the patient the events leading up to a medical error or serious untoward incident, and sources of support for patients and their relatives</p>	CbD, MSF	1, 3
<p>Delivers an appropriate apology and explanation (either of error or for process of investigation of potential error and reporting of the same)</p>	CbD, MSF	1, 3, 4
Behaviours		
<p>Contributes to a fair and transparent culture around complaints and errors</p>	CbD, MSF	1
<p>Recognises the rights of patients, family members and carers to make a complaint</p>	CbD, MSF	1, 4

4. WORKING WITH COLLEAGUES

Objective: To demonstrate good working relationships with colleagues and appropriate communication skills.

New specialists will:

- Strive for continuing improvement in all aspects of their work and that of colleagues while mindful of priorities and high standards
- Have effective interpersonal skills which enable them to bring out the best in colleagues, to resolve conflicts when they arise and to develop working relationships within the team
- Support teams that bring together different professions and disciplines and other agencies, to provide high quality healthcare
- Develops an understanding of leadership by drawing on values, strengths and abilities to deliver high standards of care.

Communication with Colleagues and Cooperation

To recognise and accept the responsibilities and role of the doctor in relation to other healthcare professionals		
To communicate succinctly and effectively with other professionals as appropriate		
Knowledge	Assessment Methods	GMP
Understands the section in 'Good Medical Practice' on Working with Colleagues, in particular:	CbD, MSF	1
<ul style="list-style-type: none"> • The roles played by all members of a multi-disciplinary team • The features of good team dynamics • The principles of effective inter-professional collaboration to optimise patient, or population, care • 	CbD, MSF	1
	CbD, MSF	1
	CbD, MSF	1
Understands the principles of confidentiality that provide boundaries to communication	CbD, MSF	1
Skills		
Communicates accurately, clearly, promptly and comprehensively with relevant colleagues by means appropriate to the urgency of a situation (telephone, email, letter etc.), especially where responsibility for a patient's care is transferred	ACAT, CbD, mini-CEX	1, 3
Utilises the expertise of the whole multi-disciplinary team as appropriate, ensuring when delegating responsibility that appropriate supervision is maintained	ACAT, CbD, mini-CEX, MSF	1, 3
Participates in and co-ordinates an effective hospital-at-night or hospital out-of-hours team where relevant; participates effectively in General Practice out-of-hours	ACAT, CbD, mini-CEX, MSF	1
Communicates effectively with administrative bodies and support organisations	CbD, mini-CEX, MSF	1, 3

Employs behavioural management skills with colleagues to prevent and resolve conflict and enhance collaboration	ACAT, CbD, mini-CEX, MSF	1, 3
Behaviours		
Is aware of the importance of and takes part in multi-disciplinary teamwork, including adoption of a leadership role when appropriate but also recognising where others are better equipped to lead	ACAT, CbD, mini-CEX, MSF	3
Fosters a supportive and respectful environment where there is open and transparent communication between all team members	ACAT, CbD, mini-CEX, MSF	1, 3
Ensures appropriate confidentiality is maintained during communication with any member of the team	ACAT, CbD, mini-CEX, MSF	1, 3
Recognises the need for a healthy work/life balance for the whole team, including yourself, but take any leave yourself only after giving appropriate notice to ensure that cover is in place	CbD, mini-CEX, MSF	1
Is prepared to accept additional duties in situations of unavoidable and unpredictable absence of colleagues, ensuring that the best interests of the patient are paramount	CbD, MSF	1

Acting with integrity

Knowledge	Assessment Methods	GMP
Describe the professional, legal and ethical codes of the GMC, e.g. Fitness to Practice and any other codes pertaining to the trainee's specialty	ACAT, CbD, mini-CEX	1
Summarise the key issues of prejudice and preferences within self, others, society and cultures	ACAT, CbD, mini-CEX	1
Skills		
Recognise, analyse and appropriately deal with unprofessional behaviours in clinical practice, taking into account local and national regulations	ACAT, CbD, mini-CEX	1,4
Create open and non-discriminatory professional working relationships with colleagues	ACAT, CbD, mini-CEX	1,3,4
Awareness of the need to prevent bullying and harassment	ACAT, CbD, mini-CEX	1,3,4
Behaviours		
Accept of professional regulation	CbD, mini-CEX, MSF	1,2
Promote professional attitudes and values	ACAT, CbD, mini-CEX, MSF	1,2,3,4
Act with probity and the willingness to be truthful and to admit errors	ACAT, CbD, mini-CEX, MSF	1,2,3,4

5. PERSONAL BEHAVIOUR

Objective: To understand the importance of the personal behaviour of the doctor.

will:

- Act quickly and effectively if they have reason to believe that their own or a colleague's conduct, performance or health may put patients at risk.

Personal Behaviour

To develop the behaviours that will enable the doctor to become a senior leader able to deal with complex situations and difficult behaviours and attitudes. To work increasingly effectively with many teams and to be known to put the quality and safety of patient care as a prime objective
To develop the attributes of someone who is trusted to be able to manage complex human, legal and ethical problem. To become someone who is trusted and is known to act fairly in all situations

Knowledge	Assessment Methods	GMP
Recalls and builds upon the competences defined in the Core Medical Training Curriculum: <ul style="list-style-type: none"> • Deals with inappropriate patient and family behaviour • Respects the rights of children, elderly, people with physical, mental, learning or communication difficulties • Adopts an approach to eliminate discrimination against patients from diverse backgrounds including age, gender, race, culture, disability and sexuality • Places needs of patients above own convenience • Behaves with honesty and probity • Acts with honesty and sensitivity in a non-confrontational manner • Knows the main methods of ethical reasoning: casuistry, ontology and consequential • Understands the overall approach of value-based practice and how this relates to ethics, law and decision-making • 	ACAT, CbD, mini-CEX, MSF	1,2,3,4
Outlines the relevance of professional bodies (Royal Colleges, JRCPTB, GMC, Postgraduate Deans, BMA, specialist societies, medical defence societies)	CbD	1
Skills		
Practises with professionalism including: <ul style="list-style-type: none"> • Integrity • Compassion • Altruism • Continuous improvement • Aspiration to excellence • Respect of cultural and ethnic diversity • Regard to the principles of equity 	ACAT, CbD, mini-CEX, MSF	1, 2, 3, 4
Promotes awareness of the doctor's role in utilising healthcare	ACAT, CbD, mini-	1, 3

resources optimally and within defined resource constraints	CEX, MSF	
Recognises and responds appropriately to unprofessional behaviour in others	ACAT, CbD	1
Is able to handle enquiries from the press and other media effectively	CbD, DOPS	1, 3
Ability to prepare rotas; delegate; organise and lead teams	CbD	1, 3
Ability to contribute to the recruitment and selection of staff	CbD	1, 3
Behaviour		
Recognises the need to use all healthcare resources prudently and appropriately	ACAT, CbD, mini-CEX	1, 2
Recognises situations when it is appropriate to involve professional and regulatory bodies	ACAT, CbD, mini-CEX	1
Shows willingness to act as a leader, mentor, educator and role model	ACAT, CbD, mini-CEX, MSF	1
Takes part in 360 degree feedback as part of appraisal	CbD, MSF	1, 2, 4
Recognises need for reliability and accessibility throughout the healthcare team	ACAT, CbD, mini-CEX, MSF	1

SPECIALTY SPECIFIC COMPETENCIES FOR COMBINED INFECTION TRAINING

This section outlines the core scientific and clinical training in infection which underpins and prepares trainees for specialist training in medical microbiology, medical virology and infectious diseases, and the competencies acquired in relation to the practice of these specialties. This section will be complemented by training and courses organised by the local Deanery holding the trainee's NTN. It is the responsibility of the educational supervisor to liaise with the local Programme Director and the Postgraduate Dean to ensure that the trainee has access to the necessary training opportunities, including attendance at courses, to enable them to acquire the competencies as outlined in this curriculum.

