



STRATEGY

PLAN 2019-24

Report from Strategy
Refresh April 28, 29 2022



CAI

SALUS DUM VIGILAMUS

College of Anaesthesiologists of Ireland

About us

The College of Anaesthesiologists of Ireland is dedicated to educating and training current and future generations of doctors to have the skills to provide patients with the best care possible.

The College of Anaesthesiologists of Ireland is dedicated to educating and training current and future generations of doctors in Anaesthesiology, Intensive Care and Pain Medicine, to have the skills to provide patients with the best care possible.

The global burden of disease amenable to surgical intervention is growing. Despite this, there are gross disparities in access to safe surgical and anaesthesia care world-wide.

We appreciate the trust bestowed on doctors and strive to ensure that people in Ireland and across the world can continue to expect the highest possible standard of care.

We have delivered teaching and training to doctors since the Section of Anaesthesia of the Royal Academy of Medicine was formed in 1946, leading to the formation of the Faculty of Anaesthetists in RCSI in 1959 through to the foundation of the College of Anaesthetists of Ireland in 1998.



We are committed to working with doctors to enhance their professionalism, skills and competencies to provide our patients with the care they require.

Education and training are lifelong commitments: medicine is constantly changing and it is critical that our Anaesthesiologists, Intensive Care and Pain Medicine specialist doctors stay up to date with the latest research and techniques to optimise patient health.

Our Fellows, Members and Trainees work across Anaesthesiology, Intensive Care and Pain Medicine specialities across the world. This network of alumni provides the knowledge, expertise and commitment that allows us to train and educate our doctors and to continually improve patient care.

We strive for excellence in every level of our organisation. We offer comprehensive programmes to develop skills, knowledge and expertise. These levels of support in professional development are maintained throughout a doctor's career.

We promote the collaboration of anaesthesiology expertise nationally and internationally. We have developed close working relationships with healthcare leaders to develop initiatives designed to improve best practice for the benefit of patients worldwide. We drive change: we improve patient safety and standards of care.

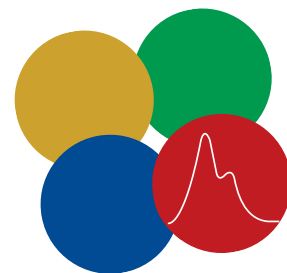
“ We drive change: we improve patient safety and standards of care ”



COLLEGE OF ANAESTHESIOLOGISTS OF IRELAND



THE FACULTY OF PAIN MEDICINE



THE JOINT FACULTY OF
INTENSIVE CARE MEDICINE IN IRELAND

President's Foreword 2022

A Strategy Refresh




When President Brian Kinirons wrote the following Foreword in 2019, it introduced a new and exciting strategic vision for the College. Shortly thereafter, a pandemic changed the world and in particular that part of the world in which we work. Our Council recognised the need to take stock afresh.

The College's plans for digital transformation pre-date the Covid pandemic and ensured that we were well positioned to adjust; for instance the successful delivery of online examinations would not have been possible without the preparatory work and investment.

We embarked on the Strategy Refresh 2022 with the following objectives:

- i. To confirm or adjust the shared vision expressed in the Strategy and to ensure that ownership of the Strategy was also shared across our community.
- ii. To examine the original Strategy with "fresh eyes" (time had passed since the original plan was created) and "new eyes" (new members of the leadership group)
- iii. To critically evaluate progress (2019-21) towards achievement of the Strategic Objectives based on objective measures, and to identify and address obstacles to progress.
- iv. Communicate the revised strategy to the wider CAI community.

The College Strategic Plan (2019 -24) had set us a course which is both ambitious and necessary. It contains elements which identify us as a high performing organisation. In relation to our core function, training doctors, I believe that we excel in the quality of our trainers and tutors, in the consistency and depth of learning experience trainees receive, in the new underpinning curriculum and in the validity of our formal examinations. We are moving definitively in the right direction in the support we offer trainees, our digital transformation and the range of educational offerings we provide.



