



Annual Report 2018



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 and Mr Dermot Folan 30 April 2019

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CEO's Report

Mr Fintan Foy



I am now coming close to the end of my second full year as CEO of the Irish College of General Practitioners. It has been an extraordinary two years and yes, challenging at times, but also very fulfilling. The last year has been demanding for the College, its Members and staff. I stated in the annual report 2017 what separates ICGP from the other Training bodies I have worked with, is the involvement and integration between the College and its members. ICGP is very much a membership organisation and in 2018, that relationship has been strained and at times fractious. 2019 has to be a return to a more harmonious and productive relationship.

As CEO, my role is focus on the key strategic in our strategy – Beyond 2020:

1. To provide appropriate and responsive services to support College members.
2. 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.
3. To develop and deliver the most relevant and evidence-based educational resources, professional development and practice guidance for our members.
4. 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.
5. To actively support leadership, innovation and research in close collaboration with universities, associated health disciplines and agencies.
6. To ensure the highest level of governance and management of the College.

Success will be measured by achieving each of those goals. As we head into the penultimate year of the strategy, my target in 2019 will be ensuring delivery and success in collaboration with my colleagues and the Board.

Since my appointment in 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 are the only training body in Ireland, which does not oversee its own training programme. The transfer from HSE to the College is difficult but as a major training body, 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. This type of engagement has to be the future methodology when the College is delivering on major projects and initiatives. The Board and I are determined to bring the entirety of the training community with us and we will work tirelessly in the coming year to achieve this aim.to bring the entirety of the training community with us and we will work tirelessly in the coming year to achieve this aim.

The training programme is in demand with the highest number of applications ever (430) achieved in 2018. The BEaGP campaign was very much one of the reasons for this increase. 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 specialty of choice.

Financially, the College remains in a relatively restrictive financial position. There is the challenge to grow the income and retain costs at current level. Additional income flows are constantly being assessed. Members want value for money and there is also the need to develop a range of services and educational activity that the College can provide to its members. We can only do this by identifying new income streams. In this year's audited accounts you will note that membership subscriptions comprises 35% of our total income. With this in mind, in 2018 we explored new projects in a number of overseas centres. These included Oman, United Arab Emirates, Saudi Arabia, Qatar and Malaysia. An international footprint, allows the College to extend its influence, broadcast the message of the importance of primary care and diversify some of its income streams. These projects are at a very early stage of development and a new governance structure has been established in the College to ensure good governance. The International Committee, chaired by a Member of the Board and reporting directly to the Board will ensure any such activities are appropriate to the ethos of ICGP.

There is no doubt that the most contentious item in 2018 for the College was the development of interim clinical guidelines for termination of pregnancy in General Practice. This was and will remain a highly emotive area. The College was tasked with producing guidelines and conducting appropriate training courses for those who did and those who didn't wish to provide terminations. The patient must, at all times, be at the focus of all our activity and we have a responsibility that whatever clinical service our members wish to provide, they have the appropriate education and support to do so safely for both their patients and themselves.

In the last year, we increased the modes of communication with members. This included greater use of social media and in particular Twitter and Facebook. In the coming weeks we will launch our new News Website. In 2019, we will continue to develop our communications strategy and this will again include the attendance of Board members and Executive at many Faculty and Regional meetings. The theme for 2019 will be the 4Rs – Recruitment, Retention, Replacement and Retirement - and all our communications will be built around these.

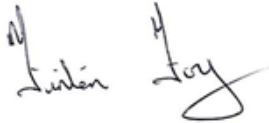
The College and its members are fortunate to have a highly dedicated Board whose only interest is advocating for general practice, you and your patients. Their dedication and commitment is unquestioned and the time they give to the College is exceptional. As the governing authority, the Board has many responsibilities and which in ICGP it carries through with appropriate attention intellect and professionalism.

One of the roles of the CEO is to create an atmosphere of initiative, creativity and development in the organisation. In the College we have many talented people (clinical and non-clinical) who work on your behalf to deliver the College strategy. They also are impacted by the current challenging times and my role is to safeguard them. One of the advantages of working in different institutions is the learnings from others and in that respect, ICGP has been no exception.

