



Annual Report 2019

Irish College of General Practitioners

Colàiste Dhochtúirí Teaghlaigh Éireann



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The Irish College of General Practitioners

About the Irish College of General Practitioners

The Irish College General Practitioners (ICGP) is the professional body for education, training, research and standards in general practice.

College activities

- Teaching, training and education.
- Accreditation of specialist training programmes in general practice
- Professional Competence Scheme under arrangement with the Medical Council
- Examining body for membership in general practice (MICGP)
- Continuing education and professional development
- Research
- Practice management support through training, advice and consultancy
- General practitioner health
- Public relations and media liaison on behalf of the profession
- General practice publications, guidelines and protocols
- Advice and support to members
- Advocacy on behalf of the profession with external agencies

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Report prepared by Ms Teresa Curtin, Dr Helen McVeigh and Mr Dermot Folan



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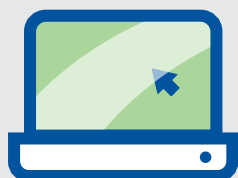
Hands-on support throughout your career in general practice



Approx. **186**
graduates p/a

GP TRAINING – SPECIALIST REGISTER GP

- | | |
|----------------------------------|---|
| Recruitment | Supporting trainees in practice |
| Accredited GP training programme | Assessment: MICGP |
| General practice curriculum | Entry on to the Specialist Division of the Register |
| Online resources/support | |



222+ GPs

participate in committees, working groups and College activity

BY MEMBERS FOR MEMBERS

4,423
members



- Online subscription
- Differentiated fee categories

MEMBERSHIP

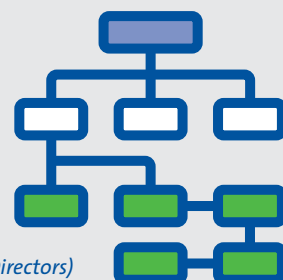
- 12 committees
- International representation: WONCA, EGPRN, EURACT, EQuIP, UEMO
- 50+ GPs represent general practice on external bodies

PRACTICE SUPPORT

- | | |
|---------------------|---------------------------|
| NEGs Programme | GP Information Technology |
| Doctors' Health | Classifieds |
| Quality & standards | GP public directory |
| Practice management | 30+ discussion boards |

COLLEGE STRUCTURE - GOVERNANCE

- FACULTY: 34** Faculties (223 meetings p/a. Faculty Liaison Officer – Supporting faculty network)
- COUNCIL: 83** Council Members (faculty representation)
- BOARD: 14** Board Directors (12 GPs + two external Board Directors)



CONTINUING PROFESSIONAL DEVELOPMENT & EDUCATION

>33 Elearning modules
>12 Courses
>5 Conferences

- Mental Health, Women's Health, Substance Misuse programmes
- CME Small Group Network
- Professional Competence Scheme:

- CPD recognition for external educational activity
- Practice Audit toolkit and samples
- Events calendar



RESEARCH

- Events/updates
- Grants & bursaries
- Publications
- Ethics approval
- Advice & resources
- IPCRN
- Heartwatch



PUBLICATIONS & INFORMATION

- Information and Library Services
- Publications including:
 - Online GP journals
 - Clinical and Non-Clinical Guidelines
 - Quick Reference Guides
- Forum journal
- College e-zine
- Newsletters
- Public health alerts



COMMUNICATIONS

- | | |
|-----------------------------|-------------------------|
| Representation and advocacy | News and press activity |
| Lobbying | Twitter & Facebook |
| Media engagement | Photo galleries |



For more information on benefits of ICGP membership, log on to www.icgp.ie

CEO Report



Mr Fintan Foy

In February 2020, I will have completed my third year as CEO of ICGP. It has been an extraordinary three years with many challenges for the College but also the most fulfilling three years of my career. GPs, members have also experienced unprecedented challenges as well. What separates ICGP from the other Training bodies is the involvement and integration between the College and its members and very strong sense of meeting challenges together as a membership body and the profession. ICGP is very much a membership organisation and in the last 12 months, there has been strong evidence of a harmonious and productive relationship.

Strategic Direction

As CEO, my role is to focus on the deliverables of our strategic plan – Beyond 2020 and of which the key aspects of same are:

To provide appropriate and responsive services to support College members.

To develop, deliver and accredit the highest possible standard of specialist general practice training and assure a sustainable and adaptable workforce for Irish general practice.

To develop and deliver the most relevant and evidence-based educational resources, professional development and practice guidance for our members.

To promote the role of general practice in Irish society and develop our relationships with all stakeholders in the health services so that general practice is understood, respected and supported to deliver the highest quality of care to patients and our communities.

To actively support leadership, innovation and research in close collaboration with universities, associated health disciplines and agencies.

To ensure the highest level of governance and management of the College.

As with all strategic plans, they are of defined duration, necessitating review and comparison of what was planned relative to outcomes.

This informs and enables us to navigate the future and determine where we move from here. A review will be undertaken autumn 2020 in conjunction with the Board and my colleagues and will inform our next strategy. It is my hope that in May 2021 at our Annual meeting that our new strategy will be launched. A strategic plan reflects the point in time that organisation wishes to aspire towards. It creates targets, it creates deliverables, and it creates focus and gives momentum to our efforts.

A strategic plan of itself doesn't make for a great organization. Effective organisations are characterized by being responsive, quick reacting, agile and adaptive to change and learn from experience whether positive or negative and this has been reflected most particularly by ICGP in how it dealt with COVID-19.

Response to COVID-19

The ICGP has dealt with the first phase of the Covid crises in admirable fashion and has shown that ability to respond quickly, promptly and effectively. Our primary task in the last six months has been to provide education, guidance and training to our members on how to manage their patients and how to look after themselves during this pandemic. The excellence of our clinical leadership and staff in ICGP has shone through both locally and nationally.

6 months ago, very few of us had heard of COVID-19 and major adjustments have had to be made very quickly to allow the College operate effectively on a daily basis and all times ensuring that we deliver to our members, programme directors, trainers, trainees, overseas partners, etc. and indeed the public. The college has shown its flexibility and its ability to respond to the ever changing situation. This illustrates that the College's overall strategy is working both in the now and delivering on our overall ambitions.

College responsibility for GP Training

Since my appointment in February 2017, one of the key strategic deliverables has been the transfer of general practice from the HSE to the College. Discussions on this matter have been ongoing for over 10 years and we are the only training body in Ireland, which does not oversee its own training programme. The transfer from the HSE to the College is challenging but as a major specialty, we must be as one to bring forward this transfer in the coming year. To ensure better engagement and a greater level of “buy-in” from those who will deliver training, the Board established a Task Force to determine a programme for delivery and that Task Force delivered its report in April 2019. However, we are still not at the point where GP training sits with the College and that is deeply disappointing and frustrating for all involved. For the last 3 years, in my annual report some progress is described and again this year I can again report on progress being made to resolve the outstanding industrial relations issues with our colleagues, the Programme Directing staff. As we head into the summer of 2020, I do expect these issues to conclude, but it is critical they conclude positively to allow us move towards implementation. The Board and I are determined to conclude the transfer over the coming 6 months. Reflecting earlier on strategic deliverables, this is a key deliverables and I have no doubt my legacy as CEO will be defined on whether or not I can achieve this.

Our GP training programme is in demand with the highest number of applications ever (472) achieved in 2019. The BEaGP campaign remains very successful. On completing their internship, trainees have a much a greater level of choice and as a postgraduate training body we must do our utmost to ensure that General Practice is seen as the first specialty of choice, when they are making these key decisions.

Financial Stability

Financially, the College remains in a relatively healthy financial position, with 2019 showing an increasing in our surplus to €450,507, compared to €264,194 in 2018. This represents progress but with some distance for us to get to the point where we can start investing surplus funding in enhanced benefits for our members. However, the 2019 financial statements reflect positive financial performance with our expanded

overseas activity making a substantial contribution. These included activities in Oman, United Arab Emirates, Saudi Arabia, Qatar and Malaysia. Of particular note, in Malaysia in October 2019, we launched with partners in UCD, RCSI and IHEED, the Malaysian International Family Medicine Programme (Mint FM). This is an exciting project with trainees doing a four programme identical in content, structure and outcomes to our programme here. The only difference being some contextualization of the curriculum to allow for Malaysia healthcare norms. Dr John Latham was appointed as the inaugural National Clinical Director and we are lucky to have such an experienced individual guide us through the first phases of this initiative. An international footprint, allows the College to extend its influence, broadcast the message of the importance of family medicine and diversify some of its income streams.

One of the many challenge for the College in 2020, is maintaining growth in a very difficult economic environment. COVID-19 has had a dramatic impact on the Irish and world economy. We work strenuously to maintain very tight control over costs but also enabling growth in all our activities including overseas. We have ensured that all College activities which support members and delivered across all functions have continued uninterrupted by the pandemic which has impacted on all organisations and businesses. This is challenging where all staff are working remotely but I can assure the members we will continue to do so tirelessly and hopefully effectively.

In the last 6 months, we have moved all education, training and CME online. It is likely that this will continue to be the case for at least another 8-12 months if not longer. Our weekly online webinars have proved highly successful with audiences of 1200 -1500 regularly watching online. A comment made recently by a member was that not only do the webinars provide education, but they also make “you feel part of a family during a lonely and stressful time”. This is a key message not just now but also for the future as we head into a period of unknown and difficult times. As a college we have to ensure we can continue to create opportunities for learning but also to ensure we look after each.

Online cannot never replace face to face and it never will, but we are adapting to our members needs and will continue to do so.

The College and its members are fortunate to have a highly dedicated Board whose priority is advocating for general practice, you, the member and your patients. The commitment of each Board member is exceptional. I would like to particularly thank and acknowledge Dr John Cox who has chaired the Board for the last year with expertise and consummate skill.

A core requirement of a CEO is to foster an atmosphere of initiative, creativity and development in an organisation. In the College we have many talented people (clinical and non-clinical) who work on your behalf to deliver the College strategy and beyond and we ensure that the structures are there to facilitate their development and contribution both as individuals and as a team and also to support all staff. In addition, staff have been highly impacted by the current challenging times and my role along with colleagues has been to safeguard and protect them and we will continue to do so.

I would like to acknowledge the work of all College staff in Lincoln Place and the contribution they make to the organisation and thereby to the specialty of general practice. I also wish to thank all members of the senior management team.

In particular, I wish to thank Mr. Dermot Folan, Chief Operating Officer. I have learnt a great deal from Dermot and benefit from his long service with the College. I hope that with him and all my colleagues we can continue to overcome the current challenges, and ensure ICGP becomes the foremost training and education body in Ireland and overseas.

Finally, I wish to thank College members for their support and giving me the opportunity to be your CEO.

This is both an onerous and rewarding responsibility and I will continue to work with genuine dedication on your behalf along with the Board and my colleagues. Your College must embody what is best about general practice and the care and attention you bring to your patients.





President's Report

Dr Mary Favier

The role of president of the college has two main aspects to it; the outward facing external role representing the college and promoting general practice, and the inward facing role as something of a roving ambassador linking with the membership and hearing feedback from general practitioners about the college and the challenges general practitioners face.

Having attended and spoken at many meetings, I am struck by the general goodwill towards general practice, the increasing knowledge that we are a significant part of the health service, a part that functions, yet I am also aware of the continued lack of an in depth understanding of what it is we do, in particular what we do that is different to other health professionals. Many non-GPs I have spoken to do not themselves have much need of a GP yet have the experience of having a relative, often a parent, who has or has had a close relationship with a GP. Trying to harness that enthusiasm for the work of individual GPs so as to progress a greater understanding of what general practice itself does and can achieve, is still a work in progress for the college, and for all of us as working GPs.

Continued communication is vital, and promotion and explanation of general practice is needed at all times. An example is that by the sustained work of the college, representative organisations and individual GPs it became understood by the body politic that general practice was facing an existential threat as a result of ongoing austerity cuts and that this needed to be corrected before development of new services could occur.

