

A Guideline to Faculties

President Addresses reconstituted faculties



A view of meeting of Faculty of Cardiology

College reconstituted the faculties after the end of previous faculties' term. The Faculties have a term of two years. Two reconstituted Faculties, Orthopedic Surgery and Otorhinolaryngology (ENT) met the President of 14th and 15th September 2017.

President, in his briefing told the faculties' that College has been and is the Premier Postgraduate Medical Institution of the Country as almost 90% of the Postgraduate medical specialists are from this institution. At present College has **21,389 residents** in various disciplines seeking training at **266 accredited institutions** under **3,331 accredited supervisors** of the College in **73 disciplines**. This is a very large number as College has grown by leaps and bounds in the last decade or so.

This College belongs to Fellows of the College who not only elect the College Council every 4 years but also continue to provide support and extend their services to the College by **servicing as Supervisors** to train and monitor new Fellows and Members but also **serve on College Faculties** to keep the College curricula and training updated with new knowledge in their own discipline. Thus they do assert their

ownership of this College by their participation in its academic and other activities. These very fellows come up to **review the existing MCQs** of their discipline, **set papers, be the examiners** and thus **mentor the College residents**.

The College Council does take recommendations of the Faculties into consideration and normally approve their academic input. The College Council has decided to have **7 to 8 members in each Faculty** allowing the Faculty members to induct remaining **2 to 3 members** whom they feel are missing and should be on the Faculty.

College, on its part expects the Faculties to meet more often and hold a meeting **every 3 months** to keep track of the academic issues that confront the supervisors and the College too. But issues of logistics should also be kept in consideration while holding their meetings. President told that College encourages supervisors to attend faculty meetings so that they should also participate and bring forth the issues that are being confronted by the Residents at various institutions and units. This will also enable the supervisors to be in tune with the Faculty thinking

and they too can keep up with the expectations of Faculties. President stressed that backbone of all training is supervisor. Training is valid only when it is **verified and monitored**.

President told the Faculties that the present **ration of residents per superior is 6.41, which is quite satisfactory**. However, to monitor the training, feedback from Supervisors is very important. Unfortunately the feedback from supervisors is not very satisfactory. President informed that at present **only 42% of the supervisors are regularly giving feedback** about their residents, while **another 35% are irregular** in giving feedback. **Rest of 23% supervisors are without residents**. It is very important that feedback from supervisors is given regularly to National Residency Directorate so that we may be able to keep a track of each and every resident and his/her training. President asked the Faculties to urge supervisors to be **regular in their feedback at least quarterly**.

President informed that number of candidates for FCPS I is fast multiplying and **in 2016** it touched a figure of **18,540 candidates** who wished to enter the College training program. However the results are rather lamentable as only **5,100** qualified to enter College training.

President informed that for FCPS II, that is the exit examination of College, **a total of 4,707 candidates were able to reach the Clinical Examination part and only 1,521 qualified**. This figure is **close to 30%** and mind you, **most of these were repeaters**. And maybe it is of interest for you, **that 4,000 examiners were involved in examining these candidates at various stages. Any pass percentage less than 40% is internationally considered poor**. This reflects imperfect training of residents. We need to bring up the pass percentage without lowering the parameters and that can only done by improving training which demands **regular feedback** from the Supervisors.

To improve training and bring it to international standards, President told that we need to develop our **Formative assessments** as an essential part. Best place of formative assessment is the place where trainee is being trained. We thus need to develop tools

of **Workplace Based Assessment** for every discipline. This is the best means of formative assessment and every faculty should develop its own parameters for Workplace Based Assessment.

President went on to describe the two basic tools of Workplace Based Assessment; **Direct Observation of Procedures (DOPs) and Mini clinical exercise (Mini-Cex)**. College is urging faculties to develop these two tools for their respective faculty. College believes in continued training of its teachers, the supervisors. All our workshops are free for College Supervisors to be revisited. We are offering this because we want our residents to be trained in keeping with our competency model. College is offering **free workshops for development of Workplace Based Assessment** especially **Mini-Cex and Dops**. College wants to implement these two tools as early as possible in all the disciplines. College is also planning to develop **videos of Workplace Based Assessment** and make CDs to be distribute free of cost to all College supervisors.