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 speciality of general practice (please see page 62). I 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 deliver on the College strategy 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. I take my role very seriously and I will work tirelessly on your behalf along with the Board and my colleagues in ICGP. Your College must embody what is best about general practice and the care and attention you provide to your patients. We will do our best on your behalf to achieve that.

A handwritten signature in dark ink, appearing to read 'Fintan Foy', with a stylized flourish at the end.

Fintan Foy,
CEO.

President's Report

Dr John O'Brien



"It is false to believe that the scale of fears corresponds to that of the dangers which inspire them" - Marcel Proust

Sometimes we don't take on things because we feel we are not good or brave or articulate enough. As one who has built his life on the solid foundation of doubt all of the above is pertinent to me. I have now almost completed my year as president of College and had I thought too hard at the outset about how I would manage to represent my colleagues and this great College, I might have been more daunted and declined. But we face our ghosts and our man eating monsters but we survive none-the-less.

It has been a year of considerable challenge for the College with the ongoing drive to transfer training from the HSE, the relentless problems around manpower and resources and also the painful controversy around the Repeal of the Eighth Amendment with all the subsequent fallout. Given the anger and the distress, I am sure there are those who will look back on this year with no great fondness. The remit of College is the education, training, standards and research all of which go to the care of our patients and to the support of our members. These I have espoused as the core mission of the college and have framed my year accordingly.

Poor people are badly let down by the healthcare system. They die younger, get chronic illness younger, have much more problems with mental health and addiction and their children in large part follow them into the same cycle of deprivation. My distress is that events coming to us from outside college are deflecting us from our primary goal of advocating excellence of care for our patients. In this busy year I have had many opportunities to put the case for our most vulnerable patients but never enough. I know that other college members have been very active in this sphere and some for a very long time. I would commend those GPs who have set up the Deep End Group especially in this regard.

Good care to patients cannot be delivered without money and without staff. This is a cold stark fact which I have over the year attempted to communicate in each and every one of the media and political discussions I have been invited to. It is a message which despite its self-evident simplicity has been one which meets implacable indifference. Because of the FEMPI cuts, the woeful planning for manpower needs and the relentless expansion of workload, general practice has been left in a parlous state. The pressure has been most evident in deprived and in remote rural communities but is now extending to many more.

All of this I have communicated, as indeed have all the Board and Executive, to politicians, civil servants and to the media at times with disappointing results. The conclusion I draw from this is that College leadership on its own has limited influence. GPs are precluded from taking any collective action and it is only as individuals that they can exert pressure but the closure of more than so many practices to new patients is surely politically noteworthy in local communities. Collectively, we have strength and must ensure our voice is heard.

But, it is not all bad tidings. I was crossed the road recently and a cyclist nearly ran into me. He recognised me, stopped to thank me, out of the blue, for all I had done for his family over 30 years. I ask you, was ever a job so rewarding as that? Truly *“it is twice blest it blesseth him that gives and him that takes”*. So, this is the message for all those who would become GPs who are GPs or who are in training – this is the most wonderful, enriching and uplifting job. Yes, you are burdened with too much work and an insufficiency of resources. At a political and media level there is little understanding or support for what you do. But, at an individual level, the privilege of being called to care for other human beings in their weakness, in their crises and in their ordinary commonplace challenges is a gift beyond measure. The relationships you build over a lifetime, the sense of mission and of purpose, the freedom to do the right thing for patients at least in your own practice – these are the counterweight to the burdens you carry as an independent GP contractor. It seems that the more you give the more you get, at least up to a point, and I would caution all GPs to know their limit and not to extend their practice beyond what they can manage.

There are so many great people I have to thank but first of all I want to thank you, the members, for your kind patience, support and forbearance and your generous invitations to come and speak to you. I hope what I had to say was worthwhile and spoke to you in a meaningful way.