I think it is reasonable to say that general practice, having come through a very difficult time of effectively ten years of FEMPI austerity, has now turned a corner and there are some green shoots. The recent IMO deal reversing FEMPI and introducing a chronic disease management program supported by the college are positive changes and should assist in the underpinning of general practice. Yet a lot more needs to be done to ensure that general practice remains a viable career option for younger GPs as there are significant resource and manpower challenges yet to come, with

over 400 GPs retiring in the next five years. This will not only create problems with understaffed practices and same day appointments becoming a thing of the past, but also result in many villages being without a GP, and practice lists in towns and cities being effectively closed to new patients.

In addition, it will create clinical leadership challenges within the specialty. It is a core role of the college to support and assist the education and setting of standards in general practice and to do this we must support and nurture clinical leadership by GPs both in their practices and in the wider health community. Without younger GPs to take on these roles in general practice, the care of patients will inevitably suffer, and the aspiration of a GP led primary care-based health service will be set back many years.

The implementation of Slaintecare if done properly could ensure the viability and future of general practice and its implementation remains a priority for the college. However, this will only become a reality if resources are made available to ensure it happens in a consistent and uniform manner, rather than the development of cherry-picked individual services which will effectively change little in the bigger picture of health outcomes for patients. We need to continue to be central to all planning and implementation and the goodwill of GPs and the college must be harnessed to further the required innovation and change.

The transfer of the full responsibility for GP training from the HSE to the College and the necessary HSE support of increased training places will be central to the success of any plan to radically overhaul our beleaguered health services. GPs provide the most significant part of the currently successful delivery of primary care services and we need to stay central to its future development so that the service remains successful with patient centred care remaining at the heart of what we do.

The college has a track record of rising to the challenges it can face, as exemplified by the challenges that developed after the Referendum to Repeal the 8th Amendment. Fulfilling its mandate of education

and standard setting the college

worked closely with the Department of Health and HSE to ensure the successful implementation of a termination of pregnancy service integrated so as to be part of the health care delivered daily in general practice. Sincere thanks are due to the many college staff who guided and implemented the education programmes and clinical guidance that were developed in this regard, sometimes working in challenging circumstances.

It can be easy to get caught up in day to day challenges however the imperatives of climate change and the need for us as general practitioners to be central to the action needed to address planetary health is now coming into sharp focus and it is an important priority for the college in the next decade. There is a lot that remains to be done by and for individual GPs and their practices, as well as developing the role of GPs in the wider community as we address the impact of climate change and the need to reduce, reuse and recycle in our practices and adapt with our patients to eating a more plant based diet.

All of the above was drafted in February for the Annual Report anticipating its presentation to the AGM in May. The emergence of the COVID-19 pandemic necessitated the deferral of the May AGM and that I reflect here the impact of the pandemic on the College and on general practice. But also, to acknowledge that the last year has not just been about COVID-19 although it feels like it, writing now in early June. The roller coaster that has been COVID-19 is well documented. It is to the credit of Irish general practitioners that they have adapted and modified their work practices, adopted new ways of doing things and kept up to date with all the latest Covid developments.

The college has been an important and integral part of supporting the agile general practice Covid response. It has had an essential outward facing role, working with the HSE, the Dept of Health, other colleges, cooperating on research initiatives and informing the public. As president it has been a privilege to represent the college in many ways such as being appointed to NPHET, attending the National Medical Leaders Forum and being one of the spokespersons for the college and for general practice. Of note none of my representation, and indeed the central role of the college, could have been achieved without the extraordinary

commitment and support of Mr Fintan Foy, CEO, the Medical Director Dr Tony Cox, his Clinical team and the management team and staff in Lincoln Place..

The COVID-19 pandemic has presented both challenges and opportunities for general practice. It has shown us we have a healthy and vibrant college that can respond appropriately to whatever it encounters. Integrating the new, while maintaining the historic consistency of the college's support for GPs and general practice is our new challenge as we enter the second phase of the Covid pandemic. A challenge I think we can meet with confidence. General practice and its central role in healthcare is now better understood than it has ever been, whether it is in the Dept of Health, HSE, the media and indeed those who will implement SlainteCare. We must now capitalise on that knowledge and understanding, and work to protect and consolidate general practice.

I have been honoured to represent the College as president for an extended period and I think we, as college members, can be justifiably proud of our college and its ongoing work. I will look forward to welcoming Margaret O'Riordan as the incoming president and wish her well for her presidency.



Chair of the Board

Dr John Cox

I have just put down my pen, having signed the death certificate for the tenth patient to die from the COVID-19 virus at our local residential care facility. This same task, undoubtedly performed by many of you in recent months, is a stark human reminder, as if one were needed, of what it means to be dealing with the 'new normal' for general practice.

Looking back over my year as Chair ICGP, I can honestly say I had no idea what I was letting myself in for when I agreed last Spring to allow my name to go forward for this key position in our College. My focus then was on determining board composition and organisation, clarification of board & management responsibilities and generally developing its effectiveness.

I felt privileged to be Chair at the time when the tide had finally turned for general practice, bringing with it a wave of optimism among our members. 2019 saw the agreement between the Irish Medical Organisation (IMO) and the Department of Health/Health Service Executive (HSE) on a new fee structure for general practice, and more importantly, the expansion of chronic disease management in the community to be led by general practitioners. The new fee structure had already led to a welcome increase in our practice earnings since July 2019. The expansion of chronic disease management in the community would lead to us getting recognition and remuneration for what so many of us were already doing well in our practices. This turn of events had presented our College with an enormous challenge, namely that of ensuring that we would deliver the highest quality care that would benefit our patients. Our team, ably lead by our Medical Director, Dr Tony Cox, our ICGP/HSE Integrated Care Programmes Primary Care Leads, Dr Dermot Nolan (asthma), Dr Joe Gallagher (cardiovascular disease), Dr Mark O'Kelly (chronic obstructive pulmonary disease), Dr Diarmuid Quinlan (diabetes), our National General Practice Information Technology (GPIT) project manager, Dr John Sweeney, all working in close collaboration with our colleagues from the IMO put together a truly impressive programme. I would like to thank all of you who attended the ICGP/IMO Re-

gional Meetings held in early 2020 for your positive contributions to this effort.

I would like to highlight the attendance of Mr Paul Reid, Chief Executive HSE, at our Board meeting in January 2020. Mr Fintan Foy, our CEO, and Dr Tony Cox had prepared an excellent briefing document to discuss a number of critical issues, the most important being that of the Slaintecare plan to expand community-based care which would lead to a shift of care delivery from hospitals to the community. We had pointed out to Mr Reid that we were faced with the impending retirement over the next 5 years of some 700 GPs and to address this issue we were recruiting 200 doctors into our 4-year training programme for 2020. We emphasised the importance of our College, the HSE & Slaintecare working together to ensure the smooth and speedy transfer of GP training. We came away from that meeting feeling that there would be better communication between our College and the HSE going forward which would lead on to an improvement in the quality of care for our patients.

It was with great pleasure that I accepted an invitation from our ICGP Network of Establishing General Practitioners, led by Dr Rukshan Goonewardena, to their meeting in September 2019. The theme of the meeting was "Strategies for Success." I was greatly impressed by the optimism and enthusiasm of our younger members.

We all look forward to the Winter Meeting 2019 and we were not disappointed. There is a freshness and vibrancy to this meeting which always contains interesting and varied presentations. That is not to mention the fact that the discussions with our colleagues in the bar ranging from ICD 10 coding to atrial natriuretic peptide measurement in general practice to the Higgs boson & the Standard Model of particle physics will indeed "flash upon that inward eye" for some time to come!

Ireland's first case of coronavirus was confirmed on 29 February 2020 and now (10 June 2020), we have some 1,433 deaths among 25,212 confirmed cases of COVID-19. Not since the years before the devel-

opment of streptomycin in the 1940s for the effective treatment of TB, has Ireland been faced with a health threat as serious as COVID-19. Our College rose to the challenges posed by this disruption to general practice, a disruption that brought grief to some like ourselves who have lost patients, financial difficulties to many of us, and enormous changes to the way we practice medicine to all of us. Our members on the HSE COVID19 Crises Committee, Dr Nuala O'Connor - ICGP Lead Healthcare Associated Infections & Antimicrobial Resistance, Dr Mary Favier - President ICGP, and Dr Tony Cox Medical Director also represented us on the GP Coronavirus Communications Sub Committee which met up to three times per week and provided, sometimes daily, vital information to our members. In addition, Dr John O'Brien, immediate past president ICGP was the HSE GP COVID-19 Lead.

Our College acted swiftly to postpone all face-to-face CME, Faculty and GP trainee day release meetings with immediate effect replacing them with events using Zoom, the video conferencing app. Surely the greatest educational success of our College ever, is the COVID-19 webinars which attract over 1,000 followers, initially twice and now once weekly. In addition, over 1,700 GPs logged in for our Virtual College Annual Conference on Saturday May 09 which was also a huge success.

As I write this report, the reproduction rate of the COVID-19 virus in Ireland is now below 1 with a present of value of 0.4 to 0.6. This is mainly from the restrictions and other public health measures in place to prevent the spreading of this virus. Prior to 18 May 2020, all non-essential surgery, health procedures and other non-essential health services were postponed. Now we are being asked to deliver non-COVID-19 care and services alongside COVID-19 care in accordance with Phases 1 and 2 of the Roadmap for Reopening Society and Business as issued by the Department of Health. Our Board is acutely aware of the difficulties this situation poses. Our College has published an excellent document, "Practice Operations and Workload Prioritisation during COVID-19" which will assist us all greatly in this task.

Our College's 6 international initiatives, with the exception of the postgraduate residency route to family medicine specialist practice in Malaysia, have been put on hold due to the COVID-19 pandemic. Much of the hard work on these projects has been done by Mr

Fintan Foy, Dr Tony Cox and our overseas clinical lead Dr Molly Owens and her superb team. I see these initiatives as enhancing the reputational value our College in running quality training programmes in other jurisdictions and they are indeed an opportunity to spread the positive message of Irish family medicine abroad and I look forward to them getting going again in the coming months.

We were all greatly saddened to hear of the death of our colleague and friend Dr Michael Boland on 25 March 2020. Michael will be remembered by all of us who knew him for his critical role in the evolution of contemporary general practice in Ireland as the first Chairman of the Council of our College from 1984 to 1987, a period in which 95% of Irish general practitioners took up membership. He will also be remembered on the wider international stage for his influence on the advancement of general practice and patient care on a world-wide basis as president of the World Organization of National Colleges, Academies and Academic Associations of General Practitioners/Family Physicians (WONCA). Indeed, it is largely due to his vision, leadership, intellectual energy and enthusiasm that Irish general practice today occupies the world-renowned and highly respected position it does. Our thoughts and prayers are with his wife Susan, their children Eve, Mary Jane, Mike and the Boland family.

In closing, I would like to thank our Board and Council members for their support and direction, our CEO Mr Fintan Foy CEO and the senior management team and all College staff for their loyalty and dedication, our Faculties and above all, you, our members and colleagues, for your contributions to what makes our College the exciting and dynamic organisation it is. Finally, to my ever-loving wife Mary, I express my gratitude, not devoid of apology, for permitting our College to lay claim to time that was of right hers.



Honorary Treasurer

Dr John Farrell

I am pleased to present the Honorary Treasurer's Report for 2019. The financial performance of the ICGP is managed according to best practice and codes of governance. Ongoing financial matters are addressed by our senior management team who report to both the Finance and the Audit and Risk Committees. Both Committees meet regularly, and the Audit and Risk Committee meets prior to each Board meeting. As Treasurer I also present a report to the College Council during the year.

The Audit and Risk Committee have recently agreed a revised budget for 2020 following review of income and expenditure for 2019 and considering the impact of the COVID-19 pandemic. Despite the adverse economic climate, we hope to achieve a small surplus for 2020.

