



INTERNAL QUALITY REVIEW QUALITY IMPROVEMENT PLAN

RCSI DEVELOPING HEALTHCARE LEADERS WHO MAKE A DIFFERENCE WORLDWIDE

Quality Improvement Plan

School of Medicine

DOCUMENT CONTROL SHEET

Name of Unit	School of Medicine					
Project Title						
Document Title	Quality Improvement Plan for the School of Medicine					
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Rev	Status	Author(s)	Reviewed By	Approved By	Office of Origin	Issue Date
1	Review	ADK Hill	C. Marimon			25.4.17

[Insert Name of Unit]



Quality Improvement Plan [Insert Date]

Recommendation in order of priority	SAR Reference PRGR reference	Response / Action Planned	Responsibility for Action	Resources Implications	Deadline / timeframe	Measurement / Benchmarking	Outcome / Status
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NB: In implementing all of the recommendations, the review panel is cognisant of the need for the following:

- Effective communication and consultation;
- Recognition of staff workloads;
- Recognition of the balance between research and other educational activity (noting the StaR programme in particular);
- The need for recognition and reward systems;
- The need for resources and infrastructure and
- That the student body be involved in all deliberations.

Review and rationalise the governance structures in order to ensure transparent and efficient leadership, accountability and decision-making within the School and between the School, the College and International sites		Agree a governance structure for the School of Medicine to include a Curriculum and Assessment Committee.	ADKHill	Nil	Immediate		
An expeditious provision of a single staff database		A School of Medicine single staff database to be established and regularly reviewed and updated. To include details in relation to FTEs or otherwise	HR	Unknown			
Develop and implement a programmatic, innovative, multi-modal and centrally - managed teaching and learning strategy that will be appropriate for diverse learners		Establish a Curriculum and Assessment Committee with responsibility for advising the Head of School on all matters relating to Curriculum and Assessment. Particular focus on a revised Curriculum for implementation in 2019/2020 and ensuring accreditation of same by NUI and Irish Medical Council.	James Paul O'Neill	New responsibility James Paul O'Neill. Submission of new programme for accreditation to NUI by November 2017 – lead	Immediate		Accreditation approval

[Insert Name of Unit]



Quality Improvement Plan [Insert Date]

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		Terms of reference also include developing a new Medical Graduate Profile, an assessment strategy and a teaching and learning strategy.		<p>Celine Marimon</p> <p>Development of a new Medical Graduate Profile – lead Alice McGarvey</p> <p>Development of an Assessment Strategy - leads Muirne Spooner & Jane Holland</p> <p>Development of a Teaching and Learning Strategy – lead Martina Crehan.</p>			<p>New MGP</p> <p>Assessment Strategy</p> <p>Teaching and Learning Strategy</p>
Recognising the contextual constraints of the Irish healthcare system, establish a Quality framework for experiential learning in order to achieve oversight and ensure a consistent and excellent student learning experience across all clinical sites		<ul style="list-style-type: none"> • Systematic quality review of experiential Learning by 2018 • Supporting clinical sites by creating and delivering programmes of education for all clinical educators – consultants, GPs, NCHDs etc • Creation of a standardised approach to experiential learning across all clinical sites • Evaluate and implement a suitable IT platform that collects and collates the student experiential learning portfolio • Monitor and evaluate the sub-internship experience 	Sinead Dunwoody	<p>New Appointment of a full-time Quality Assistant for the Clinical Relationships Manager</p> <p>Development of an IT platform to assist SARA Clinical when assigning students to placements.</p>	2018		

[Insert Name of Unit]



RCSI

Quality Improvement Plan [Insert Date]

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Develop and implement a valid and centrally-managed assessment system. This system needs to be programmatic		<p>An 'Assessment Strategy' will be developed by the Curriculum and Assessment Committee – to include a conceptual framework with programmatic assessment being the recommended model, uniformity in processes and transfer of information across years and cycles. It should also include SoPs for each test we deliver at all points in the assessment cycle, from blueprinting to post-exam analysis.</p> <p>School-wide agreement on assessment instruments and standard-setting practices will be required.</p> <p>Investment in appropriate IT infrastructure to capture testing activities and feedback provision will also be necessary.</p>	CASC	<p>New Appointment of a Director of Psychometrics</p> <p>Appropriate IT systems</p>	2018		Assessment Strategy
Taking account of RCSI's current vision and recognising the changing imperatives of the internal and external environment, the School should finalise and disseminate across the whole School for consultation and discussion its draft vision and strategy; the final version then should be published		SoM strategy final draft to be disseminated across the whole School for consultation and discussion prior to finalising in June 2017.	ADKHill		March 2017		

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Develop and agree a new RCSI medical graduate profile and design and implement a new and coherent curriculum to deliver this		Develop a New RCSI medical graduate profile. Design and implement a new curriculum. Process is to include students, patients and external stakeholders.	CASC		Immediate	Submission of new programme for accreditation to NUI by November 2017.	
Medical programme delivery to be enhanced via Technology enhanced Learning		To optimise quality and quantity of TEL initiatives and develop new systems to help with teaching and assessment.	ADK Hill	Dedicated business partner within IT responsible for School of Medicine IT programmes.	Immediate		
Interaction between School and Admissions Department to be further optimised		In relation to benchmarking School against key competitors; moderation of annual fees; promotion of School; student intake numbers	Philip Curtis Paul Hurley Louise Loughran		Immediate		
Mechanisms needed to regularise employment of RCSI clinical academics, clinical lecturers and tutors and a review of implications around honorary appointments		<ul style="list-style-type: none"> • That mechanisms be put in place to regularise employment of RCSI clinical academics • A more formal framework to be implemented to manage clinical lecturers and tutors in relation to appointments, job descriptions, contracts, salaries ... • HR to review implications re honorary appointments and impact on those staff who significantly contribute to the School but who may not meet promotion requirements 	Sinead Dunwoody & HR	Clinical Relationships Manager to work closely with admin personnel on affiliated sites and HR to coordinate actions planned.	2018		

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RCSI

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Explore broadening access to clinical training opportunities for Irish-trained graduates from outside of the EU who require certificates of experience to re-enter the workforce in their native countries and/or to retain good quality Irish trained graduates who wish to continue their postgraduate training in this country.		Convene a group within RCSI to explore further opportunities within the private sector for internships. Possibility to develop a 7 year fee paying programme for approximately 15 students with the last year recognised by the Irish Medical Council for intern training.	Daragh Moneley/ADK Hill		January 2018		