I want also to thank all the College staff for their cheerful good humour and helpfulness and I want to thank the Board members for their tireless work, courage and perseverance in times of challenge. I have worked most closely with Fintan Foy, Dermot Folan, John Gillman and Tony Cox and I count it an honour to have been in the company of colleagues of such integrity, wisdom and warmth – I will not forget it ever.

The spouses and partners of GPs are often the unsung heroes that make it all possible and who hold us in an embrace of care, of patience and of tolerance. When Gay and I were” first held in the palm of love” we had no idea where life would lead us and the adventures we would have and it is to her I give my final thanks for all the years, the good advice the scolding and the love. And I raise three cheers for all the spouses and partners of GPs everywhere.

I will miss not being President of course but I am comforted by the fact that I am to be replaced by the wonderful Mary Favier an outstanding GP and a faithful servant of college for many long years. I wish that her a tenure which will be as stimulating, as rewarding and as happy as mine has been. Slán tamall is go n-éirí libh.



Dr John O'Brien,
President

Chairman's Report

Dr John Gillman



Compassion, kindness, common sense everyday words? Or some of the gifts of everyday which we as family doctors give our patients our co-workers and our colleagues. add to this clinical acumen expertise and experience we use plus all the other armory which we give freely and it is no wonder that at times we can become tired dispirited and somewhat worn down by the constant grind of working in a dysfunctional health system where general practice the cornerstone of this system has been shamefully deprived of the required resources to do what we love and what we do best delivering holistic patient centred care in our communities.

Life throws many challenges at us some foreseeable others unexpected but it is through collegiality, friendship and our common bond that we support one another we stand for one another and we defend one another when these storms come to our door.

Understanding and respecting the diversity of opinion within our profession and cherishing the personal inalienable right to hold contrary opinions has been severely tested by the toxicity of some of the debate which occurred during the 2018 referendum. Our college your college is not the battleground for this debate. It should always remain that safe space where we as doctors can offer solutions and safe discussion amongst colleagues for what troubles us personally ethically and professionally. The colleges remit is quite defined, we educate, we define and protect standards of care we seek what is best for our patients and we stand over evidence based care.

Sometimes one would despair at the negativity of social media and online fora. Whilst it may prove cathartic to let off some steam online these words can be hurtful and at times the level of professionalism drops. The written word doesn't go away without wounding, some sense triumphalism others bitterness. The tensions within practices within rotas can be palpable. We are all aware of our legal and ethical responsibilities. As a membership organization which is underpinned by the highest standards of professionalism we collectively owe each other the duty of courtesy understanding and respect.

The college has a footprint which is local, national and international. My colleagues locally and at faculty are supportive of one another. The college's structure requires volunteerism. Too often too many faculties are not represented at faculty. So if your local council rep is not reporting back to you, what is going on ask them why? Although they are your representatives, they too have the duty and responsibility to represent all the membership and not their personal agenda. Similarly, when elected to board your representatives who bring with them their expertise and experience are expected to park their personal agenda at the door.

Engagement with membership is vital to ensure that the voice of our member is heard and that college remains relevant and responsive. Our regional meetings, faculty visits, training scheme visits, winter meetings and the various conferences have provided an excellent platform for feedback both positive and negative. Communication both internal and external can often be criticized but as a college we must be reflective but

as a college we must be reflective but more importantly accurate. We seize every opportunity to promote general practice, to advocate for the 4Rs recruitment, retention, replacement and retirement. FEMPI reversal and a new GP contract have and remain our lead items. We are not a union nor should we be but as a college, we have an obligation to defend our members who continue to unjustly suffer the cuts of austerity and our patients who face the vista of the death of individualised care. Closed lists, empty practices village's towns and cities bereft of the family doctor. The independent contractor model has served Ireland well and healthcare should not become a commodity for corporate greed. Healthcare should never be hung upon a cross of iron.

Rationing of healthcare is not the purpose or function of our gatekeeping role. Nor is picking up the pieces from a broken hospital centred system. Slaintecare has potential but if there isn't the political leadership to push it forward and resource it shall it become another example of failed politics. The cervical screening scandal is yet another example of the State's failure in woman's health. Our doctors and practice nurses have worked long and hard to provide this life saving screening program. It pains me to think how so many women have been failed and these are our patient's families and friends. Yet our members continue to care and share these journeys. It behoves us all to change the mind-set and this change must be driven from the bottom up and driven with integrity and transparency.