The College Auditors, Mazars have provided a clean audit report in respect of the financial statements for the year ended 31 December 2019. Extracts of the audited Income Statement and Statement of Financial Position are provided and the full financial statements are available 'here'.

I can report that the College recorded a surplus of €445,507 for the year ended 31st December 2019.

The College, as with all companies must generate a surplus to ensure the maintenance of prudent reserves to guarantee the financial viability of the organisation. The surplus generated in 2019 is considered adequate but we continue to operate on a tight margin. Annual subscriptions remain unchanged and given the current financial climate no increases are proposed for 2020.

The Finance Committee continue to monitor the situation. Various strategies are being employed to actively increase our membership base.

Our investments are being managed by Davy and Key Capital and I am pleased to report a modest positive return on our investments for 2019. The College receives regular reports from our investment partners and a prudent, ethical investment strategy is in place.

I can confirm that the Colleges finances are in a stable position but continued careful financial management is required to ensure this position is maintained especially given the hugely damaging effect of the COVID-19 pandemic on the wider economy.

Company number 100456
Charity number CHY 6751
CRA number 20013202

**The Irish College of General Practitioners
Company Limited by Guarantee**

**Directors' report and financial statements
in respect of the year ended 31 December 2019**

The Irish College of General Practitioners Company Limited by Guarantee

Directors' Report

The directors are pleased to submit the directors' report and the audited financial statements for the year ended 31 December 2019.

1. PRINCIPAL ACTIVITY AND REVIEW OF BUSINESS

The company is a charitable company. The Board of Directors is the governing body of the company and is comprised of:

- The President, Vice-President and Immediate Past-President
- A minimum of eight Council Members
- A maximum of two external persons

The principal activity is the provision of education, training and research for General Medical Practitioners. A review of the development of the company is separately contained within the Treasurer's report and also the reports of the Chairperson, Honorary Secretary and President, all contained separately within the Annual Report.

2. RESULTS

The surplus for the financial year amounted to €446k (2018: €264K). The total assets have decreased by €17k, the total liabilities have decreased by €463k, resulting in an increase in net assets of €446k.

3. RISKS AND UNCERTAINTIES

The directors confirm that there is an ongoing process for identifying, evaluating and managing the significant risks faced by the College, and that it has been in place for the year under review and up to the date of approval of the Annual Report and Financial Statements.

The principal risks and uncertainties facing the company in the current economic climate relate primarily to the maintenance of all income sources and funding. In addition the company faces many increasing costs. The directors are of the opinion that the company is well positioned to manage all risks and uncertainties and to meet the economic challenges facing it in the current economic climate.

4. DIRECTORS

The directors who held office at any time during the year are as listed below:

Dr Richard Brennan (resigned 22 June 2019)	Dr John Farrell
Dr John Cox	Dr Stanley Natin (resigned 22 June 2019)
Ms Mary Donovan	Dr Mary Favier
Dr John Gillman (resigned 22 June 2019)	Dr Margaret O'Riordan (appointed 22 June 2019)
Dr Eamonn Shanahan	Ms Anna Broderick (appointed 22 June 2019)
Dr Velma Harkins	Dr Deirdre Collins (appointed 22 June 2019)
Dr Sarah Maguire (resigned 22 June 2019)	Dr Pat Durcan (appointed 22 June 2019)
Dr John O'Brien	Dr William Twomey (appointed 22 June 2019)
Prof Susan Smith	

All of the directors served for the entire year except as indicated above.

The following directors retire by rotation and being eligible may offer themselves for re-election; Dr John O'Brien, Dr Eamonn Shanahan, Prof. Susan Smith, Dr John Farrell. Dr John Cox, having served two terms, retires.

Directors' Report

5. CONSOLIDATED FINANCIAL STATEMENTS

In accordance with the exemptions available under FRS 102 Accounting for Subsidiary Undertakings the company has not prepared consolidated financial statements as it qualifies as a small company as set out therein. Therefore, the financial statements reflect the results of the holding company only for the year ended 31 December 2019. The information required by Section 314(1) of the Companies Act 2014 is given in Note 11 to the financial statements.

6. EVENTS SINCE THE YEAR END

Covid-19 has had a major impact on the worldwide economy since the year end date, and the ICGP like all other organisations has felt its impact. Management has considered the existing and anticipated impact of Covid-19 and are of the opinion that it will not impact on the company's ability to continue as a going concern.

7. ACCOUNTING RECORDS

The measures that the directors have taken to secure compliance with the requirements of Sections 281 to 285 of the Companies Act 2014 with regard to the keeping of accounting records are the employment of appropriately qualified accounting personnel and the maintenance of computerised accounting systems. The company's accounting records are maintained at the registered office at 4/5 Lincoln Place, Dublin 2.

8. STATEMENT ON RELEVANT AUDIT INFORMATION

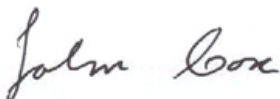
In the case of each of the persons who are directors at the time this report is approved in accordance with Section 332 of the Companies Act 2014:

- a) so far as each director is aware, there is no relevant audit information of which the company's statutory auditors are unaware, and
- b) each director has taken all the steps that he or she ought to have taken as a director in order to make himself or herself aware of any relevant audit information and to establish that the company's statutory auditors are aware of that information.

9. AUDITORS

Mazars, Chartered Accountants and Statutory Audit Firm, have expressed their willingness to continue in office in accordance with the provision of Section 383(2) of the Companies Act 2014.

On behalf of the Board



Dr John Cox



Dr John Farrell

Date: 25th April 2020

The Irish College of General Practitioners Company Limited by Guarantee

Directors' Responsibilities Statement

The directors are responsible for preparing the directors' report and the financial statements in accordance with applicable Irish law and regulations.

Irish company law requires the directors to prepare financial statements for each financial year. Under the law, the directors have elected to prepare the financial statements in accordance with the Companies Act 2014 and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" issued by the Financial Reporting Council, and promulgated by the Institute of Chartered Accountants in Ireland. Under company law, the directors must not approve the financial statements unless they are satisfied they give a true and fair view of the assets, liabilities and financial position of the company as at the financial year end and of the surplus or deficit of the company for the financial year and otherwise comply with the Companies Act 2014.

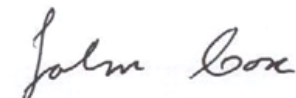
In preparing these financial statements, the directors are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether the financial statements have been prepared in accordance with applicable accounting standards, identify those standards, and note the effect and the reason for any material departure from those standards; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The directors are responsible for ensuring that the company keeps or causes to be kept adequate accounting records which correctly explain and record the transactions of the company, enable at any time the assets, liabilities and financial position of the company to be determined with reasonable accuracy, enable them to ensure that the financial statements and directors' report comply with the Companies Act 2014 and enable the financial statements to be audited. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The directors are responsible for the maintenance and integrity of the corporate and financial information included on the company's website. Legislation in Ireland governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

On behalf of the Board



Dr John Cox



Dr John Farrell

Date: 25th April 2020

The Irish College of General Practitioners Company Limited by Guarantee

Statement of Income and Retained Earnings

For the year ended 31 December 2019

	Note	2019 €	2018 €
Income			
Subscriptions received		2,309,082	2,249,048
Professional competence		1,173,097	1,146,706
Other college generated income		1,104,105	1,089,986
Public and private sector funding		2,905,596	2,709,827
Sponsorship		166,450	166,050
Gain on investments	12	<u>16,576</u>	<u>-</u>
	5	<u>7,674,906</u>	<u>7,361,617</u>
Expenditure			
Establishment		124,692	105,923
Administration		2,474,931	2,572,551
Personnel		3,631,527	3,297,352
Professional fees		54,965	62,804
Service provision costs		539,395	678,988
Committee, meeting and travel		272,178	266,140
Depreciation		<u>82,586</u>	<u>79,797</u>
		<u>7,180,274</u>	<u>7,063,555</u>
Operating surplus	6	494,632	298,062
Interest payable and similar charges	7	(49,167)	(35,701)
Interest receivable and similar income	8	<u>42</u>	<u>1,833</u>
Surplus before taxation		445,507	264,194
Taxation	9	<u>-</u>	<u>-</u>
Surplus after taxation		445,507	264,194
Balance at beginning of year		<u>4,856,772</u>	<u>4,592,578</u>
Balance at end of year		<u>5,302,279</u>	<u>4,856,772</u>

There are no recognised gains or losses other than the surplus set out above.

All amounts relate to continuing operations.

The notes on pages 12 to 21 form part of these financial statements.

The Irish College of General Practitioners Company Limited by Guarantee

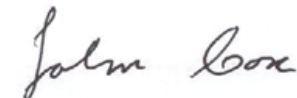
Statement of Financial Position

For the year ended 31 December 2019

	Note	2019 €	2018 €
Fixed assets			
Tangible assets	10	1,384,559	1,435,462
Investment in subsidiary undertaking	11	3	3
Investments	12	<u>3,016,576</u>	<u>-</u>
		<u>4,401,138</u>	<u>1,435,465</u>
Current Assets			
Debtors	13	4,083,421	4,634,473
Cash at bank		<u>2,244,630</u>	<u>4,676,680</u>
		6,328,051	9,311,153
Creditors			
Amounts falling due within one year	14	<u>(5,418,916)</u>	<u>(5,873,323)</u>
Net current assets		<u>909,135</u>	<u>3,437,830</u>
Total assets less current liabilities		5,310,273	4,873,295
Creditors			
Amounts falling due after more than one year	15	<u>(7,994)</u>	<u>(16,523)</u>
		<u>5,302,279</u>	<u>4,856,772</u>
Reserves			
Retained reserves		<u>5,302,279</u>	<u>4,856,772</u>
		<u>5,302,279</u>	<u>4,856,772</u>

The notes on pages 12 to 21 form part of these financial statements.

On behalf of the Board



Dr John Cox



Dr John Farrell

Date: 25th April 2020

Network of Establishing GPs



Dr Rukshan Goonewardena

Key Activities in 2019

Multiple individual contacts took place in 2019, mostly related to establishing a practice or joining a partnership. The NEGs facilitated sessions at the National Trainers Conference, Annual Conference, Trainee Induction Day, and Trainee conference. NEGs also organised its own dedicated conference in September which was very successful with over 100 people in attendance. The Winter Meeting 2019 was organised by NEGs and this also received positive feedback from attendees.

Significant work has gone into the mentorship program pilot, which is now at the implementation stage and a call for mentors will be emailed to members as a next step.

ICGP has been represented in Europe by Claire Kelly at Vasco da Gama group. NEGs also supported the Vasco da Gama 'Hippokrates' exchange programme in 2019.

Plans for 2020

The Mentorship programme is a key priority for 2020. This programme has gained significant interest from members. NEGs member engagement will take place at multiple ICGP meetings, at faculty level and at NEGs specific events.

The content in 2020 will focus on getting NEGs members to better engage with ICGP and take up work in a long term basis to ensure sustainability of general practice in Ireland.

Further Information

Available at www.icgp.ie/NEGs

Committee Members

NEGs Task Group: This is a working group for regular NEGs activities. The group's function is to take an active role in integrating NEGs to Faculties, ICGP Committees, College in general and develop better social media and international presence.

Dr Cian Clancy, Dr Sinead Feeney, Dr Deborah Ryan, Dr Dave Hannon, Dr Maureen Noctor, Dr Ciara Bourke, Dr Conor Mitchell, Dr Jo Marry, Dr Katie Maher, Dr Paula Greally, Dr Sarah Murphy, Dr Barry Kelleher.

NEGS Advisory Group: This group functions in an advisory capacity to the task group. It is envisaged that GPs over 5 years from graduation will be in the advisory group and support continuity of NEGs.

Dr Irina Berkun, Dr Jim Harty, Dr Clare Kelly, Dr Gerald Lane, Dr Sheila Loughman, Dr Carol Sinnott, Dr Patrick O'Donnell, Dr Sinead MacEoin.