6. BASIC BIOLOGY OF BACTERIA, VIRUSES, FUNGI AND PARASITES; HOST-PATHOGEN RELATIONSHIPS

To understand the basic biology of micro-organisms that may cause disease in humans, and how they cause disease		
Knowledge	Assessment Methods	GMP
Understand basic biology, including structure, function, genetics, and pathogenesis, of major bacterial, viral, fungal and parasitic agents	KBA, CbD, mini-CEX	1
Understand the principles of microbiological and clinical classification of microorganisms	KBA, CbD, mini-CEX	1
Describe local and global epidemiology of major infectious agents and their disease associations	KBA, CbD, mini-CEX	1
Understand the principles of the immune response to infection and the role of innate and adaptive immunity	KBA, CbD, mini-CEX	1
Understand the basis of different types of host-parasite relationships, e.g. the importance and evolution of normal flora, viral latency and quasispecies evolution	KBA, CbD, mini-CEX	1
Understand the principles of active and passive immunisation	KBA, CbD, mini-CEX	1
Skills		
Apply knowledge of basic biology and host-pathogen relationship to inform clinical management of infection	KBA, CbD, mini-CEX	1,2
Behaviours		
Enthusiastic approach to learning	MSF	1,4
Involve appropriate multi-disciplinary specialties, in the management of infection	MSF	1,3

7. MICROBIOLOGY/VIROLOGY LABORATORY PRACTICE

Objective:

To be competent in the use of the laboratory in the investigation, management and prevention of infection

Pre analytical phase

To appreciate the range of investigation and diagnostics available in different clinical scenarios, the optimal samples to send and the conditions in which to send them		
Knowledge	Assessment Methods	GMP
Be aware of the repertoire of investigations available for a given clinical scenario, and understand their merits and limitations	KBA, CbD, mini-CEX	1
Be able to refer to the local laboratory standard operating procedures (SOPs) for guidance on the nature of the sample and the tests performed	KBA	1
Understand the correct sample type, volume (where relevant) and optimal conditions for storage and transport that are required for the individual test	KBA	1
Skills		
Be able to select the most appropriate investigations for the individual patient	KBA, CbD, mini-CEX	1
Behaviours		
Ability to liaise closely with laboratory staff	MSF	3
Willingness to communicate with, guide, inform and educate other clinicians	MSF	3

Analytical Phase

To understand and appreciate the advantages, limitations and use of investigations and diagnostics, and the role and use of reference laboratories		
To appreciate the methods and risks of routine laboratory diagnostics		
Knowledge	Assessment Methods	GMP
Have knowledge of health and safety aspects of laboratory diagnostic procedures and bio-safety level classification when dealing with pathogens (See Health and Safety section)	KBA, CbD, mini-CEX	1
Understand the principles, uses and limitations of laboratory diagnostic procedures (manual, automated and Point-of-Care) – including microscopy, culture, protein/nucleic acid-based, serological/other assays of host-response, and more novel diagnostics	KBA, CbD, mini-CEX	1
Understand the repertoire and use of reference laboratories	KBA, CbD, mini-	1

when dealing with pathogens	CEX	
Skills		
To be able to follow an SOP/examination procedure and use time effectively and efficiently to achieve an optimal turnaround time	MSF, mini-CEX	1,2
Behaviours		
Establish a close rapport and understanding with laboratory staff and reference centres	MSF, mini-CEX	3
Observe good laboratory practice	MSF	1,2
Show willingness to learn from members of a multi-disciplinary team and to accept constructive feedback	MSF	3

Post-analytical Phase:

To understand and appreciate the importance of correctly recording, interpreting and relaying the results of laboratory investigations and diagnostics		
Knowledge	Assessment Methods	GMP
Understand the importance of keeping concise, accurate, confidential, and legible records of laboratory investigations	CbD, mini-CEX	1,2
Interpret laboratory investigations and their results accurately. Understands results comprehensively with results from other specimens and other investigations such as radiology, biochemistry and haematology	CbD, mini-CEX KBA CbD, mini-CEX KBA	1,1 1
Skills		
Produce a laboratory report containing correct results and appropriate interpretative comments using appropriate IT systems	MSF, CbD	1,2
Behaviours		
Communicate promptly and accurately with clinician	MSF	3
Ensure patient confidentiality	MSF	3
Be able to place the patient and the clinical condition at the centre of all deliberations and interpret laboratory results accordingly	MSF	3

Laboratory Management and Quality assurance:

To appreciate the requirements for laboratory quality assurance and accreditation, and the methods used to assess the adequacy of the laboratory processes		
Knowledge	Assessment Methods	GMP
Understand the principles of internal and external quality assurance, and laboratory accreditation	KBA, CbD, mini-CEX	1,2
Understand the importance of good record keeping	KBA, CbD, mini-	1,2

		CEX
Skills		
Be able to perform horizontal, vertical, and examination audits, as appropriate to level of training	KBA, CbD, mini-CEX	1,2
Behaviours		
Show commitment to maintaining high standards of laboratory practice	CbD	1,2
Establish a close rapport with and mutual respect for laboratory staff	MSF	3

DRAFT

8. HEALTH AND SAFETY

Health & Safety

To obtain an in-depth understanding of health and safety issues both locally and nationally in order to practise safely in a laboratory and in a clinical or other setting, and to advise on safe practice

To obtain an understanding of risk assessment for dealing with category 3 and 4 pathogens and be familiar with the requirements for handling of such pathogens and of patients potentially infected with them

Knowledge	Assessment Methods	GMP
Have an understanding of the current legislative framework underpinning Health & Safety (H&S) at work	KBA	1,2,3
Explain basic laboratory hazards and precautions against them	KBA, DOPS	1
Explain principles of universal precautions, hazard groups and containment levels	KBA, ECE, DOPS, CbD	1
Skills		
Have an understanding of infection-prevention and control risk assessment procedures	.KBA, CbD, ECE	1,2
Work safely in a laboratory at appropriate Advisory committee of dangerous pathogens (ACDP) level, including sterilisation, disinfection and waste disposal	KBA, DOPS	1
Behaviours		
Act in accordance with the principles of Good Medical Practice		1,2,3,4

9. PRINCIPLES OF PUBLIC HEALTH IN RELATION TO COMMUNICABLE DISEASES

Principles of Public Health in relation to Infection

To understand the importance of control of communicable diseases and be able to evaluate effectiveness of services to prevent, diagnose and treat infection