Our development as a Training Body has been rapid, and our core activities now occur at a consistently high level. At this point, it is the College's explicit intention to be an international leader in the training of doctors and enabler of the maintenance of professional competence. It will be clear from this document that we have taken on certain "Flagship" initiatives which reflect that ambition and necessarily intertwine across strategic objectives. These include:

1. The achievement of a truly inclusive College of Anaesthesiologists of Ireland (Strategic objectives 2, 4, 5)
2. Leading the development of a Consensus Statement on Training Outcomes in Anaesthesiology (Strategic Objectives 1, 2, 3, 4)
3. Embedding Reflective Practice in training, education and practice (Strategic Objectives 1, 2, 4)
4. Extending CAI international reach through IMGTI and the developed of sponsored residency and fellowship programmes (Strategic Objectives 2,3 and 5)
5. Achieving measurable learning using a proficiency-based progression approach (Strategic Objectives 1,2, 4)
6. Employing learning analytics to enhance trainee feedback, programme quality and patient safety. (Strategic Objectives 1, 2,3, 4, and 5).

The ideas and plans set out here represent a statement of intent by the College which is shared, feasible and ambitious. But we are acutely aware that its impact will be limited if it does not become a "living document" against which we routinely measure progress. As President, and on behalf of the College Council, we commit to do so.

I would like to express my sincere thanks to all those who attended the Strategy Refresh event on April 24 and 25th 2022, and in particular to Professor Helen Whelton, our skilled facilitator, Mr Declan Kidney, guest speaker, Ms Anne Kilemade, Ms Rebecca Cornally, Ms Margaret Jenkinson and Mr Martin McCormack. The event summary and powerpoint presentations from that event are appended (Appendices 1 and 2).

Prof George Shorten

President, College of Anaesthesiologists of Ireland

25th July 2022



President's Foreword

The College of Anaesthesiologists of Ireland has a long tradition of promoting excellence in patient safety, in the fields of anaesthesiology, perioperative, intensive care and pain medicine.

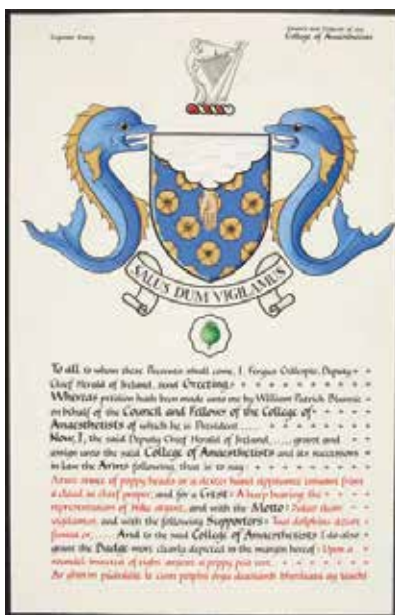
Strategy 2019-2024 constitutes an important vision statement for the CAI. As College President I intend to make its implementation my major focus. It will ensure that we continue to train doctors to the highest standards to cope with the health issues facing populations for at least the next ten years.

Medical techniques change constantly but our focus remains the same: to support our doctors to develop and maintain the highest standards for the benefit of patients.

We are committed to enhancing our education programmes by expanding the range of expertise and professional development options for doctors and their professional healthcare colleagues.

We care about the wellbeing of our trainees, employees and Fellows. We are developing and promoting a comprehensive wellbeing strategy built around the principles of physician wellbeing and self-care.

We have earned a reputation for training doctors to the highest international standards. We are building on our success by developing international clinical fellowship training programmes for doctors who wish to complete part of their training in Ireland. We also commit to sharing our expertise with other jurisdictions that see benefit for their patients in their country through our global health activities.



“

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Transparency is all about being open to and embracing new ideas, new technology and new approaches. No individual or organisation can afford to stop learning. Developing our digital capability will enable us to deliver many of our strategic objectives. We are in the process of procuring and implementing an integrated assessment platform, which will fundamentally change the way we collaborate and use data.

We are continuing to improve our examinations and giving doctors from overseas greater access to all components of our MCAI and FCAI examinations.

We will continue to support our Trainees, Members and fellows to improve patient safety and quality of care. We are committed to achieving excellence in improving access to safe anaesthesia for all. We are committed to building on our success and maintaining a standard of excellence in all our activities.

Dr Brian Kinirons

President, College of Anaesthesiologists of Ireland

18th April 2019

Our Vision

“ To be an international standard bearer through the delivery of world class practice of anaesthesiology, perioperative medicine, intensive care and pain medicine through education, training, examinations, research & innovation ”

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Our Mission

“

We enable doctors to become expert and to maintain that expertise in the fields of anaesthesiology, perioperative medicine, intensive care & pain medicine. We promote excellence in patient safety.