Administrator: Ms Michelle Dodd

National General Practice Information Technology (GPiT) Group



Dr Conor O'Shea & Dr Johnny Sweeney

Introduction

The National General Practice Information Technology (GPiT) Group is made up of representatives from the Irish College of General Practitioners, the Health Service Executive and the Department of Health. The Chairperson of the GPiT Group until the autumn was Anne Marie Hoey, Director of Primary Care Reimbursement Services. In 2020 she was succeeded by Ann O'Shea, HSE Chief Officer South Dublin/Kildare/West Wicklow and Head of Service Primary Care. The aim of the GPiT Group is to continue to develop the use of IT in general practice and to promote the eHealth agenda in Ireland with particular reference to electronic communications and interoperability between GP and health service information systems. GPiT provides education and support for members with IT issues in practice.

Key Activities in 2019

A review was undertaken one year after GDPR of "Processing of Patient Personal Data: A Guideline for General Practitioners", leading to publication of version 2.3.

An updated and comprehensive document was produced on "IT security for Irish General Practice."

Some brief guides were published to assist GPs during the Covid-19 pandemic, namely "GPiT Advice on Video Consultation & Teleconferencing" and "GPiT Advice on Electronic Transfer of Prescriptions"

The GP agreement between IMO, HSE & DOH of summer 2019 contains a significant eHealth component with significant workstreams arising. The first significant body of work involved collaboration with the ICGP Integrated Care Clinical Leads and the HSE on implementation of the chronic disease management program. This is due to go live in early 2020 for patients over 75.

Preparations for other highlighted projects relevant to IT from the updated GP contract.

Continuing to improve electronic communication between GPs and the health services, particularly through structured messaging (electronic referrals, laboratory and x-ray results) and Healthlink.

Review of use and usability of electronic referrals, including working with the NCCP on bringing photograph attachments into suspected skin cancer referrals and working on the updated breast cancer eReferral forms.

Liaison with, and advice to College on, the National Medical Laboratory System (MedLIS).

Giving a GP perspective to other major national information systems, such as the National Integrated Medical Imaging System (NIMIS) and the National Maternal and Newborn Clinical Management System, screening services on developing electronic retinopathy reports.

Working with the HSE to get a data feed of national eircodes integrated into GP software.

Providing IT education for GPs through online webinars and presentations at ICGP educational events

Writing monthly IT questions and answers for Forum, the Journal of the ICGP, available at <http://www.gpit.ie/faq>

Answering individual IT queries for GPs.

Assisting with development and integration of social welfare certs into accredited practice software.

Adapting to the changes in practice with COVID-19, with advice on teleconsultations and working from home as well as using Healthmail for prescriptions reducing footfall in GP surgeries.

Plans for 2020

A review was undertaken one year after GDPR of "ProSpecific objectives for 2020 include ensuring eReferrals are supported for the opening of the National Children's Hospital satellite clinic at Connolly Hospital due to go live in early 2020 and that eReferrals should be expanded to radiology requests and wider hospital services.

Expand use of attachments to referrals to more hospitals.

Ensure that shared antenatal care messaging and discharge summaries are implemented in Kerry, Rotunda and Holles Street maternity hospitals.

Healthmail use is accelerating and should be integrated into all practice management software systems.

GPIT will continue to advocate for greater interoperability with other clinical systems such as MedLIS, while achieving user-friendly solutions.

Further Information

Available at <http://www.icgp.ie/gpit>

Committee Members

National GPIT Project Manager: Dr Johnny Sweeney

National GPIT Co-Ordinators: Dr Conor O'Shea and Dr Brian Meade

GPIT Regional Co-ordinators and Advisors: Dr Frank Hill, Dr Kieran Murphy, Dr Keith Perdue, Dr John MacCarthy, Dr Donal Buckley, Dr John Cox, Dr Brian Blake, Dr Paul Rushe, Dr Lawrence Croydon - Dublin/Mid Leinster, Dr Deirdre Cahill.

Administrator: Ms Niamh Killeen

Library and Information Services

Ms Gillian Doran & Ms Patricia Patton

Introduction

The Library and Information Service aims to increase the visibility of the ICGP Library among ICGP Membership and stakeholders. We promote the services/supports that we provide in the ICGP Library and Information Service.

The Library and Information Service has continued to collaborate with internal ICGP Departments and ICGP Project Directors and where appropriate with external stakeholders. In addition, we aimed to ensure that these collaborations were “value laden”.

The service continues to showcase the information currently available via ICGP Library and Information Service to members and internal staff.

Key Activities in 2019

To increase visibility/promotion of ICGP Library:

- A Library piece in the AGM Conference Brochure and at the Information Stand
- #ICGPLibrary tweets and Facebook announcements for BMJ discounts
- A Library piece in the information packs for CME Tutors
- Recognised involvement of ICGP Library in ICGP Quick Reference Guides including Heart Failure in General Practice, Dementia Diagnosis and Management in General Practice and Migraine Diagnosis and Management from a GP Perspective
- Library WebWatch in every issue of Forum during 2019

To have “value laden” contributions :

- Continued collaboration with ICGP Health in Practice Programme Director (Dr Andrée Rochfort) and ICGP Director of Research and Innovation (Dr Claire Collins) to update our previous Systematic Review.
- Provided assistance to the ICGP Director of Research and Innovation (Dr Claire Collins) in funding /grant applications during the year
- Prepared and produced surveys as requested by ICGP Senior Management and Departments (including GP Training, Education, Women’s Health, Research, Substance Misuse and Exams) on a range of topics.
- Gillian Doran co-authored The ICGP Careers Report produced online in 2019
- Trish Patton presented at the Health Sciences Library Group Annual Seminar on February 13th to increase ICGP visibility externally

To showcase information available and the services we can provide via ICGP Library

- Presented at a range of ICGP/GP events.
- Researched, compiled and produced the ICGP Weekly Health Horizon during the year.
- Launched the ICGP Library Monthly Health Horizon which was circulated to all ICGP Members in September, October and November.
- CME Tutor Dr Scott Walkin, Gillian and Trish gave the CME Tutors an Interactive Presentation at the CME Tutor Workshop in February. This illustrates the collaborations that can take place between the Library and GPs as well as other sections of General Practice and the co-operation that this can encourage.
- Trish Patton worked with Dr Aileen Barrett and Dr Karena Hanley on “A Delphi study to design a set of Entrustable Professional Activities for GP training in Ireland.”

Plans for 2020

The Library and Information Service aims to increase building on progress made during 2019:

- To enhance visibility of ICGP Library and Information supports and services via social media by sending tailored and timely tweets to promote relevant online GP articles/news available in ICGP Library journals. This will promote resources to ICGP Members and facilitate further benefits of ICGP Membership.
- To continue “value laden collaborations” with a particular focus on the CME Tutor Small Group and with the ICGP GP Training department. Our ongoing collaborations from 2019 will continue.
- To expand and highlight the Irish GP History section on the ICGP website
- Showcasing individual GPs and their roles in ICGP and WONCA etc. will enhance and illustrate the vital role ICGP has played in General Practice in Ireland and internationally.
- By populating the Irish GP History section on the ICGP website we will collate material from a range of sources making them more easily accessible for future use.
- By presenting the College History and contributions to the world of general practice on the ICGP website it will help support the College in the 2023 WONCA bid.
- This material once expanded and made more accessible could provide the basis for a possible 40th anniversary publication in 2024.

Further Information

Website: <http://www.icgp.ie/library>

Quick access to ICGP online journals: <http://www.icgp.ie/journals>

Contact: library@icgp.ie

Education Governance Committee

Dr Deirdre Collins



Introduction

The Education Governance Committee exists to provide oversight, validation, analysis and review of existing and proposed education initiatives and programmes provided by the ICGP. The committee serves also to provide assessment and end point certification for courses. It has a role with the External Examiner and in the learner grievance/disciplinary/appeal process. It collaborates with external organisations and the Academic Departments of General Practice. It links to the Research and Education Foundation in recommending worthwhile educational programmes.

The Committee meets regularly and comprises the Chair, Medical Director, Directors of Education and National CME Network, ICGP Quality and Policy Development Manager, representatives of Special Interest Groups, Academic Departments of GP and other non-aligned ICGP members.

Key Activities in 2019

The committee assessed, reviewed and supported:

- Chronic disease management Seminars delivered by ICGP and IMO and the development of Practice Nursing Education Programme
- Successful First Virtual AGM in May 2020
- Mental Health Programme and delivery of Suicide prevention education programme
- Delivery of education on Medical Termination of Pregnancy
- ICGP Education programmes
- Development of a Multidisciplinary Nursing and

Care Home Course

- Point of Care Ultrasound SIG training courses
- Global Health SIG dissemination of information to members and ongoing projects
- National CME Small Group network and published research on the value of CME Small groups to GPs in rural areas
- Semi-Retired/Retired GP group has representation and input to the committee on appropriate issues
- Education Governance review reports from EU-RACT and EUROPREV
- Promotion of General Practice research and as a career via the Academic Departments of GP

Plans for 2020

Progress the Education programmes both nationally and via CME Small Group to members.

Advance the Practice Nurse Education Programme and the Multidisciplinary Nursing and Care Home Course

Continue to collaborate with evolving Special Interest Groups and the University Departments of General Practice.

Committee Members

Committee Chair: Dr Deirdre Collins

Committee Members:

Administrator: Ms Teresa Curtin



Education

Mr Nick Fenlon

Introduction

- To develop and deliver a range of education products on a range of clinical and non-clinical topics
- Ensure all content is evidence based and up to date
- Ensure relevance to everyday general practice
- Ensure latest technologies are used to enhance participation and learning
- Develop a high skilled team in education technology
- Deliver education to GP members
- Increase uptake from GP and PCS members
- Engage in collaborative arrangements with related training bodies

Key Activities in 2019

Webinars

We delivered 19 webinars between February 2019 and December 2019 on topics including: Diabetes, Cardiovascular care, Asthma, COPD, PCS insights, Infection control, Benzodiazepine prescribing, HPV, Audit, Advance care directives etc.

National Conference and AGM

We delivered a very successful National Conference AGM in Convention Centre, Dublin over the May Bank Holiday 2019 with 410 in attendance. A diverse range of workshops and plenary addresses were presented including on communication skills (specifically MECC) as well as prescribing and record keeping, integrated care and doctors' wellbeing.

Winter Meeting

We had a very successful Winter meeting in Athlone, November 2019. This conference had full capacity of 218.

Suicide Mitigation Workshops

The ICGP collaborated with the National Office of Suicide Prevention (NOSP) to deliver bespoke local workshops on Suicide Mitigation. The emphasis was on using a medical model to assess suicidal thoughts and communicate in the most professional and appropriate manner as a result.

Management in Practice Course

This course is open to both GPs and Practice managers and has a focus on professionalism, record keeping, marketing, policy writing, health and safety, financial management and people management.

We run a similar course for 4th year registrars covering the same topics but pitched at their learning needs

LFOM Course

This course runs for two academic years and is a preparation course for the sitting of the Licentiate in Occupational Medicine. As well as a focus on pure occupational medicine work it also includes best practice for everyday general practice presentations relating to occupational medicine. This course is delivered in collaboration with the faculty of Occupational Medicine (RCSI).



Musculoskeletal Examination and Injury Management

The focus of this course is on everyday general practice with regard to examination of muscles relating to injuries and age using appropriate evidence based examination techniques and management of such injuries. As well as a focus on the knowledge base necessary for examination there is also a focus on diagnostics, communication skills such as explanation, agreeing management plans etc.



Short Courses

We delivered a number of short courses including:

- Hot Topics – gynecological issues
- Cervical Smear takers courses
- Menopause Theory course
- Medical Termination of Pregnancy
- Primary care surgery courses
- Contraception Tutor courses
- Reproductive and sexual health theory courses

Plans for 2020

We will continue to respond to members' education needs by delivering courses, workshops and webinars that are relevant to everyday general practice.