Fintan Foy in his CEO report shall give greater detail on the strategic work of college. The transfer of GP training is critical for the future of quality assured nurturing of our future young doctors. I'm heartened by the dedication and engagement of "the few to whom we owe so much" the teachers be they the trainers or the program directing teams who work in every corner of this country but also the input of our trainees in whose hands rests the future of general practice. CME and woman's health have seen new appointments and I wish them well. Our new clinical leads shall strive to improve patient care but let us be clear we do not nor shall not advocate for under resourced workload in general practice. Dr Tony Cox has brought incredible energy dedication and resolve to his role as medical director and our profession is in excellent hands and our governance is and must remain an exemplar. I'm very grateful for the dedication hard work and good humor of all our board members.

Unusually for me I found something great to celebrate in 2018 and that was the election of Dr Rita Doyle as president of the medical council. Her role is onerous and challenging. Yet Kingham Place has found a leader of exceptional qualities. I wish her well and I hope that we can all work together to make a change which is positive and good for Irish healthcare. For many of us this was an Obama moment.

Challenges remain for all of us and for our college. It is through our friendships and collegiality that we stand together and face the storm. I thank you for your support and I hope that I have served you to the best of my abilities on what has been at times a difficult journey but one, which I have loved. My wife Mai, my beautiful children John, Marion, Natalie, Philomena and Tom have given me incredible support throughout. I am a single-handed village doctor and without the support of my friends Jim Ryan, Brian O'Dea and CAREDOC, I would never have been able to serve.

It has been a privilege to work alongside Fintan, Dermot, Tony and all the ICGP team who work incredibly hard provide so much guidance and can make a mean cup of coffee and it has been a privilege to serve our president Dr John O'Brien who exemplifies the kindness qualities of humanity we cherish.

Kindness is never weakness. Understanding each other's point of view and showing empathy is never a failing.

A handwritten signature in black ink, reading "John Gillman". The signature is written in a cursive style with a vertical line above the "i" in "Gillman".

Dr John Gillman,
Chairman of the Board

Honorary Treasurer's Report

Dr John Farrell



I am pleased to present the Honorary Treasurers Report for 2018. The financial performance of College 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 Committee and the Audit and Risk Committee. The latter Committee continues under the chair of Ms Mary Donovan, one of the external Board members. In addition, as Honorary Treasurer I regularly provide a report to the College's Council.

The Audit and Risk Committee have recently agreed the budget for 2019 following review of income and expenditure for 2018.

Mazars have provided a clean audit report in respect of the financial statements for the year ended 31st December 2018. 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 €264,194 . The College, as with all companies must generate a surplus to ensure the maintenance of prudent reserves to guarantee the financial viability of the organization. The surplus generated in 2018 is considered adequate but we are operating on a very tight margin.

Annual subscriptions remain unchanged and no increases are proposed for 2019. Annual subscription rates have not altered since 2013, when they were reduced, following the introduction of the professional competence scheme (PCS). The Finance Committee continues to monitor this position.

After numerous meetings and significant research, the Board approved the investment of 2 million euro from reserve funds. Davy and Key Capital have each been chosen to manage 1 million euro of College funds. Davy have also agreed to manage, at no cost to the College, funds held on deposit to ensure banking costs and charges are kept to a minimum. A prudent, ethical investment strategy has been agreed.

While the College's finances are in a stable position continued careful financial management is required to ensure this position is maintained.

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 2018**

INDEPENDENT AUDITOR'S REPORT TO THE

MEMBERS OF THE IRISH COLLEGE OF GENERAL PRACTITIONERS

Report on the audit of the financial statements

Opinion

We have audited the financial statements of the Irish College of General Practitioners ('the company') for the year ended 31 December 2018, which comprise the Statement of Income and Retained Earnings, the Statement of Financial Position, the Statement of Cash Flows and notes to the financial statements, including the summary of significant accounting policies set out in note 3. The financial reporting framework that has been applied in their preparation is Irish Law and FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland.