Knowledge	Assessment Methods	GMP
Provide an overview of public health issues related to infectious diseases, including identifying and describing the key communicable disease threats: aetiology, how these diseases spread, and how they are prevented	mini-CEX, ACAT, CbD ; KBA	1,3
Outline modes of transmission, incubation period, period of communicability of common agents with public health importance	mini-CEX, ACAT, CbD ; KBA	1,3
Describe basic epidemiological methods	mini-CEX, ACAT, CbD ; KBA	1,3
Understand the requirements for statutory and 'good practice' notification of infectious disease	mini-CEX, ACAT, CbD	1,3
Understand the function of the health protection and environmental health officers (or their equivalents), and their relationship with key infection control personnel in the hospital and community	mini-CEX, ACAT, CbD	1,3
Outline the role of the UK's health protection agencies and other NHS and governmental organisations at local, national and International levels in the control of, and emergency planning for, outbreaks of infection	CbD, KBA	1,3
Understand the role of vaccination in vaccine preventable communicable diseases	CbD, KBA	1,3
Skills		
Notify infectious disease (statutory requirements and 'good practice' notifications) when required	mini-CEX, ACAT, CbD	1,3
Provide appropriate vaccine advice	mini-CEX, ACAT, CbD	1,3
Behaviours		
Demonstrate good working relationships with CsCDC, environmental health officers (or equivalent functions) and other colleagues that provide health protection functions	CbD	1,3

10. INFECTION PREVENTION AND CONTROL

Objective: To understand the principles of infection prevention and control in order to reduce risk of acquiring infection and to control its spread.

Organisation of Infection Prevention & Control responsibilities

To understand the legislative and organisational frameworks of infection prevention and control

Knowledge	Assessment Methods	GMP
Understand the responsibilities of healthcare institutions for IPC under relevant legislations and guidelines	ECE, CbD	1,2
Describe the roles and responsibilities of individual members of healthcare institutions in monitoring, responding to, and resourcing IPC needs	ECE, CbD	1,2
Understand the role of public health bodies as well as reference laboratories in relation to the management of healthcare associated infections (HCAIs)	ECE, CbD	1,3
Recognise the benefits of adhering to scientifically sound practices of IPC to patients and staff as well as the adverse outcomes resulting from failure to comply with them	ECE, CbD	1,2,3
Skills		
Keep up-to-date and comply with national legislation and guidance on IPC	ECE, CbD, KBA	1
Behaviours		
Willingness to learn	ECE, CbD, MSF	1
Appreciate the nature of the Multi-Disciplinary team working in infection prevention and control	ECE, MSF	3

Principles of Infection Prevention and Control

To understand the principles underpinning the principles and practices of infection prevention and control

Knowledge	Assessment Methods	GMP
Understand the basic biology of common agents implicated in HCAs and their pathogenesis	CbD, mini-CEX, KBA	1
Understand the mode of spread and optimum prevention and control strategies of HCAs	CbD, mini-CEX, KBA	1
Understand the concept of "The Chain of Infection" Pathogen or infectious agent Reservoir (patient, healthcare worker, environment) Portal of exit Portal of entry Mode of transmission Susceptible host risk factors	CbD, mini-CEX, KBA	1
Understand the concept of colonisation, infection and disease	CbD, mini-CEX, KBA	1
Understand the mechanisms by which organisms acquire antimicrobial resistance and how to use this knowledge to inform appropriate antimicrobial prescribing	CbD, mini-CEX, KBA	1
Understand the concept of Universal Precautions Protecting Healthcare workers from infection in the work place, including prevention of sharps/splash incidents Source and protective isolation Antibiotic stewardship Aseptic non-touch technique (ANTT) Single use items	ACAT, ECE, CbD, mini-CEX	1
Understand specific control measures employed to prevent transmission of infection, Hand hygiene Personal Protective Equipment (PPE) Isolation and Cohorting Strategies	ACAT, ECE, CbD, mini-CEX	1
Understand the basic principles of environmental control measures Cleaning, disinfection, and sterilization of patient care equipment Environmental cleaning (housekeeping)	ACAT, CbD, mini-CEX	1
Understand the role of the local authority in relation to infection control	ECE, CbD, mini-CEX	1,3
Skills		
Recognise potential for transmission of infection in clinical settings	ACAT, ECE, CbD, mini-CEX	1, 2
Counsel patients on matters of infection risk, transmission, and	ACAT, mini-CEX,	2,3,4

control	CbD	
Follow local infection prevention and control procedures	ACAT, mini-CEX	1,2
Perform practical clinical procedures using aseptic technique	DOPs	1,2
Prescribe antibiotics according to local antibiotic guideline	ACAT, CbD, mini-CEX	1,2
Undertake audits of infection prevention and control practices	ECE, CbD	1, 2
Behaviours		
Lead by example for all staff, patients, students and relatives to observe infection control principles	ACAT, ECE, MSF	1,2,3,4

Management and reporting health-care associated infections (HCAIs)

To understand the epidemiological and clinical aspects of healthcare-associated infections (HCAIs)

Knowledge	Assessment Methods	GMP
Describe the important clinical syndromes of HCAIs, risk factors, organisms involved, clinical presentation, diagnosis, treatment, prevention and control	ACAT, CbD, mini-CEX, KBA	1
Understand the principles of Root Cause Analysis (RCA) and reporting infection-related adverse events including 'serious untoward incidents' (SUI)	ECE, CbD	1,2
Understand the principles of infection control audits and their importance to maintaining good medical practice	ECE, CbD	1,2
Skills		
Report and interpret IPC surveillance data accurately	ECE, CbD, MSF	1,2,3,4
Undertake an IPC related audit	ECE, MSF	1,2,3
Behaviours		
Conform with good infection control practice	ACAT, ECE, MSF	1,2,4
Appreciate the nature of the Multi-Disciplinary team working in infection prevention and control	ACAT, ECE, MSF	3

Outbreak and Surveillance

To understand the principles of diseases outbreak management		
Knowledge	Assessment Methods	GMP
Understand the role of the laboratory in investigating disease outbreaks	ACAT, ECE, Cbd, mini-CEX	1,3
Understand the key principles underpinning outbreak investigation, control, and reporting	ACAT, ECE, Cbd, mini-CEX	1,3
Skills		
Utilise laboratory resources appropriately when investigating an outbreak	ACAT, ECE, Cbd, mini-CEX	1
Behaviours		
Abe to work effectively within a team	ACAT, ECE, MSF	3
Appreciation of roles of other health professionals	ACAT, ECE, MSF	3
Have an alert and vigilant mind	ACAT, ECE, MSF	1,2

11. IMPORTANT CLINICAL SYNDROMES

Important clinical syndromes

To be able to diagnose and manage important clinical syndromes where infection is in the differential diagnosis