At the time of writing COVID-19 has landed and is influencing how we deliver workshops and education, we will develop virtual learning modalities to meet CPD and education needs.

We have a new ICGP Education platform and we will further develop this as a resource to members.

We will increase the profile of ICGP Education among members.

Further Information

We have developed a new ICGP Education website which hosts Forum MCQs, recorded webinars and course materials.

Postgraduate Training Committee (PGTC)



Dr Eamonn Shanahan

Introduction

The PGTC is the key governance committee for Postgraduate Training in General Practice.

Summary of 2019 Activities

Membership: Between the period January and December 2019, 162 doctors were elected to membership of the ICGP; 148 members were elected to membership by the MICGP examination route, 14 through the recognition of equivalent qualifications route and the alternative route to membership.

Task Force Report on GP Training: In March 2019 the Task Force for GP Training presented its final report on a proposed model of training to the Board. In tandem with the publication of the report a series of regional roadshows were held to engage with all stakeholders on the proposed model.

National Trainers Conference

February 2019: 173 Trainers attended the National Trainers Conference in Heritage Hotel, Killenard, Co Laois.

38 New Trainers participated in the New Trainers Workshop. February 2020: 187 Trainers attended the National Trainer's Conference held on Friday and Saturday 6th and 7th March in the Heritage Hotel, Killenard, Co. Laois. 18 New Trainers participated in the New Trainers Workshop.

National Surveys

2019: "Finding a Future Path: Career Intentions of GP Trainees and Recent GP Graduates" – A Report of the 2019 Survey was launched at the AGM in May 2019.

2020: Career Intentions Survey of GP Trainees in COVID-19 Crisis. In order to help plan primary care

services, the ICGP undertook a short survey of the immediate career intentions of doctors who in their 3rd or 4th year of training (68% response rate). 92% of trainees intend to remain working in Ireland in General Practice.

Re-accreditation visits to GP Training Schemes

In May 2019, re-accreditation visits were undertaken to the North East, Western and Mid Leinster GP Training Schemes. Criterion visits were undertaken to North Dublin Inner City and South West Training Schemes. 2020: In light of covid-19, criterion and accreditation visits to GP Training schemes in 2020 will be conducted by zoom. The first visit by zoom was undertaken in May 2020 on the Mid Leinster Training Scheme.

Medical Council Accreditation

Following the Medical Council accreditation meeting held on 25th June 2019, the Medical Council Education and Training Committee (ETC) has under Section 89(3) of the Medical Practitioners Act 2007 (MPA) now approved the Programme of Specialist Training in General Practice and the Irish College of General Practitioners as the Body which may grant evidence of the satisfactory completion of Specialist Training in General Practice.

This approval is for a period of five years (from December 2019). A formal response to the report together with an action and implementation plan will be submitted to the Medical Council in 2020.

National Induction Day

The second National Induction Day for GP Trainees was held in Dublin in July 2019.

Recruitment to GP Training

In October 2019, Dr Harry Comber was appointed as Interim National Recruitment Lead.

#BeaGP Campaign

A successful #BeaGP Campaign social media campaign ran again in 2019.

Recruitment 2020

A record 461 applications were received in November 2019 for Recruitment to GP Training in 2020. 208 Trainees will commence training in July 2020.

Curriculum in Action Project

The National Director of Training secured further development funding from the National Doctors Training & Planning (NDTP) Unit, HSE, for the implementation phase of the curriculum in action projects. Through consultation with stakeholders, 18 Entrustable Professional Activities (EPAs) have been devised and will be piloted in July 2020 in six training schemes.

Network of GP Trainees Annual Conference 2019

327 Trainees attended a very successful Trainee Conference on the 3rd & 4th October in the Galmont Hotel, Galway.

Commendations

In November 2019, the ICGP received two commendations at the Irish Healthcare awards for 'Promoting excellence in healthcare management – the GP Trainee Quality in Practice Award' and 'Interaction: a means to bring the training curriculum alive!'

Policy Documents

Following a stakeholder consultation process. Three policy documents were adopted by PGTC in 2020.

A new standards document effective on scheme accreditation visits from May 2021 was adopted by PGTC in May 2020. This document will replace the 'Criteria for Postgraduate Training Programmes Document'.

Trainer Recruitment

A Trainer Recruitment policy was adopted by PGTC in January 2020.

In light of Covid-19, Alterations were made to the CSCST Criteria (to cover period March –September 2020) these were adopted by PGTC in May 2020.

Plans for 2020

- Transfer of the delivery of GP Training from HSE to ICGP
- Curriculum in Action Project: Pilot of EPAs on six GP training schemes
- Continue to support the GP Training community
- Reaccreditation visits to: Sligo, Donegal, Ballinasloe, TCD and RCSI. schemes.

Further Information

Website: www.icgp.ie/GPTraining

Committee Members

Committee Chair: Dr Eamonn Shanahan

Committee Members:

The National Co-ordinating Committee for Training (NCCT): Dr Nick Flynn

The Accreditation Sub-Committee: Mr Patsy Brady

The MICGP Examination Sub-Committee: Dr Marie Hogan

The Curriculum Development Sub-Committee: Dr John Cox

The Recruitment Leads Group: Dr Harry Comber

Military Medicine: Col Paul Hickey

Administrator: Ms Martina McDonnell

Quality, Safety and Standards Committee



Dr Velma Harkins

Introduction

The Quality, Safety and Standards Committee (QSS) sits twice a year and is responsible for inputting to the development, roll-out and implementation of appropriate standards and quality measures for GPs and their patients. The following committees sit under the QSS Committee: Professional Competence, Quality & Safety in Practice, Substance Misuse Audit Review and Clinical Care Programme. The QSS committee reports to the Board in relation to these committees and on the work of the ICGP Medical Director, the Retired GPs' Discussion Group and the rural doctors group.

Key Activities in 2019

Two meetings took place in the last year in November 2019 and February 2020. Dr Evelyn McManus replaced Dr Ray Mulready as Chair of the Professional Competence Committee and was welcomed onto the Quality Safety and Standards Committee. Dr Jerry Crowley has joined the committee as the Rural Doctor's representative. The HSE/ICGP Integrated Care GP Clinical Leads delivered their first workshop on Chronic Disease Management at the Winter Meeting in November 2019. Nine further regional meetings were held throughout January and February on Chronic Disease Management and these were well

received. Dr Paul Ryan has taken up post as ICGP Therapeutics Lead. A mentoring programme by retired GPs for 4th year registrars has been introduced to bridge the gap between structured learning and clinical practice.

Plans for 2020

The committee continues its endeavours to ensure that the highest levels of quality, safety and standards are strived for and upheld in all areas of general practice.

Committee Members

Committee Chair: Dr Velma Harkins

Committee Members: Dr Tony Cox, Dr Brian Osborne, Dr Evelyn McManus, Dr Noírlín O'Herlihy, Dr Mark Walsh, Dr Breda Reynolds, Dr Monica McWeeney, Dr Ide Delargy, Dr Andrée Rochfort, Dr Sarah Duggan, Dr Paul McDonald, Dr Nuala O'Connor, Dr Joe Gallagher, Dr Dermot Nolan, Dr Mark O'Kelly, Dr Diarmuid Quinlan, Dr Paul Ryan, Dr Des Crowley, Dr Emma Wallace.

Administrator: Ms Yvonne Costello

Quality and Safety in Practice Committee

Dr Emma Wallace & Dr Noirin O'Herlihy

Introduction

The ICGP Quality and Safety in Practice (QSIP) Committee was established in 2004 and is a subcommittee of the Quality, Safety and Standards Committee. It coordinates the production of quick reference guides for use in general practice on a range of clinical and non-clinical topics of relevance to general practice in Ireland.

In many instances, documents are produced in conjunction with outside bodies. The committee reviews external documents from bodies such as NCCP, HSE and other medical colleges. It reviews requests by other agencies for the ICGP to endorse guidelines for use in general practice.

The QSIP committee supervises the competition for the annual ICGP Quality and Safety Improvement Awards.

Activities in 2019

The Committee meets five times per year. Members who were unable to attend in person linked into the meetings via teleconference, where possible. Preparatory reading is required for each meeting. Members review and discuss documents, which are made available on a secure area of the ICGP website in advance of meetings.

Quick Reference Guides (QRG)

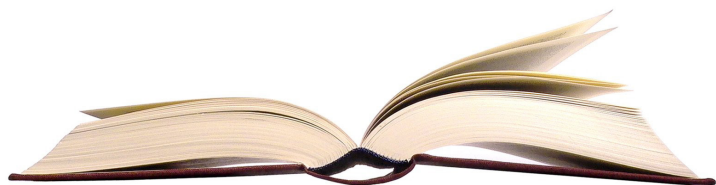
QRGs are available online only. They can be accessed in the 'In the Practice' and the 'Library' sections of the website. The following guides were published in 2019/2020

New QRGs Published / Updated

- Medication Review: A Guide for GPs
- Heart Failure in General Practice
- Diagnosis and Management of Uncomplicated Type 2 Diabetes in Adults – A Succinct Practical Guide for Irish General Practice
- Hereditary Haemochromatosis: Diagnosis & Management in Primary Care
- Guidance for Improving the Care of People with Behavioural and Psychological Symptoms of Dementia (BPSD) in the Residential Care Home Setting
- Dementia: Diagnosis and Management in General Practice
- Practical Use of Direct Oral Anticoagulants (DOACs) in Atrial Fibrillation in General Practice
- Chronic Obstructive Pulmonary Disease Quick Reference Guide
- Care of the COVID-19 Presumptive or Test Positive COVID-19 Patient at Home including Management of the Deteriorating Patient. Interim Guidance for General Practitioners.

New QRGs Under Development

- Food Allergy in Children in Primary Care
- Diagnosis and Management of Epilepsy in Adults
- Summary of ESC guidelines on Management of Atrial Fibrillation
- Management of Abnormal Liver Function Tests in General Practice
- Eating Disorders: A Guide to Assessment and Management in Primary Care
- Self-Harm in General Practice Quick Reference Guide
- Diagnosis and Management of Non-Migraine Headache Disorder



QRG Updates in Progress

- Indirect Repeat Prescribing
- Lesbian, Gay, Bisexual and Transgender Patients
- Diagnosis and Management of Adult Coeliac Disease
- Anticoagulation in General Practice
- Asthma: Diagnosis and Management in General Practice
- Cardiovascular Disease Prevention in General Practice
- Domestic Abuse: A Guide for General Practice
- Guidelines for the Management of Pre-Gestational and Gestational Diabetes from Pre-Conception to the Post-Partum period
- Anti-pyretic prescribing Quick Reference Guide
- Chronic Kidney Disease: Diagnosis and Management in Primary Care
- Early Psychosis: Diagnosis and Management from a GP Perspective

Review of Proposals for New QRG

- The project officer received enquiries regarding new QRGs and the committee reviewed proposals.
- HSE and other agency publications and documents reviewed
- National Breast Cancer GP Referral Guidelines, NCCP
- Communication of Critical Results for Patients in the Community, National Pathology Handbook
- Lipid Guide for Adults in Primary Care
- Clinical Nurse Specialist Guidelines for Attending Diabetes Clinics in General Practice

Supervision of the QSIP Awards

The annual ICGP Quality and Safety Improvement Award, sponsored by Medisec, was presented at the ICGP AGM in May 2019. Entrants presented posters as part of the competition at the 2019 AGM.



Ongoing Improvements

The QSIP committee continues to produce guidance for authors to improve the process of QRG development and review. Authors are asked to develop audits and case-based tutorials to enhance the usefulness of the guides. Dr Emma Wallace and Dr Noirin O'Herlihy visited the Dutch College of General Practice in November 2019. Dr Jako Burgers, a GP and head of guideline development, provided an insight into the rigorous process of producing and updating guidelines in the Netherlands.

Dr Emma Wallace with Dr Velma Harkins, were awarded a HRB Applied Partnership Award which will enable a full time postdoctoral researcher be employed for two years to work on developing an overall strategy and improving the process of QRG development. The research will focus on topic selection, content presentation and how best to disseminate QRGs to GPs.