Prof Zafar Ullah Chaudhry, President informed the Faculties that College has **developed about 500 overseas training slots** for our postgraduates and trainees at Ireland and UK. Candidates are selected on merit and are being sent. This development also demands that our trained postgraduates and internees are up to the mark and are aware of formative assessments though Workplace Based tools.

President also invited the attention of the faculties to **Question Bank**. He told the Faculties that if our MCQs are not regularly reviewed and developed in accordance with latest knowledge in every discipline, it will reflect poor on our examination results. President reminded the Faculties that **all the College theory exams will be held online from 2018**. This demands urgent look at the MCQs of new MCQs. College has held many Retreats for MCQ reviews and developments and plans to hold similar retreats for development of MCQs for FCPS II in October, November, December 2017 and also in January 2018.

President went on to stress the importance of developing a **Simulated Patient Bank** too. He also asked the Faculties to develop all **TOACS to be**



Prof. Zafar Ullah Chaudhry President CPSP addressing meeting of Faculty of Otorhinolaryngology

interactive stations. President urged the Faculties to review and update the curricula to **develop SVCD charts** too. He also stressed that any **rotation of one month is meaningless** and effort of poor results. Faculties should define the desired outcome they want the trainee to have with desired level of competency and minimum number of cases to be handled. He suggested that all rotations should be **at least of three (3) months.**

Next, President went on to discuss the **accreditation process of units and institutions.** He said that importance to have proper accredited institutions and units is a must for proper training. He asked the faculties to suggest names for accreditation teams so that appropriate units and institutions are accredited. He felt that all units and institutions that are accredited must be revisited periodically and reconfirmed that they are updated appropriately.

President also discussed **MCPS programs** and asked the Faculties that the training of MCPS is lacking the attention that it needs. We should develop **incentives for MCPS** so that they come up for Fellowship programs too.

Discussing the proposals of **Second Fellowships,** President told the Faculties that we should develop Parent Fellowship as good as possible before we focus on introduction of Sub-specialty as Second Fellowship. President asked Faculties to suggest a tentative program of examinations for the coming year so that Examination department can take guidance from Faculties. He also asked the Faculties to review and modify, if need be, the examiners list by updating it. In Examinations, we must hold **pre examination**

meetings. Faculties can suggest to revise or alter examination format, weightage and scoring too. He also asked the Faculties to develop differentiation for examiner between IMM and FCPS II so that examiners could judge the candidates accordingly.

Concluding his observations, President thanked the Faculty members for their valuable contribution.

Dean and Secretaries of Re-constituted Faculties

1 Medicine: Prof. Jehangir Khan, Dean with Prof. Nayyer-Ul-Islam, Secretary

2 Surgery: Prof. Moeed Iqbal Qureshi, Dean and Prof. Muhammad Waris, Secretary

3 Paediatrics: Prof. Masood Sadiq, Dean with Prof. Tayyaba Khawar Butt, Secretary

4 Obstetrics & Gynaecology: Prof. M. Arshad Chohan, Dean with Prof. Asifa Ghazi, Secretary

5 Orthopaedic Surgery: Prof. Shahab Ud Din, Dean with Prof. Gulzar Saeed Ahmed, Secretary

6 Urology: Prof. Safdar Ali Shah, Dean with Dr. Salman El Khalid, Secretary

7 Neuro Surgery: Prof. Mumtaz Ali, Dean with Prof. Shams Raza Brohi, Secretary

8 Otorhinolaryngology: Prof. M. Ali Tirimzey, Dean with Prof. Zain Ullah Kakar, Secretary

9 Ophthalmology: Prof. Mazhar Ishaq, Dean and Prof. Zahid Kamal, Secretary

10 Cardiology: Prof. Mohammad Hafizullah, Dean and Prof. Bashir Hanif, Secretary

11 Emergency Medicine: Dr. Khawaja Junaid Mustafa, Convener and Dr. Emad Uddin Siddiqui, Focal Person