”

We are proud of our status as an independent authority on specialist medicine and we will continue to advocate in the best interests of our patients and those who care for them.

We will enable doctors to acquire and maintain the skills and knowledge to guarantee safe care around times of operative intervention and critical illness.



Our Values

Trust

Respect, integrity and candour guide our actions to do the right thing.

Safety

We are inspired to ensure the highest level of patient safety and quality of care.

Innovation

We cultivate an open and growth-orientated mindset in all that we do.

Partnership

We work collaboratively with each other and partners to achieve more together.

Dedication

We persevere to deliver exceptional results.



Our Strategy **Aims** 2019-24

Over the next five years, we will focus on delivering on our five strategic aims.

- 1 Promote excellence in patient safety and quality of care
- 2 To deliver excellent training with a timely and relevant examinations structure that best supports the career path of our trainees to deliver safer patient care
- 3 To continually enhance the quality of our examinations
- 4 To support doctors specialising in Anaesthesiology, Intensive Care and Pain Medicine to maintain their education, knowledge and skills
- 5 Supporting a sustainable College with a global outreach





Strategic Objective 1

Promote excellence in patient safety and quality of care

Major Objectives

- 1 Develop and implement an effective patient safety communications strategy.
- 2 Develop a specific patient safety curriculum within our training programme.
- 3 Provide quality improvement methodology training for our Fellows and Trainees.
- 4 Play a leadership role in advocating for policy changes to support patient safety.
- 5 Develop Clinical capacity in CAI focused on Patient Safety and Quality of Care.
- 6 Continue to work with other organisations to maximise patient safety and quality of care.

Range of actions:

A key focus over the coming period will be investment in clinical expertise to develop the safety curriculum within the training programme.

Director of Quality and Patient Safety will lead development of a "roadmap" for enhanced education related to patient safety and quality improvement. The appointment of a Director of Technology Enhanced Learning will, through collaboration, enable certain forms of this education. The roadmap will address such issues as the potential to develop a network of patient safety leads at hospital sites, a National Grand Rounds programme focused on Patient Safety, and to improve the reporting of adverse events.

During 2019-2024, CAI will proactively develop links and partnerships with other organisations, nationally and internationally which have a patient safety focus in order to increase the effectiveness of communication on patient safety matters.

Patient safety and quality of care will be blueprinted against our core training programme (SAT).

The College will establish at least one Fellowship in the areas of Patient Safety and Quality Improvement.

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Strategic Objective 2

To deliver excellent training with a timely and relevant examinations structure that best supports the career path of our trainees to deliver safer patient care

Major Objectives

- 1 Design our training programme to produce skilled confident doctors.
- 2 Ensure a proportion of our trainees have mastery of sub-specialty or dual specialty skills and knowledge to practice as specialist consultants.
- 3 Ensure that our trainees are trained to become the future clinical leaders in our healthcare system and to contribute to safer patient care.
- 4 Support research and innovation.
- 5 Support education and training in low-and middle-income countries.
- 6 Develop partnerships with other specialties allied to medicine to advance training and education in Anaesthesiology, Intensive Care and Pain Medicine.

Range of actions:

During the 2019-2020 period, CAI will procure and implement an integrated training programme management, eportfolio and exam management solution to improve both our training programme delivery and the experience for trainees, tutors and examiners.

In order to further enhance CAI's support for scholarship, we will review and improve the scope and operation of our prestigious awards and grants programme. We will develop a collaborative community of award and grant winners focused on Anaesthesiology, Intensive Care and Pain Medicine scholarship and continue our commitment to support research.

We will nurture future academic leaders in these disciplines through investment in and collaboration with the ICAT programme, and development of education in research methodology and critical appraisal of the literature.

The College will seek to influence the inclusion of key supports for trainers in the national consultant contract and to optimize use of the existing supports for tutor activities. The training programme experience will be enhanced through the development of less than full time training opportunities and a move towards regionalisation.

We will expand the number of National and International Clinical Fellowships and work with partners globally to increase access to safe anaesthesiology and safe surgery.