Knowledge	Assessment Methods	GMP
Describe the epidemiology, presentation, diagnosis and management of key clinical syndromes associated with community-acquired infections, healthcare-associated infections, and infections related to primary or secondary immunodeficiency	KBA, CbD	
Understand the nature of infection in special populations including the complexity of their management e.g. alcohol and drug users, elderly, pregnant and postpartum women	KBA, CbD	
Explain the types of immunodeficiency and how they affect susceptibility to and control of infections	KBA, CbD	
Demonstrate a detailed knowledge of important conditions and syndromes in Infectious Diseases including: Sepsis and systemic inflammatory response syndrome (SIRS) pyrexia of unknown origin, chronic infections, including blood borne viruses (HIV, viral hepatitis) and tuberculosis cardiovascular infections skin and soft tissue, musculoskeletal, bone and joint infections Upper and lower respiratory tract infections, gastro-intestinal, hepatic, pancreatic and biliary infections, urological and genital infections including Sexually Transmitted Infections (STIs), neurological and ocular infections multisystem infections Prevention and management of Congenital and perinatal infection including exposure to viral exanthems Device associated infection Zoonotic infections	KBA, CbD	
Skills		
Take relevant clinical/infection history, perform clinical examination, and use relevant investigations (e.g. imaging) to establish a differential diagnosis	CbD, mini-CEX	
Select appropriate investigations and subsequently interpret the results to guide the management of infection	KBA, CbD, mini-CEX	
Use relevant local, regional, national guidelines especially those from specialty societies to manage infection	KBA, CbD, mini-CEX	
Able to adjust management plan depending on progress and developments	KBA, CbD, mini-CEX	

Behaviours

Establish rapport with other clinical staff	MSF
Be able to interpret and explain results and treatments simply and effectively to both clinicians and patients	MSF, mini-CEX
Appreciate the importance of being adaptable and open in the face of new or changing information	MSF
Maintain confidentiality	MSF
Maintain non-judgemental attitude to disease and its acquisition	MSF

DRAFT

12. UNDERSTANDING USE OF ANTIMICROBIAL AGENTS

Properties of antimicrobial agents

Acquire a basic understanding of antimicrobial agents and their use in clinical settings		
Knowledge	Assessment Methods	GMP
Understand the concept of broad and narrow spectrum antibiotics	KBA, CbD	1
Understand the key properties of the classes of antimicrobial agents. Mechanism of action Spectrum of activity Route of administration Dosing regimen Penetration Side-effects Resistance patterns Cost	KBA, CbD	1
Understands mechanisms of resistance to antimicrobial agents	KBA, CbD	1
Understand the mechanism of action and role of monoclonal antibodies, antitoxins, and immunoglobulins in prophylaxis and treatment of infections	KBA, CbD	1
Describe the pharmacodynamic and pharmokinetics of antimicrobials, and how these affect choice and dosing of antimicrobials	KBA, CbD	1
Understand the limitations of in vitro methods used to detect antimicrobial resistance and their limitations	KBA, CbD	1
Skills		
Appropriate prescribing of antimicrobial drugs	KBA, CbD, mini-CEX	1
Adherence to evidence based guidance	KBA, CbD, mini-CEX	1,2
Behaviours		
Seek expert advice when necessary	CbD, MSF	1,3
Remain abreast of new developments and knowledge and apply this to clinical practice	CbD, MSF	1

Use of antimicrobials agents in Clinical Management

To be able to use antimicrobial agents rationally based on evidence and existing policies		
Knowledge	Assessment Methods	GMP
Understand the principles of empirical use of antimicrobials for common infections and syndromic presentations, before laboratory results are available	KBA, CbD, mini-CEX	1
Understand the selection of optimal antimicrobials for treatment of infection based on susceptibility report, the clinical	KBA, CbD, mini-CEX	1

scenario and results of other investigations		
Understand the optimal duration of appropriate therapy and when to escalate/ de-escalate	KBA, CbD, mini-CEX	1
Understand the importance of measuring blood levels of certain antimicrobial agents to ensure clinical efficacy and reduce toxicity	KBA, CbD	1
Skills		
Appropriate use of antimicrobial drugs	KBA, CbD, mini-CEX	1,2
Appropriate use of local antibiotic policies and national guidelines	CbD, mini-CEX	1,2
Behaviours		
Establish a rapport and understanding with both laboratory and clinical staff	MSF	1,3
Keep accurate and legible records	MSF	1,2
Ability to apply theoretical knowledge to practical situations	MSF, CbD	1

Safe use of antimicrobial agents

To be able to use antimicrobial agents safely and competently

Knowledge	Assessment Methods	GMP
Understand the importance of the safe use of antimicrobial agents	KBA, CbD	
Knowledge of symptoms and signs of antimicrobial toxicity	KBA, CbD, mini-CEX	
Understand the adverse consequences of antimicrobials, including effects on normal microbial flora, toxicity and interactions with other drugs	KBA, CbD	
Understand the importance of measuring blood levels of certain antimicrobial agents to avoid toxicity	KBA, CbD	
Skills		
Use the most effective and non-toxic antimicrobial regimes	KBA, CbD, mini-CEX	
Be vigilant for potential side effects and monitor appropriately	KBA, CbD, mini-CEX	
Able to prescribe in patients particularly in relation to allergy, in pregnancy, in children and in individuals with deranged liver or kidney function	KBA, CbD, mini-CEX	
Behaviours		
Enthusiastic approach to learning	MSF	
Establish a rapport with both laboratory and clinical staff	MSF, CbD	

The ability to seek expert advice when necessary

MSF

Antimicrobial stewardship and control

To understand the evidence that underpins policy development and stewardship

Knowledge	Assessment Methods	GMP
------------------	---------------------------	------------

Knowledge of Department of Health and other regulatory bodies' requirements for antimicrobial stewardship	KBA, CbD	
---	----------	--

Understand the importance of antimicrobial formularies, and prescribing control policies and processes	CbD	
--	-----	--

Understand the role of the Medicines Management Committees (or equivalent) and antimicrobial pharmacist	CbD	
---	-----	--

Skills

Communicate effectively on antibiotic policy and stewardship with antimicrobial pharmacist	Mini-CEX, MSF	
--	---------------	--

Behaviours

Enthusiastic approach to learning	MSF	
-----------------------------------	-----	--

Appreciation of roles of other healthcare professionals especially the antimicrobial pharmacist or equivalent	MSF	
---	-----	--

Ability to apply theoretical knowledge to practical situations	MSF, CbD	
--	----------	--

Ability to liaise with and support other healthcare professionals	MSF	
---	-----	--