Committee Members

Committee Chair: Dr Emma Wallace

Project Officer: Dr Noirin O'Herlihy

Committee Members:

Dr Patricia Carmody, Dr Mary Kearney, Dr Brian Osborne, Dr Philip Sheeran-Purcell, Dr Velma Harkins, Dr Tony Cox, Dr Joe Gallagher, Dr Diarmuid Quinlan, Dr Mark P O' Kelly, Dr Dermot Nolan, Dr Nuala O' Connor, Dr Una Kennedy, Dr Stephanie Dowling, Dr Stella Burksa, Dr Paul Ryan, Dr Tomas Barry, Dr Denise Lundon, Dr Helen McVeigh, Mr Nick Fenlon.

Administrator: Ms Janet Stafford

Communications

Ms Aileen O'Meara & Mr Dermot Folan

Introduction

To communicate to the general public, stakeholders and members the work of GPs, the role of general practice and the work of the ICGP in developing greater understanding of general practice.

To communicate the work of general practitioners to policy makers, opinion formers and politicians.

To expand the channels of communications to members and the public via www.icgpnews.ie and podcast GPWorks as well as expansion of social media channels Twitter, Instagram and Facebook. Twitter remains a key channel for communicating ICGP's news to the media and medical community in Ireland; the College had 9,500 followers by the end of 2019.

Key Activities in 2019

January 2019 - the College's Medical Director and Director of Women's Health dealt with queries regarding the role of GPs in the introduction of MTOP.

February 2019 - launch of Migraine QRG, with Dr Mary Kearney - coverage in national print and broadcast media and regional broadcast media.

Communicating the Hepatitis C Conference key messages to media and GP audience.

March & April 2019 - beginning of gathering of data about general practice in Ireland for briefing documents to stakeholders.

May 2019 - Annual Conference including the official opening by Simon Harris Minister for Health.

World Family Doctor Day - highlighted cradle-to-grave service with a series of GP profiles on www.icgpnews.ie

Graduate Survey launched with trends on emigration and retention

July 2019 - staff trained in social media

August 2019 - Worked with Sunday Independent on coverage of their survey of GPs and shortage of GPs in rural Ireland

September 2019 - Pre-Budget submission

launched - calling for Working Group on Future General Practice

Dementia QRG launch with Dr Tony Foley

NEGS conference - press release highlighting pressures on newly emerging practices

October 2019 - Working Group on Free Contraceptives report launched

November 2019 - Oireachtas Submission on Travellers' Health with Dr Tony Cox and Dr Mary Favier

December 2019 - launch of Structured Care of Diabetes patients in General Practice pilot project with VHI

The College also responded to media queries for interviews and input on stories relating to benzodiazepines, rubella, the flu, women's health and more.

The successful #BEaGP campaign was developed via the Communications consultant.

Creation and sending of five membership eZines.

Creation of new value of membership ezine.

Plans for 2020

Production of Briefing Note - a Picture of General Practice, with new data relating to the workload and retention issues for GP membership

Expansion of GPWorks podcast

Development of Blogs on website www.icgpnews.ie

Development of content for #BEaGP campaign in autumn 2020

Further Information

www.icgpnews.ie

www.beagp.com

Podcast: GPWorks on Spotify, Soundcloud and Apple Podcasts

Facebook: Irish College of General Practitioners

Twitter @ICGPnews

Research Committee

Dr Claire Collins



Introduction

The main aim of the ICGP research unit is to develop and support research and audits in general practice in a structured format. The ICGP Research Committee supports the programme through the provision of advice and direction. We aim to contribute to the knowledge base of general practice, to support evidence-based practice and to contribute to the ICGP's information need

Key Activities 2019

Publications

There were ten publications involving ICGP staff in 2019. Additionally, four reports were published by the research department in 2019, including Promoting the Physical Health of Patients with Enduring Mental Illness by Claire Collins, James Larkin, and Ivana Pericin, Making Every Consultation Count, by Claire Collins, James Larkin, and Ivana Pericin, Health Status of Syrian Refugees in Ireland, by Claire Collins, Ivana Pericin, and James Larkin, and "Finding a Future Path": Career Intentions of GP Trainees and Recent GP Graduates, by Claire Collins, Karena Hanley, Conor Hammersley, Gillian Doran and Fintan Foy. The paper Minor Surgery in General Practice in Ireland - Diverse and Safe has been accepted by BMC Family Practice and will be published in 2020.

Research Ethics Committee

A total of 96 projects were reviewed by the Research Ethics Committee in 2019. A new chair, Dr Akke Vellinga, has been appointed to the REC as of February 2020. Application material has been updated as per Department of Health guidance and amendments, putting GP researchers in a good position regarding their ability to adhere to data protection regulations. Genomic medicine research guidance for members has also been produced.

Joint Annual Scientific Meeting with AUDGPI

The Joint Annual Scientific Meeting of the Association for University Departments of General Practice in Ireland (AUDGPI) and ICGP was held in Dublin at the Royal College of Surgeons in Ireland on February 28-March 1, 2019.

Awards

There were five research/audit awards presented in 2019:

Best Published Paper Award

Maria Kidney Cancer Research Award

Jim Slein Research Bursary in Substance Misuse or Health Inequalities/Inequity

Annual Audit Prize

John Carroll Rural General Practice Research Award.

€2500 in travel bursaries, €13,700 in research and education grants and €30,000 in continuing research career grants were awarded in 2019. The ICGP Board approved an additional research career support grant, applications for which are now open.



Representation and Collaboration

We are a member of the European General Practice Research Network (EGPRN) and Dr Collins is a member of its Executive Board. She is leading the preparation of the EGPRN European Research Strategy 2020-2025.

Milestones

In 2019 the Research department continued to increase its national and international profile through appointment to external committees and publicity around publications.

Dr Claire Collins was appointed as Associate Editor of the BMC Family Practice Journal and to the Ministerial Health Research Consent Declaration Committee.

Value-laden collaborations have grown, such as a collaboration with UL via the Partnership for Health Equity, which has led to being a partner on an EU grant proposal and the preparation of policy papers for the ICGP on Migrant/Refugee Health.

Plans for 2020

In 2020 the Research department aims to increase visibility of our policy related research, position ICGP internationally (including bidding for the WONCA conference, EGPRN and partnering on EU grants), and the development of the Research Strategy 2020-2024.

Further Information

Website: <https://www.icgp.ie/go/research>

Committee Members

Committee Chair: Prof Susan Smith

Project Officer: Dr Claire Collins

Committee Members: Dr Mark Murphy, Dr Diarmuid Quinlan, Dr Aisling Jennings, Dr Noirin Herlihy, Dr Fareeda Borhan.

Research Assistant: Mr Conor Hammersley

Research Assistant: Ms Sally Anne O'Neil and Ms Colleen O'Neil



Medical Director

Dr Tony Cox

Introduction

The post of Medical Director involves my interaction with many departments in College including Education, Professional Competence, Quality initiatives and Overseas projects. A key part of my role is to oversee the implementation of the ICGP corporate strategic plan Beyond 2020- Statement of strategy 2016-2021. I report to the CEO and to the College Board.

While my commitment is two days per week in my role as ICGP Medical Director, I also maintain a clinical commitment of three days per week in practice in Ennis, Co Clare. I also work as a GP trainer and I am attached to the Mid -West Specialist General Practice Training Scheme. This ensures that I remain grounded in everyday General Practice activities and very cognisant of all the issues affecting frontline GP services.

Key Activities in 2019

Chronic Disease Management

One of the major activities undertaken in early 2020 were the joint ICGP/ IMO Chronic Disease Management regional meetings. We co-hosted 9 different meetings chaired alternately by the Fintan Foy, CEO or by myself. The ICGP HSE Clinical Leads team provide an update on the clinical care of the multimorbid patient, a GPIT spokesperson outlined IT considerations and IMO speakers expanded on the contractual elements of the deal. These joint meetings were hugely successful achieving with over 1,700 GPs attending the meetings in total.

I have worked closely with our ICGP/HSE Primary Care Leads for Integrated Care throughout the year. They have been central to the College's delivery of high quality education for GPs as well as publication of new and updated clinical guidelines in each of their specialist areas. Dr Paul Ryan has joined as the ICGP Therapeutics Lead in the past year. Dr Nuala O Connor has taken on the extra responsibility and workload of being ICGPs main clinical adviser on COVID-19.

Our Clinical Leads work together as an integrated team which has contributed to the consistently high quality output. The Clinical Leads contribute to College workshops, meetings, conferences as well as providing expert input to a broad spectrum of initiatives and activities involving all stakeholders across General Practice, HSE, DOH, Slaintecare. They have been highly effective in their advocacy for GP led Primary Care services.

Practice Nurse Education

We anticipate that a Post Graduate Diploma course in Practice Nursing will be available early in 2021. This initiative has been undertaken collaboratively between the ICGP, IPNA and IHEED and the UCD Department of General Practice and School of Nursing.

The Annual Conference and AGM in May 2019 was held in The Convention Centre in Dublin. This event was a resounding success with the largest ever attendance figures. Highlights of the weekend included keynote speakers Dr Frank Murray, Dr Austin O Carroll and Dr Liam Farrell. Regretably the planned Annual Conference May 2020 has of necessity been postponed due to the COVID-19 Pandemic.

Overseas

The College overseas projects have continued to grow and include: projects in Oman, Qatar, Saudi Arabia, Dubai and Malaysia. The International Diploma in Maternal and Child Health programme was launched in Dubai in September. 8 course participants are due to graduate in October 2020 and all are of a very high calibre. In Saudi Arabia we are assisting the Saudi Commission for Health Specialties in growing the capacity and quality in Family Medicine training. We work with four different Family Medicine Academies across Saudi Arabia. The third intake of residents to these Academies will take place in September 2020.

Take up of International Clinical Fellowship posts in Family Medicine is planned later this year.

Our Fellowship candidate from Oman is due to graduate later this year.

The Family Medicine Training Programme in Malaysia continues to thrive and Dr John Latham has taken up the post of National Clinical Director of this Programme. He is based in Penang, Malaysia. This is a partnership programme under the overall governance of UCD, RCSI, IHEED and ICGP. Finally, in respect of overseas matters, we have completed phase 1 of the Competency Assessment Framework training with Qatar.

Response to COVID-19 Pandemic

Since February 2020 my time has of necessity largely focused on assisting with ICGPs response to COVID-19. I participate in the daily meetings of the COVID-19 GP Communications Advisory group as well as attending meetings with the leadership in HSE/ DOH on alternate mornings. This engagement has been essential in ensuring that there is a voice for coalface General Practice on all matters relevant to the response to COVID-19 in General Practice. I also established twice weekly COVID-19 Webinars, as a very effective way of updating GPs on the rapidly changing advice and clinical situation on patient care during Pandemic. These Webinars have been made available to all GPs. Initially they attracted attendances of over 900 GPs but this has now grown to an audience of over 1200 GPs. The Webinars provide expert clinical updates but also they provide professional support and a strong sense of collegiality to all GPs. They continue to be extremely popular since their commencement on April 1st.

Slaintecare

We established an ICGP/ Slaintecare liaison Committee during the year. This Committee is jointly chaired by Ms.Laura Magahy, Executive Director of Slaintecare and by myself. Meetings occur every two months and the agenda focuses on the future needs of General Practice and on new ways of delivering services to patients.



College Submissions

A number of submissions and presentations have been made by the College on topics relevant to General Practice including: Planetary Health, Traveller Health in Ireland as well as Symptomatic Breast Disease referral pathways.

Plans for 2020

I plan to continue with the strong delivery of relevant and high quality educational programmes for our members. The Webinar series has achieved tremendous success and we will continue to build on that. We will continue to represent our members at Oireachtas Committees, with the Medical Council and with our sister Post Graduate Training Bodies via the Forum of PGTBs. We will continue to advocate for our specialty and for the supports and resources that are so urgently required by our members as they try to continue to deliver quality GP Led, Primary care services in the community.