In our opinion the financial statements:

- give a true and fair view of the assets, liabilities and financial position of the company as at 31 December 2018 and of its surplus for the year then ended;
- have been properly prepared in accordance with FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland; and
- have been properly prepared in accordance with the requirements of the Companies Act 2014.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland)) and applicable law. Our responsibilities under those standards are described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the company in accordance with ethical requirements that are relevant to our audit of financial statements in Ireland, including the Ethical Standard issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and we have fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which ISAs (Ireland) require us to report to you where:

- the directors' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the directors have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

INDEPENDENT AUDITOR'S REPORT TO THE

MEMBERS OF THE IRISH COLLEGE OF GENERAL PRACTITIONERS

Other information

The directors are responsible for the other information. The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2014

Based solely on the work undertaken in the course of the audit, we report that:

- in our opinion, the information given in the directors' report is consistent with the financial statements; and
- in our opinion, the directors' report has been prepared in accordance with the Companies Act 2014.

We have obtained all the information and explanations which we consider necessary for the purposes of our audit. In our opinion the accounting records of the company were sufficient to permit the financial statements to be readily and properly audited and the financial statements are in agreement with the accounting records.

Matters on which we are required to report by exception

Based on the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified any material misstatements in the directors' report. The Companies Act 2014 requires us to report to you if, in our opinion, the disclosures of directors' remuneration and transactions required by Sections 305 to 312 of the Act are not made.

We have nothing to report in this regard.

INDEPENDENT AUDITOR'S REPORT TO THE

MEMBERS OF THE IRISH COLLEGE OF GENERAL PRACTITIONERS

Respective responsibilities

Responsibilities of directors for the financial statements

As explained more fully in the directors' responsibilities statement set out on page 5, the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the directors are responsible for assessing the company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the company or to cease operations, or has no realistic alternative but to do so.

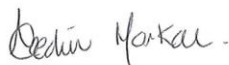
Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (Ireland) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the IAASA's website at: http://www.iaasa.ie/getmedia/b2389013-1cf6-458b-9b8f-a98202dc9c3a/Description_of_auditors_responsibilities_for_audit.pdf. This description forms part of our auditor's report.

The purpose of our audit work and to whom we owe our responsibilities

Our report is made solely to the company's members, as a body, in accordance with Section 391 of the Companies Act 2014. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members, as a body, for our audit work, for this report, or for the opinions we have formed.



Aedin Morkan
for and on behalf of Mazars
Chartered Accountants & Statutory Audit Firm
Harcourt Centre
Block 3
Harcourt Road
Dublin 2

13 April 2019

The Irish College of General Practitioners Company Limited by Guarantee

Statement of Income and Retained Earnings

For the year ended 31 December 2018

	Note	2018 €	2017 €
Income			
Subscriptions received		2,249,048	2,209,692
Professional competence		1,146,706	1,155,040
Other college generated income		1,089,986	1,087,366
Public and private sector funding		2,709,827	2,482,153
Sponsorship		<u>166,050</u>	<u>152,965</u>
	5	<u>7,361,617</u>	<u>7,087,216</u>
Expenditure			
Establishment		105,923	98,352
Administration		2,572,551	2,319,327
Personnel		3,297,352	3,051,682
Professional fees		62,804	15,873
Service provision costs		678,988	661,812
Committee, meeting and travel		266,140	225,997
Depreciation		<u>79,797</u>	<u>83,091</u>
		<u>7,063,555</u>	<u>6,456,134</u>
Operating surplus	6	298,062	631,082
Interest payable and similar charges	7	(35,701)	(40,694)
Interest receivable and similar income	8	<u>1,833</u>	<u>2,702</u>
Surplus before taxation		264,194	593,090
Taxation	9	<u>-</u>	<u>-</u>
Surplus after taxation		264,194	593,090
Balance at beginning of year		<u>4,592,578</u>	<u>3,999,488</u>
Balance at end of year		<u>4,856,772</u>	<u>4,592,578</u>

All amounts relate to continuing operations.