13. THE MANAGEMENT OF HIV INFECTION

Ability to recognise and manage infection including opportunistic infections in the HIV positive patient, and to manage infection risk		
Knowledge	Assessment Methods	GMP
Knowledge of the function of the intact immune system	KBA, mini-CEX, CbD	1,2
Knowledge of pathophysiology of HIV infection	KBA, mini-CEX, CbD	1,2
Knowledge of the epidemiology and natural history of HIV	KBA, mini-CEX, CbD	1,2
Ability to provide relevant counselling to patients, carers and relatives, and to individuals potentially exposed to HIV	KBA, mini-CEX, CbD	1,2
Knowledge of therapeutic options in HIV management	KBA, mini-CEX, CbD	1,2
Understanding of risk/benefit analysis of therapies for HIV and for prophylaxis against HIV and opportunistic infections	KBA, mini-CEX, CbD	1,2
Ability to recognise the clinical features of infections and other disease processes in the HIV infected host	KBA, mini-CEX, CbD	1,2
Recognition of the relevance of specific aspects of history and specific physical signs (and their absence)	KBA, mini-CEX, CbD	1
Understanding of the utility of appropriate laboratory investigations	KBA, mini-CEX, CbD	1
Skills		
Ability to recognize clinical and laboratory manifestations of immune deficiency	mini-CEX	1,3
Ability to interpret test results relating to the direct management of HIV infection and explain their significance to the patient	mini-CEX	1,3
Ability to advise regarding risk reduction for opportunistic infections in the HIV-infected individual, through behavioural change, chemoprophylaxis and vaccination	mini-CEX, CbD, KBA	1,3
Application of communication skills that allow patients, carers and others, including those at HIV risk, to participate in management decisions	mini-CEX, CbD, KBA	1,3
Ability to provide information on HIV transmission and strategies for risk reduction	mini-CEX, CbD, KBA	1,3
Behaviours		
Demonstrate a consideration of the interaction of psychological and social well being on physical symptoms	mini-CEX, CbD	1
Demonstrate empathy and appreciation of patient anxieties	mini-CEX, MSF, CbD	1,3
Have an awareness of patient's rights (including confidentiality)	mini-CEX, CbD	1,4

and responsibilities

Have a non-judgemental attitude to risk activities of the patient	mini-CEX, CbD CbD, MSF	1
Demonstrate the ability to work as part of a multidisciplinary team for the benefit of the patient with colleagues in, for example, sexual health, oncology, hepatology		1,3
Recognition of social, cultural, sexual and religious factors that may impact on HIV management	MSF	1

Specific HIV Diagnostics

Competence in the use of specific HIV diagnostics

Knowledge	Assessment Methods	GMP
Understanding of current diagnostic techniques	KBA, mini-CEX, CbD	1,2
Skills		
Appropriate use of current diagnostic techniques	mini-CEX, CbD, KBA	1,3
Behaviours		
Recognition and appreciation of patient wishes and concerns	mini-CEX, CbD	1
Communicate effectively with regard to the infection and need for treatment	mini-CEX, CbD	3

Specific Therapies in HIV-infected Patients

Ability to institute and manage specific therapies in immune compromised patients.

Knowledge	Assessment Methods	GMP
Knowledge of antiretroviral drugs including: pharmacokinetics, modes of action, interactions, side effects of the commonly used agents indications for and use of antiretroviral drugs in treating HIV infection laboratory tests used in monitoring response and in informing use of certain drugs mechanisms of resistance and cross resistance awareness of current treatment guidelines post-exposure prophylaxis of HIV anti-retroviral agents in the prevention of mother-to-child transmission	CbD, mini-CEX	1,2
Skills		
Ability to apply guidelines and recommend appropriate treatment and interventions	CbD, mini-CEX	1,3
Monitoring and recognition of side effects and drug interactions	CbD, mini-CEX	1,2
Engaging patients to support adherence and facilitate treatment decisions	CbD, mini-CEX	1,3

Behaviours

Appropriate application of knowledge to the clinical situation

CbD, mini-CEX,
MSF

1

DRAFT

14. TRAVEL AND GEOGRAPHICAL HEALTH

Objectives:

- to be competent in the recognition and management of imported infection and the recognition of problems of non communicable disease in immigrants from resource poor settings
- to be competent in giving advice about pre travel precautions including vaccination

Recognition and treatment of imported infections		
Knowledge	Assessment Methods	GMP
Clinical and epidemiological features of imported diseases, including severe communicable diseases such as viral haemorrhagic fevers	mini-CEX, CbD	1,2
Availability and limitations of specialised diagnostic tests	CbD	1,2
Management of malaria and other imported infections	CbD	1
Familiarity with current guidelines and availability of tertiary care and advice lines	mini-CEX, CbD	1
Skills		
Ability to elicit and record appropriate travel history, and develop a differential diagnosis	mini-CEX, CbD	1,3
Ability to select and interpret appropriate diagnostic tests	mini-CEX, CbD	1
Ability to manage malaria and other common imported infection	mini-CEX, CBD	1
Ability to recognize when tertiary level care/advice is needed and to seek it	mini-CEX, CbD	1
Ability to deal with severe communicable diseases (e.g. viral haemorrhagic fevers) and their infection control issues	mini-CEX, CBD, KBA	1
Behaviours		
Works within limitations and knows when to seek advice from senior colleagues	mini-CEX, CbD	1

Provision of health advice for travellers		
Knowledge	Assessment Methods	GMP
The geographical patterns of disease, risk factors for their acquisition, and the availability of paper, electronic and other resources (e.g. vaccination guides, websites, NATHNAC)	KBA, mini-CEX, CbD	1,2
Use, availability, efficacy and safety of vaccine	KBA, mini-CEX, CbD	1,2
Use, efficacy and safety of antimalarial prevention measure	KBA, mini-CEX, CbD	1,2
Principles of organising a travel clinic, and the medico-legal issues involved	KBA CbD	1
Skills		
Ability to take and record accurately pre-travel medical and travel history	mini-CEX, CbD	1,3
Ability to perform risk assessment appropriate to the traveller, including consideration of specific groups (e.g. the elderly, immunosuppressed) and the hazards of specific types of travel	mini-CEX, CbD	1,4
Ability to formulate and communicate appropriate verbal and written advice for traveller, and to motivate them to apply the advice	mini-CEX, CBD	1,3,4
Ability to prescribe and administer immunisations as appropriate	mini-CEX, CbD, DOPS	1
Ability to prescribe antimalarials as appropriate	mini-CEX, CbD	1
Behaviours		
Commitment to maintaining up to date information	CbD	1
Insight to determine when to seek further advice	CbD, MSF	1

Infection related problems of immigrants		
Knowledge	Assessment Methods	GMP
Outline health needs of particular populations, e.g. ethnic minorities, and recognise the impact of health beliefs, culture and ethnicity in presentations of physical and psychological conditions	KBA, mini-CEX, CbD	1,2
Epidemiological and clinical features of imported infection in immigrant groups	KBA, mini-CEX, CbD	1
Skills		
Ability to work with interpreters and patient support groups	mini-CEX, CbD	1,3
Ability to recognise both acute and chronic infections, including those that are asymptomatic, in immigrants	KBA, mini-CEX, CbD	1

Behaviours

Recognise the indications for use of a chaperone	mini-CEX , MSF, CbD	1
Recognise the duty of the medical professional to act as patient advocate	mini-CEX, MSF, CbD	1,4

DRAFT

HIGHER SPECIALTY TRAINING IN MEDICAL MICROBIOLOGY

15. SCIENTIFIC BASIS OF BACTERIAL, VIRAL, FUNGAL AND PARASITIC INFECTIONS

To understand the scientific basis of infection

Knowledge

Demonstrate how basic biology and antimicrobial resistance mechanisms relate to host immune response, diagnostic laboratory testing and antimicrobial therapy