Assistant Medical Director

Dr Brian Osborne

Introduction

The role of the Assistant Medical Director is wide ranging and incorporates the mental health project, submissions to government, committee work, ICGP representation, facilitating conference presentations, responding to member and non-member queries and public relations. I also work closely with the Medical Director.

Key Activities in 2019

Submissions

Formal submissions to the public consultation process over the past year included the ICGP submission to the Oireachtas Joint Committee on Key Issues affecting the Traveller Community.

Mental Health Projects

Physical Health of Patients with severe and enduring mental illness (PHEMI)

Funding for the proposed research with regard to the care of the physical health for patients with severe and enduring mental illness was approved by the HSE and the pilot commenced in October 2016. The overall aim is to develop and assess a standard protocol to aid the health professional in the monitoring and treatment of the physical health of patients who have a severe mental health illness presenting in General Practice/Primary Care. The findings were published in July 2019.

Collaboration between the ICGP and National Office for Suicide Prevention

This is an inter-professional and inter-disciplinary working group with no transfer of additional responsibility to GPs. It involves mitigation of suicide risk by simple, universal and context specific primary care responses leading to the development of improved knowledge and expertise across all of the sector.

Ultimately this work builds a higher level of expertise within primary care which will lead to sustained training and practice improvement possibilities from within.

Critical to this is the inclusion and partnership with practice nursing personnel, the development of standardised tools and protocols guiding response to suicidal crisis.

24 ICGP recruited trainers have been trained to date. Training has subsequently been delivered to faculties, CME groups, GP training schemes, 1 trainer's group and 1 regional event. In total 626 doctors have been trained, 212 of whom are GP trainees.

Committees

I am a member of the following College committees:

- Education Governance Committee
- Professional Competence Scheme
- Quality, Safety and Standards
- Quality and Safety in Practice

I also represent the ICGP on the following external committees:

- Professional Competence Subcommittee of the Forum of Postgraduate Trainign Bodies
- Connecting for Life (Ireland's National Suicide Strategy) Steering Group
- Vision for Change Review Oversight Group
- Suicide and Self Harm Awareness, Assessment and Response Project
- Clinical Practice Guideline Development Group – Tobacco Addiction

Conferences

ICGP AGM May 2019

Dr Elizabeth Barrett presented on Psychological Medicine: From basics to cases

Mary Hayes presented on Anxiety and Depression in Children and Adolescents

Winter Meeting November 2020

Dr Ann Jeffers presented on Self Harm and Crisis Intervention.

Communications

I provided written responses to the Irish Times for their No Child 2020 series with regard to CAMHS from a GP perspective. This was published in June 2019.

Member and Non-Member Queries

There is a large volume of queries from College members and non-members. These may vary from providing clinical support and advising on practice management queries to members, to how to access GP services to members of the public.

Future Plans

The above work streams will continue in 2021.

The work of the Vision for Change Review Oversight Group completed at the end of 2019 and the recommendations will be published in 2020.

The work of the Clinical Practice Guideline Development Group on Tobacco Addiction is due for completion in 2020.

Mental health sessions will be facilitated again at ICGP conferences in 2021. These will include presentations on management of patients who self-harm and suicide prevention.

Webinars are planned around self-harm, suicide prevention, management of patients with early psychosis and dealing with the aftermath of a suicide.





Professional Competence Scheme

Dr Ray Mulready and Dr Evelyn McManus

Introduction

ICGP operate the Professional Competence Scheme (PCS) under arrangement with the Irish Medical Council, in accordance with the Medical Practitioners Act 2007. The Scheme is overseen by the PCS Committee. They provide strategic direction and leadership to ensure that the ICGP PCS operates in compliance with Medical Council arrangements. Using clear management, effective decision making and governance frameworks, the committee ensures that PCS supports GPs in compliance within their scope of practice.

Key Activities in 2019

ICGP provides a range of activities to support GPs in maintaining their professional competence. ICGP PCS enrolees have access to an online ePortfolio to record their PCS activity. GPs use a CPDR code to enter ICGP activity directly to their ePortfolios. In the fourth quarter of 2019, GPs downloaded the ICGP sample audit templates 950 times. GPs also contact the PCS helpdesk ~3,000 times per year.

In April and May 2019, all PCS enrolees were invited to participate in a survey examining how the ICGP PCS enhances the quality of general practice and patient care. We thank all 1,233 enrolees who responded and provided rich data about the benefits and struggles of maintaining PCS. An initial review of the data suggests that, while many doctors find engagement in internal CPD and audit activities beneficial, there are doctors who find meeting these annual requirements a challenge. In some cases, the perception of these activities represents a barrier for doctors and, in other cases, it will be necessary for ICGP to examine existing supports and resources to ensure that all doctors are supported in meeting their annual requirements. We will continue to target supports to help GPs meet their PCS requirements based on the survey results.

In 2019, the Medical Council conducted an independent review of Professional Competence Schemes to explore how they can be developed. ICGP was one

of three training bodies selected for review and recommendations were made available in early 2020. We will continue to liaise with the Forum PGTB PCS Subcommittee and the Medical Council to examine these recommendations and to ensure that evolution of the PCS takes account of the specialty of general practice and patient care.

ICGP develops and delivers best practice education programmes to reflect the ongoing professional development needs of PCS enrolees within the wider Irish healthcare system. One of the most popular CPD activities for GPs is the series of lunchtime webinars on a range of clinical and non-clinical topics. Of the 20 webinars provided in 2019 the two on PCS in April and on audit in September proved timely and of value to PCS enrolees.

Due to its popularity, four editions of the PCS eZine were disseminated at key dates throughout 2019. A member of the PCS Committee guest edits each edition providing advice and assistance on meeting PCS requirements. On average PCS ezines are opened by 62% of enrolees.

Based on feedback from our enrolees and as part of the normal review cycle of existing supports ICGP updated PCS resources, including the one-page guide How to Obtain Internal CPD Credits, advice for locum, sessional and OOH GPs and the selection of sample audits available at www.icgp.ie/audit Dr Diarmuid Quinlan, HSE/ICGP Integrated Care GP Lead for Diabetes, prepared the What GPs Need to Know to Carry Out a Clinical Practice Audit guide to assist GPs in meeting their annual audit requirement. Based on feedback, we increased the CPD credit allocations for the updated PDP to encompass reflective practice, quality improvements, peer review and multi-year learning plans.

The PCS Department provides tailored emails to assist GPs in meeting their annual requirements and operates a supportive annual verification process as per contractual arrangements with the Medical Council. active participation in relevant external fora.

Plans for 2020

Building on the supports for PCS, we plan to further analyse the data in the PCS Survey to target additional PCS supports and inform development mapped to the diverse needs of all enrolees.

The PCS Department will continue to work collaboratively with GP colleagues and other stakeholders to develop and deliver evidence-based educational resources informed by best practice and participant needs.

A PCS webinar will be delivered in March to assist GPs in understanding their annual PCS requirements, including audit and recording their PCS activity.

To ensure that enrolees have access to high quality educational material, a GP panel will review all CPD Recognition requests from external stakeholders, beginning in January 2020.

ICGP will continue to promote the existing PDP template and in Q3 2020 will provide sample PDPs on the website to assist GPs in using the template.

From the PCS Survey, anonymised examples of the PCS impact on patient care will be made available via the PCS webpages. Summary support documents capturing the range of CPD credits that can be recorded for the diverse roles of GPs will be developed.

Further Information

Professional Competence Scheme www.icgp.ie/pcs

Clinical / practice audit guidance www.icgp.ie/audit

Committee Members

Committee Chair: Dr Ray Mulready and Dr Evelyn McManus

Committee Members: Dr Ray Mulready, Dr Evelyn McManus, Dr John Gillman, Dr Mary Sheehan, Dr Tony Cox, Dr Brian Osborne, Dr Ciara Nolan, Dr Brian Blake, Dr Rory Stewart, Dr Ciaran O’Fearraigh, Mr Fintan Foy, Dr Claire Collins, Dr Helen McVeigh, Mr Nick Fenlon.

Research Assistant: Ms Aoife McBride & Ms Michelle Dodd

Director of Quality Improvement



Dr Andree Rochfort

Introduction

ICGP Doctors Health Programme promotes formal healthcare and self-care for GPs and GP Trainees as part of ethical professional development and lifelong learning. To meet these objectives, this ICGP programme supports the following:

- Medical education activities and online health resources to help motivate GPs to implement formal healthcare for personal use and structured self-care plans for wellbeing. Information and signposting for work-related health issues have never been as important as during and after the COVID pandemic of 2020.
- Professional Health Helpline for members by telephone, texts and emails.
- ICGP facilitates a network of clinical role models providing GP services to GPs in a network of GPs for GPs, who may encourage GPs to access other clinical supports.
- Quality Improvement work involves liaising with Internal ICGP departments and external organisations.

Key Activities in 2019

Keynote presentations

- Estonian Annual GP Conference 2019 Professional health
- Croatian Annual GP Conference 2019 QI in Paediatrics in Primary care
- European Young GP Conference Turin Let's Focus on Safety
- Keynote Panel Presentation on Digital Health, Wonca Europe Bratislava June 2019
- Committees and International work to improve quality and professionalism in General Practice

Medical Education on Professional Health and Well-being, Safety and Quality Improvement

- ICGP Events
- ICGP courses
- GP Training Programmes
- RCPI Masterclass Series
- NUIG Conference Quality Improvement
- Medical School lectures
- Wonca Europe 2019 Conference workshops
- Europrev: Lecture on Professional Health and Wellbeing
- EQuIP Conference on Safety and Quality Improvement
- ICGP and WONCA Webinars on COVID issues
- ICGP Doctors Health Bulletins.

National and International Teams

- Royal Medical Benevolent Fund Society of Ireland,
- Irish Medical Council Health Committee, member
- Quality and Risk Sub-Committee of Forum PG Training
- Irish Inter-collegial Working Group on Generic Doctors health issues
- Wonca World Quality and Safety Working Group, member
- WHO Global Patient Safety Network, member
- European Society for Quality and Safety in Family Medicine (EQuIP) Chair of Professional Health Working Group and Co-Chair of Patient Safety Working Group

Further Information

Website: www.icgp.ie/doctorshealth

Addiction Management in Primary Care (AMPC)



Dr Ide Delargy

Introduction

In keeping with the ICGP Strategic Goal of delivering relevant and evidence-based educational resources, the Addiction Management in Primary Care Programme provides education and training to all GPs and GP Registrars on issues related to substance misuse and associated health problems. The programme also delivers the training, continuing medical education and audit process necessary for general practitioners involved in the Opioid Substitution Treatment (OST) protocol or in primary care.

Key Activities 2019

Addiction Management in Primary Care Foundation Course (Level 1 Training)

This course re-opened on ICGP's new educational platform at the end of 2019. 112 participants completed the course between December 2019 and May 2020. This online course constitutes the academic component of Level 1 Training.

Addiction Management in Primary Care Certificate Course (Level 2 Training)

14 participants completed the course (Course 9, February – May 2020). This course is completed over a three-month period. It provides participants with the theoretical framework to assess, manage and refer patients who misuse substances appropriately. It is delivered as blended learning through a combination of online eLearning modules, interactive workshops and practice-based work, reflecting the major, current and debatable health issues in substance misuse. The course constitutes the academic component of Level 2 Training.

Suboxone Training

This course provides specific training for Level 2 GPs in treatment with suboxone as an alternative to methadone. A total of 28 Level 2 doctors attended the suboxone prescribing training workshop on 8 November 2019.

Management of Benzodiazepines and Z-Drugs

This self-directed, online course was introduced in February 2020. Its aim is to educate healthcare professionals on the legislation pertaining to benzodiazepines and z-drugs and to the implications this has on their management in practice.