The notes on pages 12 to 19 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 2018

	Note	2018 €	2017 €
Fixed assets			
Tangible assets	10	1,435,462	1,505,182
Financial assets	11	<u>3</u>	<u>3</u>
		<u>1,435,465</u>	<u>1,505,185</u>
Current Assets			
Debtors	12	4,634,473	3,451,842
Cash and cash equivalents	13	<u>4,676,680</u>	<u>4,966,316</u>
		9,311,153	8,418,158
Creditors			
Amounts falling due within one year	14	<u>(5,873,323)</u>	<u>(5,306,361)</u>
Net current assets		<u>3,437,830</u>	<u>3,111,797</u>
Total assets less current liabilities		4,873,295	4,616,982
Creditors			
Amounts falling due after more than one year	15	<u>(16,523)</u>	<u>(24,404)</u>
		<u>4,856,772</u>	<u>4,592,578</u>
Reserves			
Retained reserves		<u>4,856,772</u>	<u>4,592,578</u>
		<u>4,856,772</u>	<u>4,592,578</u>

The notes on pages 12 to 19 form part of these financial statements.

On behalf of the Board



Dr John Gillman



Dr John Farrell

13 April 2019

Membership Services Committee



Dr Sarah Maguire

The Membership Services Committee (MSC) seeks to identify, monitor and respond to the needs of the College membership. This involves catering to the fluctuating needs of members throughout their careers: from training through to retirement; working single-handedly or in a group practice; working part- or full-time, and whether in rural, urban or overseas practice.

The MSC has oversight of the following College programmes.

- National General Practice Information Technology (GPIT) programme
- Network of Establishing GPs (NEGs)
- Health in Practice Programme (HiPP)
- ICGP Faculty Liaison Officer (FLO) project

Please also refer to individual programme reports.

Key Activities for 2018

The GDPR working group delivered “[*Processing of Patient Personal Data: A Guideline for General Practitioners*](#)” which provides clear, practical guidance for GPs on how to address General Data Protection Regulation (GDPR) and comprehensively reviews protection of personal data from the General Practice perspective.

The report of the 2017 Membership Survey on [*ICGP Performance*](#) was published in September 2018’s *Forum*. The top 3 reasons for member satisfaction amongst respondents were the ICGP’s educational opportunities, communication and member support, and the College’s overall professional service. The top 3 reasons for member dissatisfaction were disconnect and lack of member support, cost of membership and courses, and lack of advocacy. The 3 most common ICGP services members engaged with in the preceding year were *Forum* journal, the ICGP website and the Professional Competence Scheme. The 3 most critically important services for respondents in the following three years were GP Training, the Professional Competence Scheme and Education and eLearning. The results of this survey were reported and discussed at Board level and contribute to College activity on an ongoing basis.

A review of how the ICGP can recognise the work of GPs was undertaken. This resulted in the formation of a Task Group to explore processes for GP Recognition.

In addition to the work of the many diverse activities of the HiP Programme which include improving GP and GP Trainee healthcare in combination with promoting quality improvement in general practice, representing

the ICGP at the European Society for Quality and Safety in GP (EQuiP) and at the European Association for Physician Health (EAPH), the Programme's Director, Dr Andrée Rochfort, also contributed to the [Wonca Europe Position Paper on Overdiagnosis](#) published in May 2018.

Co-ordination between the Faculty Liaison Officer role and the Newly Established GPs programme resulted in the formal recommendation by the committee for inclusion of a member in the NEG category on each local Faculty's Board to further strengthen the integration between the NEGs and Faculty structures. A review of the MSC's Terms of Reference was undertaken.

Future Plans

In response to the results of the 2017 ICGP Performance Survey highlighting the need to strengthen the connection between members and their College, the MSC will combine the roles of oversight of Membership Services and Communications by forming the Membership Services & Communications Committee. This will allow committee members to contribute to the College's communications strategy and delivery, while further facilitating members to influence membership-services strategy and delivery.