Describe in detail the epidemiology of important human pathogens and their impact on public health

Describe the epidemiology of major antimicrobial resistance determinants in important human pathogens and assess the likelihood of such resistance mechanisms being present in a variety of clinical infection scenarios

Skills

Select appropriate laboratory tests for pathogen detection/identification and select appropriate anti-infective therapies for a wide range of important infections

Demonstrate expertise in assimilating infection-related differential diagnoses, informed by epidemiological factors, when patients present with complex clinical histories

Demonstrate expertise in patient management, both in terms of antimicrobial and infection prevention practice, taking account of the likelihood of important antimicrobial resistance determinants being present in a variety of clinical situations

Develop both laboratory standard operating procedures and clinical practice policy

Behaviours and attitudes

Communicate with multidisciplinary colleagues and, where appropriate, patients the biological and epidemiological rationale underpinning clinical and infection policy decisions

Demonstrate an enthusiastic approach to learning

16. MICROBIOLOGY LABORATORY PRACTICE

It is implicit that 'microbiology' includes relevant virology, mycology and parasitology unless otherwise stated'

Pre-analytical Phase

Knowledge

Identify the range of appropriate diagnostic tests available for investigating a wide range of clinical scenarios, including awareness of their basic methodology and limitations

Identify appropriate sample type/volume, and collection/storage/transport techniques

Skills

Appraise clinicians and other laboratory users of appropriate test selection for different clinical situations

Design and critique protocols for test selection

Design, negotiate and institute a demand-management strategy for diagnostic services

Recognise the workload and financial pressures on diagnostic services, and illustrate methods for managing demand

Behaviours and attitudes

Maintain good rapport with clinical, management and laboratory staff

Willingness to inform and educate other clinicians in best use of laboratory services

Engage with users of the service and encourage their involvement in maintaining the appropriate diagnostic repertoire

Analytical Phase

Knowledge

Justify laboratory methods used to diagnose common or important infections – including microscopy, culture, serological/immunological assays, antigen detection, nucleic acid detection, and also including manual and automated techniques

Recognise the limitations of such tests, and potential sources of error

Explain the methods, strengths and limitations of novel techniques such as automated bacteriology systems, whole-genome sequencing and microbiome analysis
(See also sections on Health & Safety and Use of Antimicrobials)

Skills

Demonstrate competent performance of basic laboratory techniques, including Gram-staining, culture, organism identification, and antimicrobial susceptibility testing

Support and guide laboratory colleagues in solving technical problems, and be able to manage any clinical risks associated with such technical problems

Develop and critique evidence-based laboratory Standard Operating Procedures with laboratory colleagues

Behaviours and attitudes

Maintain good rapport with clinical, management and laboratory staff

Willingness and interest in keeping up-to-date in developments in diagnostic techniques

Post-analytical Phase

Knowledge

Identify the clinical implications of laboratory results, including implications for individual patients, infection prevention and control and public health

Demonstrate the need for confidential handling of patient data, with relevance to appropriate guidance and law such as GMC standards and the Data Protection Act

Skills

Guide laboratory staff in appropriate further test selection (including identification techniques, susceptibility testing, and use of reference laboratory facilities) when dealing with complex clinical cases

Interpret specific laboratory results, in the context of management of a particular patient or clinical problem

Prioritise results and identify critical results that need more urgent discussion with clinicians, and/or bedside assessment of the patient

Recognise and act on results that have potential infection control, public health or forensic significance

Handle confidential patient data sensitively and securely, and work with colleagues ensuring that patient confidentiality is maintained

Behaviours and attitudes

Maintain good rapport with clinical, management and laboratory staff both within the Trust and with other relevant organisations

Demonstrate enthusiasm and interest in the subject of microbiology, and the application of laboratory results to clinical problems

Laboratory Management, including service development, change management, quality control/quality assurance, managing relationships with staff and colleagues

Knowledge

Summarise how microbiology laboratory services are organised, funded and managed, and explain pressures for change in the configuration of microbiology services

Describe the process of laboratory accreditation

Describe the theory and practice of quality assurance in laboratory practice

Describe the role of Information Technology in the laboratory, from sample requesting to issuing of reports; summarise the problems and limitations of IT in laboratory services.

Describe the role of appraisal and medical revalidation

Describe the nature and importance of clinical governance in microbiology

Demonstrate familiarity with external organisations that provide regulation or guidance on medical and laboratory practice, including (at the time of writing):

- the British Society of Antimicrobial Chemotherapy
- the National Institute of Clinical Excellence
- the Care Quality Commission
- the Food Standards Agency
- Public Health England
- equivalent bodies in Scotland, Wales and Northern Ireland
- the Royal College of Pathologists, Scottish Intercollegiate Guidelines Network, British Infection Association

Summarise legal and regulatory issues relevant to clinical and laboratory practice in microbiology, including (at the time of writing):

- the Data Protection Act 1998
- the Human Tissue Act 2004
- the Health and Safety at Work Act 1974
- the Health & Social Care Act 2008
- the Public Health (Control of Infectious Diseases) Act 1984
- equivalent legislation in Scotland, Wales and Northern Ireland

Explain how a quality management system works in relation to test results

Skills

Provide effective clinical leadership to a microbiology service

Effectively work with senior laboratory staff to ensure the laboratory is run in an efficient, safe and cost-effective way

Effectively work with senior laboratory colleagues to deal with staffing or financial problems

Lead the management and investigation of errors or adverse events in the laboratory, especially when these may pose a clinical risk

Provide clinical leadership on service development/improvement, including making and presenting a business case, and evaluation of new techniques or practices

Provide clinical input into the procurement and configuration of pathology IT systems

Manage changing configuration of laboratory services

Train, appraise and mentor staff, and to deal with staff in difficulty

Audit existing laboratory or clinical practices in order to improve services

Demonstrate good presentation, speaking and negotiation skills

Behaviours and attitudes

Work with clinical colleagues to ensure safe & effective delivery of a clinical microbiology service including out-of-hours cover

Network effectively with staff outside the microbiology department, including users of the laboratory services

Willingness to lead effectively, including setting priorities for the service, delegating, communicating and liaising appropriately

Accept and respond to change within the microbiology service

17. HEALTH AND SAFETY

To demonstrate an ability to competently manage health and safety issues arising both in the laboratory and clinical settings

To demonstrate an ability to prepare written reports on health and safety issues/incidents

Knowledge

Locate new legislative documents relating to Health and Safety at work

Demonstrate an up-to-date knowledge of health and safety issues and how this can be translated into local best practice

Skills

Prepare infection prevention and control written risk assessments

Generate both vertical and horizontal audits to identify health and safety issues within both laboratory and clinical settings

Use incident reporting and corrective actions in response to health and safety issues

Behaviours

Work effectively work in a multi-disciplinary team

18. IMPORTANT CLINICAL SYNDROMES

To be able to diagnose and manage important clinical syndromes where infection is in the differential diagnosis

Knowledge

Describe and explain the epidemiology, aetiology, pathogenesis, laboratory diagnosis, clinical investigation and treatment of a broad range of complex infection syndromes to enable expert, independent, practice as a medical microbiologist. These include:

- systemic inflammatory response syndrome, sepsis and septic shock, including bloodstream infection with a broad range of pathogens.
- fever of unknown origin
- infection of the heart and vascular system
- infection involving mucosal surfaces, skin, soft tissue, and muscle, including those associated with surgery or trauma
- systemic infection syndromes presenting with rash
- infection of bone and joint
- infection of the respiratory tract
- intra-abdominal and hepatobiliary infection
- neurological infection
- infection of the urogenital system, including sexually-transmitted infection
- infection of the eye, sinuses, and ear
- infection involving medical devices

Describe and explain the relationship between co-morbidities and infection

Describe and explain the diagnosis and management of infection syndromes arising in special patient groups. Such groups include:

- critically-ill adults
- pregnant women (with focus on infections particularly important in, or unique to, pregnancy) – including the management of pregnant women exposed to individuals with significant transmissible infections
- antenatal and perinatal infections associated with congenital infection in neonates
- premature neonates
- children
- febrile returned traveller

Skills

Diagnosis of complex infection syndromes through assimilation of relevant history and the findings of clinical examination, enabled by the judicious selection and interpretation of laboratory tests and clinical investigation

Select, appropriately dose, and monitor antimicrobial drug regimens taking account of the specific clinical circumstances of patients with complex infections and those belonging to special patient groups

Develop evidence-based protocols for the investigation and management of complex infections

Prioritise workload according to clinical risk and attend to time-critical aspects of patient care promptly

Behaviours and attitudes

Work collaboratively with multidisciplinary colleagues to improve the quality of care for patients with complex infection syndromes, exerting constructive influence through flexible clinical

liaison and the development and implementation of evidence-based policy

Take responsibility for on-going supervision and follow-up, for an appropriate period, of the investigation and management of patients with complex infection in the course of clinical liaison. Maintain excellent written and verbal communication with clinical teams overseeing patients' care

Refer appropriately to relevant colleagues when specific expertise is necessary for optimum patient care

DRAFT

19. THE MANAGEMENT OF THE IMMUNOCOMPROMISED PATIENT

Recognise, diagnose and manage infection in the immunocompromised patient

Knowledge

Describe the predominant immune defect in each of the principal groups of immunocompromised patients, including:

- HIV
- oncology/solid organ tumours
- haematology malignancy
- solid organ transplant
- bone marrow transplant
- chronic organ diseases (e.g. liver, renal, rheumatology, respiratory)
- those on immunomodulating therapies
- primary immunodeficiencies

Describe and explain the presentation, diagnosis and clinical management of infection in the different groups of immunocompromised patient

Skills

Demonstrate competence in preventing and managing infection in the patient groups listed above

Behaviours and attitudes

Work effectively with clinical colleagues involved in the care of the immunocompromised patient

Seek specialist advice when necessary

Explain complex management plans clearly and simply to the patient and relevant clinicians

20. MANAGEMENT OF INFECTIONS AND THE USE OF ANTIMICROBIAL AGENTS (INCLUDING ADJUNCTIVE ANTI-INFECTIVE THERAPY)

Clinical use of antimicrobial agents

Knowledge

Describe and explain important aspects of a wide range of antimicrobial agents, including:

- mechanism of action
- spectrum of activity
- dose and route of administration
- pharmacokinetic and pharmacodynamic properties
- adverse effects and interactions
- prevalence of and mechanisms of resistance
- need for therapeutic drug monitoring
- resource issues

Explain the mechanism of action and indications for use of adjunctive anti-infective therapy, including antitoxins, monoclonal antibodies, steroids and immunoglobulins

Identify the appropriate antimicrobial agents for a wide range of clinical scenarios

Describe and explain the principles underlying the choice of antimicrobial agents for complex infections, or in cases of drug allergy

Summarise the limitations of antimicrobial agents in the management of infection, and when to advise other modalities of treatment

Summarise national/international guidance on the management of infections, and locate such information

Skills

Independently manage, or advise others on the management of, common and/or important clinical infections – in particular complex or difficult-to-treat infections

Recognise when other interventions in addition to (or instead of) antimicrobial agents are required to manage an infection – for example surgical intervention, topical treatments, or adjunctive therapies

Recognise by integrating clinical and laboratory information those situations that do not merit antimicrobial treatment

Escalate and de-escalate antimicrobial treatment appropriately and safely

Recognise, manage and advise on adverse drug reactions to antimicrobial agents

Develop and critique evidence-based guidelines on the use of antimicrobial agents to treat or prevent infection

Behaviours and attitudes

Liaise effectively with, and influence, colleagues (including clinical, laboratory and pharmacy) in order to achieve the best patient outcome

Be aware of one's own limitations and seek advice when necessary

Antimicrobial resistance

Knowledge

Describe and explain common or important resistance mechanisms for antimicrobial agents used in routine practice

Explain current laboratory methods for detecting antimicrobial resistance

Explain the epidemiology and public health significance of antimicrobial resistance and significant multi-resistant organisms

Skills

Perform basic laboratory resistance testing, including disc-testing and MIC determination demonstrate inferred resistance mechanisms

Work with laboratory staff to further evaluate resistant organisms, including use of reference laboratories where appropriate

Manage or advise on management of infections due to multi-resistant organisms

Recognise and act on resistant organisms that have infection control or public health significance

Behaviours and attitudes

Willingness to communicate with and liaise with appropriate colleagues to manage the problem of antimicrobial resistance

Antimicrobial Stewardship and Control

Knowledge

Explain the rationale behind antimicrobial stewardship, and the regulatory requirements for this

Explain, compare and contrast the possible methods of controlling antimicrobial use, including guidelines, formulary restriction, audits of prescribing, and antimicrobial stewardship ward rounds

Skills

Design and implement measures to control antimicrobial use, in collaboration with colleagues in Infection Control and Pharmacy including infection control and pharmacy

Explain and justify such measures to hospital management

Influence colleagues in other disciplines in order to change behaviour and safely limit antimicrobial use

Actively contribute to the work of the drug and therapeutic committee or equivalent, including presenting and evaluating evidence for the introduction of new antimicrobial or anti-infective agents

Behaviours and attitudes

Demonstrate leadership negotiating and inter-personal attributes to enable effective

antimicrobial stewardship

Willingness to liaise and negotiate with colleagues in order to control antimicrobial use

Enthusiasm to train and educate staff at all levels about the dangers of unrestrained antimicrobial use, and the need for stewardship

Appreciation of the role of other healthcare professionals in antimicrobial stewardship, especially the antibiotic pharmacist

Outpatient Parenteral Antibiotic Therapy (OPAT)

Knowledge

Summarise the concept of OPAT services, including advantages, risks, costs, contra-indications, operational aspects, and clinical governance/patient safety issues

Skills

Explain the benefit of an OPAT service to colleagues in hospital and primary care.