Strategic Objective 3

To continually enhance the quality of our examinations

Major Objectives

- 1 Ensure our training programmes are underpinned by valid and reliable formative and summative assessments.
- 2 Expand the examinations offering nationally and internationally to benefit patient care.
- 3 Evaluate our examinations to ensure they meet the current and future needs of doctors.
- 4 Continue to develop our examiner training.
- 5 Develop examinations strategy to encompass quality improvement initiatives supported by technology.

Range of actions:

We provide a wide range of examinations in seven centres globally. Our examinations are recognized internationally as being of excellent standard and as a means of creating opportunities for career advancement. Doctors rightly consider Membership of the College of Anesthesiologists of Ireland (MCAI) and Fellowship of the College of Anaesthesiologists of Ireland (FCAI) as career milestones.

CAI will develop and implement a new examinations strategy. A quality improvement project will be established to oversee the changes.

- Governance oversight of this project will be under the Examinations Committee reporting to Council.
- A revised set of examination regulations will be completed and communicated effectively. Identify recent appointees with relevant post-graduate qualifications in medical education and engage with them (for instance as potential examiners);
- With a view to developing a network of committed and qualified assessors, the College will identify and engage with Fellows who have post-graduate qualifications/Fellowships in medical education and related disciplines.
- During the lifetime of this strategy, CAI will procure and implement a new assessment platform – to include an exams management system which will transform our digital capabilities as an organisation and support the delivery of our examinations. This will facilitate the application of analytics to exam and other data to enhance the formative feedback available to candidates and inform programme QI;

CAI will identify two international examination centres to deliver all components of the MCAI and FCAI to offer choice of venue to candidates.

CAI will commission an external review of our examinations during the lifetime of this strategic plan.



Strategic Objective 4

To support doctors specialising in Anaesthesiology, Intensive Care and Pain Medicine to develop and maintain their education, knowledge and skills in all domains of clinical practice

Major Objectives

- 1 Develop a comprehensive wellbeing programme.
- 2 Continue to develop an extensive programme of innovative professional courses, educational events, workshops and conferences including areas such as reflective practice and proficiency-based progression training.
- 3 Build research capacity within Anaesthesiology, Intensive Care and Pain Medicine in Ireland through the establishment of a sustainable and productive inter-institutional and interdisciplinary network under the auspices of the CAI.
- 4 Ensure our PCS enrolees have every opportunity to maximise their compliance with PCS arrangements.
- 5 Expand access to a range of generic and specialty specific CPD events.
- 6 Develop CPD opportunities for enrolees in the general division of the register.
- 7 Participate in an external review of the Medical Council/PCS arrangements.

Range of actions:

The science of our specialties is constantly changing which means that doctors require support in keeping up to date with new research, technologies and best practice guidelines as well as the latest thinking in human factors and professionalism.

The CAI is committed to providing clinicians in Anaesthesiology, Intensive Care and Pain Medicine with research and professional expertise, competencies and experience to pursue careers as clinical investigators. We will build capacity among clinicians in these disciplines by increasing the number of highly skilled researchers who will lead and support patient focused research and / or translate the findings for a greater impact on patient health.

Between 2019-2024 we will collaborate through the Forum on the development of proposals to improve effectiveness of the PCS scheme.

CAI will also contribute to the development of a framework for incentivising personal development plans. The College will promote meaningful reflective practice through the establishment of a course in the fundamentals of reflection and self/peer review of reflective writing. Reflection will become embedded in much of College training both in clinical and simulation settings.

The CAI will apply flexibility to CPD categories through the PCS committee and will collaborate through the Forum to identify additional tools for doctors to use in PCS activities.

CAI will invest in technology to support a new e-portfolio for PCS enrolees.



Strategic Objective 5

Supporting a sustainable College with a global outreach

Major Objectives

1

We will promote good governance at all levels of the CAI.

2

We will lead the promotion and professional identity of Anaesthesiology, Perioperative Medicine, Intensive Care and Pain Medicine.

3

We will collaborate with international partners to increase access to safe anaesthesia to all those who need it.

4

We will share our global health experience nationally and internationally to benefit safer patient care.

5

We will embrace the principles of diversity and gender equity.

Range of actions:

We have an international network of close to 5000 doctors who are Members and Fellows of the College. We work with relevant agencies to create sustainable health systems in their countries.

In 2019-2024 CAI will continue to harness the support of our Members and Fellows to deliver initiatives in low- and middle-income countries in line with the Lancet commission findings and UN Sustainable development goals to improve access to safer anaesthesia and to support training and education in Anaesthesiology, Intensive Care and Pain Medicine where there is a clear need identified by the authorities in that jurisdiction.