Launch of the ICGP Pilot Mentorship Programme will take place with recruitment of potential mentors to commence in June 2019.

The Committee is aware that the current time and workload challenges of GP life can mean members find it difficult to engage with and avail of the College's services. In recognition of this, the committee will undertake further exploration of effective methods of addressing its members' needs during the coming year.

Acknowledgements

I would like to thank Dr Stan Natin, Co-Chair of the committee, for all his help and encouragement. It has been my great privilege and enjoyment to work with the conscientious and imaginative members and programme directors of the committee and I am very grateful for their support and collaboration. I would like to convey the committee's sincere thanks to Dr Dave Hurley who stepped down from the FLO role in 2018. His enthusiasm and energy for the post will be missed. Dr Laura Noonan stepped down from the role of Director of the Network of Establishing GPs at the end of 2017 and I would like to convey our great appreciation of the dedication and passion she brought to this role. In 2018, the committee welcomed Dr Rukshan Goonewardena who ably and enthusiastically took up and delivered the role of Acting Director of NEGs. I would like to thank Ms Michelle Dodd for her efficient and good-humoured administrative support of the MSC.

Committee Chairs: Dr Sarah Maguire & Dr Stan Natin

Committee Members: Dr Richard J Brennan, Dr Truls P Christiansen, Dr Rita Doyle, Dr Michael Kennedy, Dr Andrée Rochfort, DrWilliam Behan, Dr Stanley Colman Natin, Dr Conor O'Shea, Dr Noreen Lineen-Curtis, Dr Nicola Black, Dr Daragh O'Neill, Dr Sinead A. Murphy, Mr Nicholas Fenlon, Mr Dermot Folan, Ms Gillian Doran, Dr Sarah Maguire and Dr Rukshan Goonewardena

Committee Administrator: Ms Michelle Dodd.

Network of Establishing GPs



Dr Rukshan Goonewardena

The programme provides our members one-to-one support, education and guidance on establishing in Irish general practice. We also have a collaborative relationship with other College programs and activities to ensure that the voice of the younger generation of GP is well represented within college.

College members are considered to be members of NEGs from the 4th year of training until 5 years from the date of graduation.

The NEGs programme is managed by a programme director with input from a task group comprised of regional representatives. There is also a College NEGs representative to Vasco da Gama. NEGs members also act on behalf of ICGP to represent Ireland in the WONCA Vasco da Gama movement.

Please see www.icgp.ie/negs for further details and information on the programme supports offered.

Key Activities for 2018

Alongside supporting GPs on an individual level in a variety of queries, NEGs took part in multiple ICGP events. The sessions at the Annual Conference in May 'Career Options' and 'Setting Up a Practice' were well attended and received positive feedback. NEGs also made presentations at the ICGP trainee induction day and at ICGP "Recognition of prior learning group" (RPL) teaching day.

The Winter Meeting 2018 was themed 'Cultivating a Happy Healthy Workplace' and was a hugely successful meeting with positive feedback from attendees. The NEGs programme director is the convener of this conference.

As always, we will be open to individuals, trainee groups, or faculties looking to access support from college on NEG's topics.

As a new development, we are looking to enhance our support to members the introduction of an exciting new a pilot mentorship project. Further information on this will be available in due course.

Director: Dr. Rukshan Goonewardena (Acting Director)

Committee Members: Dr Irina Berkun, Dr Emer Byrne, Dr Jim Harty, Dr Clare Kelly Dr Gerald Lane Dr Sheila Loughman, Dr Sinead MacEoin, Dr Patrick O'Donnell, Dr David O'Connell, Dr Sinead Feeney, Dr Carol Sinnott

Programme Administrator: Ms Michelle Dodd.

National General Practice Information Technology (GPIT) Group

Dr Conor O'Shea

The National General Practice Information Technology (GPIT) Group is made up of representatives from the College, the Health Service Executive and the Department of Health. The Chairperson of the GPIT Group is Ms Anne Marie Hoey, Assistant National Director, PCRS. 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. More information available at <http://www.icgp.ie/gpit>.