Draft a business case to introduce such a service

Oversee and deliver an OPAT service, including patient selection, antibiotic selection, liaison with colleagues in other specialties and community nursing providers as appropriate, and provision of effective and safe follow-up arrangements for patients on the service

Audit the effectiveness of the OPAT service

Behaviours and attitudes

Willingness to develop new services and liaise effectively with colleagues to achieve this

21. INFECTION PREVENTION AND CONTROL

Organisation of Infection Prevention and Control responsibilities

To build on areas covered in the Combined Infection Curriculum and demonstrate the ability to apply concepts learned to the delivery of an Infection Prevention and Control (IP&C) Programme

Knowledge

Evaluate and assess the responsibilities of healthcare institutions and primary care for IP&C under The Health and Social Care Act 2012

Describe and explain the roles and responsibilities of staff in the institution involved in delivering an infection prevention and control programme

Describe the political context of an infection prevention and control programme within an institution

Recognise the interactions between different organisations in relation to the management of healthcare associated infections (HCAIs)

Describe the role of infection control in the procurement of new equipment and facilities

Describe and explain the principles and processes of IP&C in community settings such as in General Practice and General Dental Practice, in Nursing Homes, Hospices, Mental Health institutions etc

Skills

Apply national legislation and guidance to IP&C to contribute to evaluate and change practice if indicated

Develop appropriate leadership skills in preparation for a leadership role in IP&C on completion of training

Behaviours and attitudes

Contribute positively to the institution's adherence to the framework of the Care Quality Commission, 2010

Willingness to make difficult decisions in a team setting and take responsibility for them

Demonstrate reliability in completion of tasks

Demonstrate a high degree of organisation

Demonstrate good communication skills when working with a multi-disciplinary team

Principles of infection prevention and control

To evaluate and assess an IP&C programme, using the principles of infection prevention and control learned in the Combined Infection Curriculum

Knowledge

Describe and explain the science and evidence base that underpins IP&C

Describe and explain various surveillance methodologies, data extraction, analysis and reporting of HCAIs (including mandatory reporting)

Describe and explain the processes involved in undertaking IP&C inspections and their interpretation

Explain engineering and design concepts relevant to IP&C as published by the Department of Health (Health Building Notes and Health Technical Memoranda)

Have a working knowledge of how to evaluate infection control risks associated with

- operation theatre design and ventilation
- ventilation in augmented care areas
- design and ventilation of source and protective isolation facilities
- design of central sterile services departments including evaluation and assessments of the processes of sterilisation and disinfection
- water safety standards including those related to Legionella and Pseudomonas
- endoscopy design, maintenance and monitoring including the use of appropriate high level disinfecting agents
- assess and commission new and refurbished facilities in a healthcare environment
- safe injection practices and make recommendations on choice of product
- management of sharps and splash injuries and the principles of post-exposure prophylaxis

Skills

Create policy documents related to common and important aspects of IP&C in hospital and community based healthcare systems

Create evidence based policy documents and guidance in the event of infections with novel or imported agents

Use knowledge of surveillance methods to make effective judgements on advantages and disadvantages before making a recommendation on the most appropriate surveillance methodology

Suggest appropriate interventions based on surveillance data interpretation

Design, lead, analyse and disseminate results of in-depth audits of policies and practices related to IP&C

Undertake IP&C inspections, analysing the findings and providing a judgement on the quality of the processes adopted by the institution

Demonstrate good report and policy writing skills

Critically appraise evidence when creating policy documents

Demonstrate organisational, leadership and mentoring skills in taking a project to completion

Behaviours

Recognise and help overcome barriers to adopting good infection prevention and control practice

Be a role model for good infection control practice

Respect the contribution of all healthcare staff in maintaining good infection prevention and control practice

Management of Health-Care Associate Infections (HCAIs)

To manage HCAIs and / or incidents of increasing complexity

Knowledge

Describe how to risk-assess and manage cases of complex HCAIs in vulnerable patient groups including those in augmented care environments

Describe and explain device related infections and the importance of infection control and antibiotic stewardship in prevention, management and control of such infections

Describe and explain the implications of antimicrobial drug resistance for infection control practice, in particular, emerging and imported complex multi-drug resistant organisms

Skills

Maintain accurate and detailed clinical records

Undertake in-depth audits of clinical practice

Demonstrate high standards of clinical governance

Demonstrate skills related to teaching, training and mentoring

Lead and Chair Root Cause Analyses (RCA's) and infection-related adverse events including 'serious untoward incidents' (SUI's)

Demonstrate the ability to tackle complex problems and provide clear, evidence based guidance and advice in managing HCAIs or related incidents

Behaviours and attitudes

Be available and approachable to all staff in dealing with infection control issues

Multi-Disciplinary Team working in dealing with infection control issues

22. PRINCIPLES OF PUBLIC HEALTH IN RELATION TO COMMUNICABLE DISEASES

Principles of Public Health in relation to Infection

To be able to apply the Principles of Public Health Management in matters related to prevention and control of communicable diseases.

Knowledge

Explain the key principles of outbreak investigation in the community

Describe the principles of hypothesis-generation and testing when investigating an outbreak

Employ basic statistical methods and describe the concepts of mathematical modelling in designing interventions during an outbreak

Describe and explain public health aspects of vaccine-preventable infections and the benefits of vaccination

Explain the concepts of herd immunity in relation to vaccine failure

Describe and explain microbiology and epidemiology of food and waterborne infections

Describe how to provide microbiology support in a public health emergency

Describe the features of agents of deliberate release in terms of clinical presentation, potential for spread and methods for detection and control

Skills

Provide leadership on the microbiological investigation and management of community outbreaks including chairing outbreak or incident meetings as appropriate

Work with relevant authorities in organising an emergency response

Analyse data and provide daily updates and situation reports

Write clear and concise briefing notes as an aide to communication with colleagues in the wider healthcare environment

Provide clear and evidence based specialist microbiology advice to Public Health and other clinical colleagues including GPs

Behaviours and attitudes

Work within a multi-disciplinary team comprising colleagues from healthcare facilities, reference laboratories, public health bodies and other agencies and participate in the comprehensive management of an outbreak

Demonstrate a high degree of organisation in pulling together diverse work streams

Demonstrate excellent communication and negotiation skills in dealing with a diverse body of health professionals

Respect the opinions of professionals in other disciplines and take on board other points of view

Outbreak Management

Demonstrate leadership ability in dealing with outbreak situations. Demonstrate the ability to analyse and interpret surveillance data and translate the results into policy and practice

Knowledge

Describe and explain the steps involved in recognising, investigating and controlling outbreaks of infection;

Describe and explain the current laboratory, including molecular, epidemiological methods utilised for outbreak investigations and how to access them

Explain statistical methods used in outbreak recognition, investigation and management,

Skills

Lead the investigation of an outbreak ensuring utilisation of expertise and resources

Interpret statistical data and make recommendations for interventions for outbreak control

Provide guidance to the diagnostic laboratory and utilise reference laboratory and other expert resources appropriately when investigating an outbreak

Demonstrate clear and concise report writing skills

Behaviours and attitudes

Demonstrate a high degree of organisation in pulling together diverse work streams

Demonstrate excellent communication and negotiation skills in dealing with a diverse body of health professionals

Respect the opinions of professionals in other disciplines and take on board other points of view

Maintain accurate and confidential records

Influence opinion and change practice in the interest of good infection control