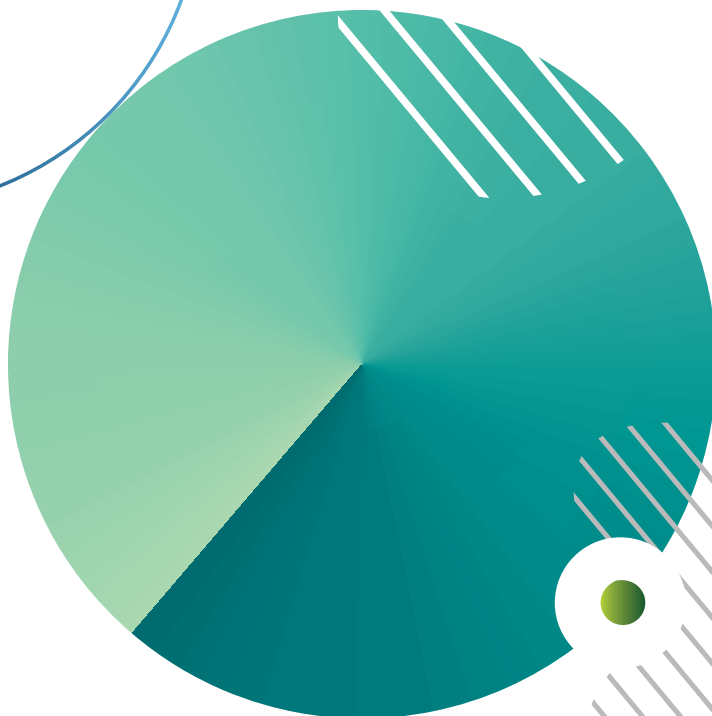
CAI will partner with other organizations to support our global health strategy, particularly to support the development of CANESCA - the College of Anaesthesiologists of East, Central and South Africa.

To support a sustainable College, we will continue to promote good governance including the development of a continuous improvement plan during the life time of this strategy. We will embrace the principles of diversity and gender equity at all levels of the College.

We will publish a pledge (on our website and other College fora) which expresses our values and intentions related to Equality Diversity and Inclusivity; we will adhere to those values.

- The College will gather and publish the data relevant to EDI in order to recognize and correct imbalances
- Embed quality improvement initiatives for EDI in the operation and oversight of the College.

CAI will develop an alumni strategy to connect with our trainees who have graduated with CSCST, our international clinical fellows and members and Fellows of the CAI.



Initiatives to deliver on our Strategy and to achieve excellence

1 A truly inclusive College of Anaesthesiologists of Ireland

In addition to Pillar 5 above:

- How to address the concerns of the non-scheme doctors – material supports needed including improved engagement, delivery of Capstone programme, improving access to mandatory training courses.
- Can look to address under both Pillar 2, 'Excellent Training', and Pillar 4, 'Maintaining Professional Competence'.

2 Consensus Statement on Training Outcomes in Anaesthesiology

In addition to Pillar 2 above:

- Use of outcomes of training as a means of comparison across Training Bodies;
- Deliver CAI led Consensus statement by May 2023 (to coincide with ANC themed on education /training) for publication by end of 2023
- Preliminary structure agreed to CS includes five objectives
- Controversial issues: including "Can some outcomes be non-patient related, e.g. trainee wellness, self-regulated / adaptive learning";
- Is it a function of a Training Programme to meet the demands of workforce planning?

3 Embedding Reflective Practice in CAI Education

In addition to Pillar 4 above:

- Consensus to proceed with development of short intensive course in Reflective Practice (approx. 6 hours content - ? online with 2-3 face to face interactive session).



4 Extending CAI international reach through IMGTI and the developed of sponsored residency and fellowship programmes

Key Outcomes

- Current proposition to develop sponsorship type complete training programme in anaesthesiology using 3-1-3 model, resulting in award of CSCST;
- Requires an initial capacity review; to commence soon (developmental funding secured through NDTP)
- Plan to align with HSE NDTP with aim to convert non-training to training posts;
- Year 4 could entail preparedness for practice element with joint supervision;
- Requirement for guaranteed visa renewal subject to conditions;
- Plan to examine scope for extension of sponsored fellows programme;
- Explicit reinvestment plan – transparent 1/3 SAT initiatives, 1/3 CAI infrastructure, 1/3 Global Health.