Clinical audit for GPs participating in Opioid Treatment Substitution (OST) protocol

The OST audit was revised for 2019-2020 to simplify and streamline the process for GPs. There were 67 completed OST audits for the 2019-2020 audit year. (Note: Audits were effectively suspended in early March 2020 as a result of COVID-19).

Hepatitis C Conference

The 2020 Hepatitis C conference was held on 29 February 2020 and attended by over 80 people. The theme was 'The Role of Irish General Practice in Hepatitis C Elimination.'

At the 2019 ICGP Winter Meeting in November, the AMPC programme ran a session entitled 'Benzodiazepines: "But I really need that tablet doctor!"'

Annual Conferences 2019 Workshops

- The AMPC topics at the 2019 ICGP Annual Meeting included:
- Medication safety in an Irish general practice – tips and tricks for the practicing Irish GP
- Dying for a drink: Ireland's unhealthy relationship with alcohol
- HIV prevention in 2019: PEP, PrEP and a bit more!
- Practical Management of Alcohol Problems in Primary Care

Publications

Ide Delargy, Des Crowley, and Marie-Claire van Hout were awarded the Clinical Strategy & Programmes category prize in the 2019 HSE Open Access Research Awards for the study “Twenty years of the methadone treatment protocol in Ireland: reflections on the role of general practice”, which was published in the Harm Reduction Journal in January 2019.

Representation on External Bodies

- National Oversight Committee on Drugs (Department of Health) - Dr Delargy represents the ICGP on this committee
- National Community HCV Treatment Group - Dr Des Crowley represents the ICGP on this committee
- Faculty of Pain Medicine, College of Anaesthetists - Dr Delargy represents the ICGP on this committee
- Medical Fitness to Drive Guidelines Working Group - National Office of Traffic Medicine RCPI: Dr Delargy and Dr Sean Callaghan (stepped down) represent the ICGP on this committee
- Benzodiazepine working group (convened by the Irish Medical Council) Dr Delargy and Dr Tony Cox (ICGP Medical Director) represent the ICGP on this committee

Future Plans

The Addiction Management in Primary Care Certifi-

cate Course (previously titled ‘Substance Misuse and Associated Health Problems’) will run twice in 2020. The online Foundation course and Management of Benzodiazepines course will continue to be available. Following a successful webinar in May 2020, further addiction management webinars are planned. Two online workshops on suboxone and naloxone training are also planned for June 2020.

Further Information

Website: https://www.icgp.ie/go/courses/addiction_management_in_primary_care

Contact: ampc@icgp.ie

Programme Members

Director: Dr Ide Delargy

Audit Review Group Chair: Dr John O’Brien

Assistant Director: Dr Des Crowley

OST Audit Facilitator: Ms Robyn Homeniuk

Administrator: Ms Colleen O’Neil

National Director of CME



Dr Finola Minihan

Introduction

It was my honour to take over the role of National Director in March 2019 with Dr Stephanie Dowling, the new Assistant National Academic Director of CME. We had the support of Dr Claire McNicholas, Assistant Director of CME, who remained on in her role.

On taking over the role from Dr Annraoi Finnegan, my hope was to build on the legacy of both Annraoi and Dr Michael Boland. Michael's vision and drive had managed to establish the Network at a time of great austerity in the 1980s. CME small groups have been one of the main sources of education and support to GPs in all parts of the country ever since. It was heartening to see, in the college membership survey, that membership satisfaction with CME was 93%. Even more heartening was that this level of satisfaction was sustained across all age groups.

Key Activities in 2019

CME meetings continue to be attended by a growing number of GPs around the country. 12,401 GPs attended 1,267 CME meetings. New CME groups were established in Merrion Faculty, the West Dublin Faculty and Laois/Offaly Faculties in 2019.

CME tutors continue to develop educational meetings in response to local educational needs. In addition, tutors have worked with the HSE/ICGP Integrated Care GP Clinical Leads, Dr Joe Gallagher, Dr Dermot Nolan, Dr Mark O' Kelly and Therapeutics Lead Dr Paul Ryan to develop education packs to run meetings on the various areas of chronic disease management and prescribing. The network worked with Dr John Allman and Sean Owens to develop a very practical educational meeting around what GPs can do to improve planetary health. These materials will be used in small groups meetings in 2020.

Dr Stephanie Dowling's research on the CME Network, carried out with the support of college, was

published in 2019 and is an important resource for the Network. It demonstrates that GPs found attending CME to be of value to them in relation to stress and morale. The findings reinforce the continued significance of CME in providing professional and education supports to GPs.

Plans for 2020

There have been difficulties accessing CME groups in urban areas for over five years. The introduction of CPD in May 2011, saw an immediate increase in CME attendance of 40%. The increased attendance has risen steadily year on year, with no change in the level of resourcing from the HSE. College have directly funded two new tutors in the last three years, and are going to fund an additional tutor in September 2020. When this tutor is in place, I would hope that this will, temporarily, resolve access difficulties in the Dublin area.

The IT team in ICGP are working to develop a centralised application system for joining CME groups. This will enable better planning in the future to identify where extra resources are needed.

A significant number of small group meetings are run by group leaders, who deputise for the tutor. The CME could not have come anywhere close to meeting the demand for CME places, without their help. Their contribution has been consistent and sustained, over the

years. With the help of the tutors, I hope to develop ways of supporting group leaders, over the next two years.

I would like to thank Dr Claire McNicholas and Dr Stephanie Dowling for their support, during the year. I especially wish to thank all 38 CME tutors across the country whose energy and enthusiasm make the delivery of CME in all areas of the country possible. I want also to thank all the College staff and the senior management team for their support, guidance and humour, especially Dr Tony Cox, Mr Fintan Foy and Ms Carol White who have supported me in my role.

National Academic Director of CME



Dr Stephanie Dowling

Key Activities in 2019

Preparation for workshops

The innovative ideas and changes to the CME tutor workshop over the past year have been done under the direction of the CME National Director to plan the content and curriculum of the tutor workshops. Throughout the year meetings have occurred regularly. The national directing team try to keep in regular contact to ensure the smooth running of the CME programme nationally.

Preparation of CME Modules

In addition to the heart failure and COPD chronic disease educational modules prepared this year, two more modules were created on asthma Dr Dermot Nolan, ICGP HSE Integrated Care GP Clinical Lead. "Asthma in children" was run in May 2019 and "Asthma in adults" was run in Galway in September 2019. Additional asthma resources including webinars and guidelines were made available on the ICGP website. Dr Dermot Nolan provided multiple other resources for this educational bid including the idea of "playing cards" for the asthma in adults educational bid. Dr Dowling also reviews the educational content of the "educational sessions" along with the national directing team.

Learning Needs Assessment

All tutors were contacted to identify their individual educational needs for their own areas in April 2019. The CME leadership team presented these plans at the National Tutor Workshop on curriculum planning in May 2019.

Dr Stephanie Dowling joined the ICGP panel that met the Reviewers of the PCS to discuss a paper on the national learning needs of GPs.

Review of annual reports and feedback to tutors with national directing team

Meetings in ICGP

- Educational governance meetings
- Quality and Safety in Practice (QSiP)
- Monthly meetings (2019/2020) with National Director Dr Minihan in Dublin to plan roles and responsibilities.
- Met with Dr Fintan Foy CEO in the ICGP to discuss future research work in the network and possible funding.

Representation and Collaboration

Internationally

WONCA Krakow 2019 (2) Paper accepted for oral presentation: Continuing education for rural GPs; a review of the literature

WONCA Berlin 2020 June submitted for 2 oral presentations.

How does small group continuing medical education (CME) impact on practice for rural GPs and their patients, a mixed methods study.

Impact of participation in continuing medical education small group learning (CME-SGL) on the stress, morale, and professional isolation of rurally-based GPs: a qualitative study in Ireland.

Ireland

AUDGPI March 2019 Won best educational project on research into CME small groups; Does locally delivered small group continuing medical education (CME) meet the learning needs of rural general practitioners?

AUDGPI March 2019 Presentation for oral presentation; what are the current 'top five' perceived educational needs of Irish general practitioners?

AUDGP March 2020 Dr Pat Harold presenting research on CME Small group: Accepted for oral presentation paper title; how does small group continuing medical education (CME) impact on practice for rural GPs and their patients, a mixed methods study.

Entered ICGP Rural competition and presented at ICGP Winter Meeting 2019 in Athlone November 2019; impact of participation in continuing medical education small group learning (CME-SGL) on the stress, morale, and professional isolation of rurally-based GPs: a qualitative study in Ireland.

INHED TCD 2020 (Feb 13/14th 2020): Presentation of two papers accepted for oral presentation:

Paper 1: Impact of participation in continuing medical education small group learning (CME-SGL) on the stress, morale, and professional isolation of rurally-based GPs: a qualitative study in Ireland.

Paper 2: How does small group continuing medical education (CME) impact on practice for rural GPs and their patients, a mixed methods study.

ICGP AGM presentation of small group CME meeting 3rd May 2019; CME de prescribing, where are we now and where are we going

RAMI Awards Nov 2019 selected for final 3 papers in "Best publication in GP category", attended conference and presentation.

Paper selected: What are the current 'top five' perceived educational needs of Irish general practitioners?

Presentation of CME research to GP trainee Research Day, importance of attendance at small group CME after trainees graduate discussed – Waterford GP training scheme, Waterford City (May 22/05/2019).

Collaboration with University Departments

Invitation of Professor Andrew Murphy UCHG to meeting September 2019

Invitation and workshop with Professor Walter Cullen February 2020

Collaborations

The national directing team organised the development of educational modules with ICGP HSE Therapeutics Clinical Lead, Dr Paul Ryan

Meetings planned in the coming months concerning further research work in CME

Planned meetings with medicines management team, St James, Dublin

Future Plans

At present, planning for further research and evaluation of CME nationally for years two and three. Preparation of study for WONCA rural doctor's conference Ireland 2021 and for WONCA 2023.

Disease Surveillance Network

Dr Michael Joyce

Introduction

The project involves running a computerised surveillance network for certain infectious diseases in the community and involves fifty nine sentinel practices spread throughout the country. There is a particular emphasis on the surveillance of influenza.

Key Activities in 2019

Collection of incidence data for influenza, measles, mumps, rubella, chickenpox, shingles and gastro-enteritis in the community

Cleaning and preparation of data

Forwarding of this data on behalf of the ICGP to the HPSC

Taking swabs from suspected cases of influenza to confirm cases and determine what type of influenza virus is in circulation

The results of surveillance are available on the HPSC website at www.hpsc.ie

Future Plans

We hope to recruit additional practices to the network in 2020 to bring the number of practices up to sixty two. We will hope to recruit these from geographic areas that are currently less well represented.

There will also be an emphasis this year on ensuring that returns are made on time.

Further Information

Collection of incidence data for influenza, measles, mumps, rubella, chickenpox, shingles and gastro-enteritis in the community

Cleaning and preparation of data

Annual Awards

ICGP 'Best Published Paper' Award

The ICGP 'Best Published Paper' award acknowledges general practice researchers who have disseminated their research findings by publication in a peer-reviewed journal. This is an important avenue for us to disseminate our findings, raise the profile of general practice research in Ireland and contribute knowledge to the evidence base.

Dr Jim Slein Research Bursary in Substance Misuse or Health Inequalities/Inequity

The Dr. Jim Slein Bursary acknowledges general practice researchers who have undertaken a research project investigating substance misuse or health inequality/inequity.

Maria Kidney Cancer Research Bursary

The Maria Kidney Cancer Research Bursary acknowledges general practice researchers who have undertaken a cancer related research project in the past two years.

John Carroll Rural General Practice Research Award

The grant is specifically offered for general practice research focused on a topic related to practicing as a rural GP or in a rural area carried out by a GP or GP Trainee.

PCS Annual Audit Prize

The ICGP Department of Research has developed this bursary in conjunction with the ICGP Professional Competence Scheme (PCS) committee to recognize high quality audit undertaken by a GP enrolled on the ICGP PCS scheme.