5 Does our Training Work? Achieving measurable learning using a proficiency based progression approach and a pilot project

Key Outcomes

- PbP represents training method that is measurable and consistently effective
 - Examples: epidural, PNB, ISBAR, Huddle;
- CAI has co-developed metrics for CVC insertion with Dr Dorothy Breen. Use these to develop pilot PbP course – apply for NDTP development funds; if unsuccessful pre-approval at F&GP for CAI to support directly
- Provide course materials (video), training of faculty and equipment (models) at different sites;
- Potential to scale and transfer to multiple training sites;
- Evaluate implementation challenges and efficacy
- Consider extending PbP to a limited number of other key technical and non-technical skills.



CAI
SALUS DUM VIGILAMUS
College of Anaesthesiologists of Ireland

Appendices

Appendix 1

College of Anaesthesiologists of Ireland Strategy Refresh 2022

Report from Strategy Refresh April 28, 29 2022.

Priority areas from retrospective review (Day 1). As certain topics were discussed under more than one area, ideas or recommendations have been coalesced under that judged as most relevant.

1 Promote excellence in patient safety and quality of care.

Key Outcomes

- Clear need for targeted education for consultants specifically in area of patient safety
 - Suggestion that the College should establish a new lead role to oversee and support senior consultants and non-scheme trainees;
- Clear need for greater emphasis on to develop a patient safety culture throughout the health services; in many settings departments of Anaesthesiology or the College are seen as the leaders in Patient Safety.
 - A National Grand Rounds may provide an opportunity to develop such a culture;
- Discussion on whether the College should consider appointing safety leads at clinical sites: no conclusion reached.
- Interest expressed for further investment by the College in the area of quality improvement and patient safety. This could take the form of education, research or audit.
- There may be opportunities to use available data to develop targeted training – this is could be achieved through the establishment of a National Learning Analytics Unit as expressed in the Forum 10 year strategy.
- Reporting of adverse events needs to be addressed, suggestions include:
 - Implementing dedicated time when elected activity ceases to allow for hospital wide patient safety sessions, e.g. 6 per year
 - Explore possible ties with new Clinical Educator role, current NDTP pilot in two Hospital Groups
 - Consider development of a short course on how to conduct 'morbidity and mortality' meetings.

Actions / For Further Consideration

- Explore opportunities presented by the Director of Quality and Patient Safety and the Director of Technology Enhanced Learning to enhance learning opportunities in patient safety;
- Consider implementation of National Grand Rounds for Patient Safety
 - May need to partner with another area as this goes beyond anaesthesia;
- Identify what is currently in place in terms of safety leads at hospital sites and see what can be harnessed;
- College to consider further funding for patient safety initiatives
 - Including exploring opportunities for a Fellowship(s) in Patient Safety, e.g., Post CSCST / ASPIRE;
- Consider means to address barriers to the reporting of adverse events.



2

To deliver excellent training with a timely and relevant examinations structure that best supports the career path of our trainees to deliver safer patient care

Key Outcomes

- College should provide enhanced support to tutors and trainers, particularly direction/education in the area of managing trainees in difficulty;
- Need identified for an 'emerging leaders' programme;
- Clear view that academic track could be further developed; disseminating information on the ICAT programme including the advantages arising from the supplemental fund available to support anaesthesiology applicants.
- More options need to be provided for less than full time training;
- Discussed survey results that suggested trainees do not feel ready for consultant posts on completion of training. Agreed that this relates more to competition for limited consultant posts rather than an actual training gap.

Actions / For Further Consideration

- Provision of additional support for tutors / trainers – partly in hand through additional proposed second Tutor Training Day / enhanced supports provided by Training Dept/increased use of the currently underutilised "Tutor fund".
- College to develop 'leadership / management' programme;
- College to identify and promote suitable candidates for application to the ICAT programme;
- College (under direction of Prof Buggy) to develop symposium / workshop on critical appraisal of literature / research methodology;
- College to explore access to existing research methodology training through the Universities – current access CRF-C programme in UCC through appointment of senior trainees to Adjunct Clinical Lecturer positions.
- Use opportunity of new consultant contract to incorporate explicit references to education and training responsibilities;
- Explore options for less than full time training – identify suitable posts rather than people and seek funding; current work-in-progress with CEO / Training Dept in consultation with NDTF.



3 To continually enhance the quality of our examinations

Key Outcomes

- Broad support to retain on-line exams for written components but clear preference expressed to re-introduce face-to-face for clinical components including at international exams;
- Some discussion of introducing exams for post-CSCST Fellowships; in balance not necessary.
- College needs to optimise use of data from /related to exams to enhance quality of exams themselves, training programme quality and possibly individual feedback.
- Need to ensure effective communication of any changes to exam regulations once revisions complete;
- Enhance examiner engagement – College to reach out to recently appointed consultants with relevant academic qualifications that could be potential contributors to the College?

Actions / For Further Consideration

- Retain on-line exams for written components.
 - Ongoing enhancements to improve validation;
- Plan for re-introduction of face-to-face clinical exams both at home and abroad (Oman and Malaysia);
- Apply analytics to exam data to enhance formative feedback and programme QI;
- Finalise revised examination regulations and communicate these effectively;
- Identify recent appointees with relevant post-graduate qualifications in medical education and engage with them (for instance as potential examiners);
- Continue to develop infrastructure generally and specifically in international hubs.



4

To support doctors specialising in Anaesthesiology, Intensive Care and Pain Medicine to develop and maintain their education, knowledge and skills in all domains of clinical practice

Key Outcomes

- Presentation identified proposed wording change to the Strategy Document, see 'Actions / For Further Consideration' below;
- Detailed discussion regarding 'Reflective Practice', see 'Actions / For Further Consideration' below;
- Some discussion regarding re-establishing academic Committee – in balance, it was felt best to continue to function through Education Committee.
- The practice of audit needs to be more accessible: additional education and supports to be provided by the College.

Actions / For Further Consideration

- Amend the wording in the Strategy Document for Strategic Aim 4 as follows: 'To support doctors specialising in Anaesthesiology, Intensive Care and Pain Medicine to develop and maintain their education, knowledge and skills in all domains of clinical practice. Mission statement also needs amending;
- Secure commitment to reflective practice (RP)
 - Proceed with development of a short intensive course in fundamentals of reflective practice (as compliant with new PCS contract and programme).
 - Short intensive course in self/peer assessment of reflective writing (as above).
 - "Layer" Reflective Practice on existing CAI courses on education (simulation course, WBAs or modules) or identifying reflection triggers in the workplace experience
 - Address discovery vulnerability; fictional vignettes; simulation debrief; self-assessment;
- CAI to consider providing an on-line audit topic board for coherence and protocol support.



5

Supporting a sustainable College with a global outreach

Key Outcomes

- Detailed discussion regarding Equality, Diversity and Inclusion ('EDI'), key points:
 - Full agreement that the College's commitment to EDI needs to be visible;
 - Need to identify ie publish the breakdown of ethnicity, gender and minority status across all College activities, e.g., general membership, Council composition, conference speakers etc.;
 - Need to identify the barriers (subtle and unconscious bias) and enablers relating to leadership and gender, ethnic or minority status.
 - Provide the opportunities for greater access / involvement e.g., blended or remote attendance at college activities and review time schedules of college activities (synchronous/asynchronous);
- College is committed to the extension of the IMGTI initiative;
- College governance in terms of its Faculties needs to be clearly understood. Brief Report on Governance underway (2022).

Actions / For Further Consideration

- Draft pledge in relation to EDI for approval by Council and publication on College website;
- Gather and publish the relevant data to enable Council identify imbalances in EDI;
- Draft a quality improvement plan for EDI including imbalances in leadership and college structures
 - Council to consider introduction of 'President's Nominees' initiative to improve gender / ethnic balance (suggestion of 2 nominees). Use this as a first initiative to show intent;
 - Develop an EDI database of mentors, leaders, speakers and role models to help drive change;
 - Implement means to evaluate progress in the area of EDI; (dashboard and trainee/Fellow feedback)
 - Consider a mentorship programme specifically to encourage greater female participation;
- Publish a framework including organogram to describe faculty governance within CAI including Anaesthesiology, Intensive Care and Pain Medicine.



Appendix 2

Please scan the **QR code** opposite to view a copy of the online presentation document for the **CAI Strategy Refresh Workshop** which took place on 27-28th of April 2022.