Key Activities for 2018

In April 2018 in preparation for the implementation of GDPR, GPIT members were key authors of "Processing of Patient Personal Data: A Guideline for General Practitioners". A parallel education programme was undertaken including written articles, webinars and addressing ICGP meetings.

Completion of work with Healthlink and the Primary Care Reimbursement Service to enable electronic returns of data for periodic assessments, Asthma and Diabetes Cycles of Care. 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.

Continuing to improve electronic communication between GPs and the health services, particularly through structured messaging (electronic referrals, laboratory and x-ray results) and Healthlink. Providing IT education for GPs through online webinars and presentations at the ICGP AGM, CME Groups and GP Training Programmes.

Writing monthly IT questions and answers for Forum, the Journal of the Irish College of General Practitioners, available at <http://www.gpit.ie/faq>. The relevant library was recently updated. Answering individual IT queries for College members.

Future Plans

Objectives for 2019 include ensuring eReferrals are supported for the opening of the National Children's Hospital satellite clinic at Connolly Hospital, and that eReferrals should be expanded to radiology requests and wider hospital services.

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.

Acknowledgments

Dr. Brian O'Mahony retired as Project Manager of GPIT at the end of 2018. His contribution has been immense, starting with the successful computerisation of nearly every general practice in Ireland, and continuing with the provision of electronic communication (results, referrals, Healthmail etc) that most GPs take for granted. His breadth of knowledge of health informatics has kept general practice at the forefront of eHealth in Ireland, and his wisdom will be missed not just by ICGP, but by the wider eHealth community. We wish him well in his retirement.

We welcome Dr John Sweeney, GP from Stranorlar in Donegal and a GPIT advisor for many years, as the new GPIT Project Manager.

National GPIT Project Manager: Dr Brian O'Mahony (ended in 2018), Dr John Sweeney (2018 to present)

National GPIT Co-ordinator: Dr Conor O'Shea

GPIT Regional Co-ordinators and Advisors: Dr Frank Hill (South), Dr Kieran Murphy (West), Dr Keith Perdue (Dublin/Mid Leinster), Dr John MacCarthy (West), Dr Donal Buckley (Dublin/Mid Leinster), Dr John Sweeney (West), Dr John Cox (South), Dr Brian Blake (Dublin/Mid Leinster), Dr Brian Meade (Dublin/Mid Leinster), Dr Paul Rushe (West), Dr Phillip Sheeran-Purcell (Dublin/Mid Leinster), Dr Deirdre Cahill (NEGS)

Administrator: Ms Niamh Killeen, email Niamh.Killeen@icgp.ie

Library and Information Services

Ms Gillian Doran & Ms Patricia Patton

The Library & Information Service department objective is to provide a library and information service tailored and developed for our ICGP members, project directors, Board and staff that provides current, relevant information relating to all aspects of general practice both in Ireland and internationally to enable comprehensive patient care. We provide library inductions, presentations and online library journals for College members and staff.

Key Activities in 2018

Completion of the 2nd phase of a Dementia Neurodegeneration Network Ireland (DNNI) Project – Risk Factors, Risk Reduction – addressing the influence of modifiable lifestyle or health risk factors on dementia and neurodegenerative disease reduction in the Irish population. Phase 1 had been completed December 2017 in collaboration with ICGP Research.

Delivered a library webinar in April 2018 in association with GPIT.

Library presentations were given to various College groups throughout the year including at the ICGP Education Courses, GP Training Induction Day, GP Trainees and New Trainers Workshop.

Seventy-seven items were added to the ICGP Library Catalogue in 2018 including presentations and quick reference guides.

Referenced and conducted literature reviews and searches provided for several publications and projects over 2018 including:

- GP Training Curriculum – November 2018
- ICGP Quick Reference Guides including Alcohol, Text Messaging and Migraine
- Oireachtas submissions including Mental Health and Delayed Discharges.
- Interim Guidelines for the provision of Termination of Pregnancy services in general practice – December 2018

Commenced the process of an update of the systematic review (PECC) undertaken in 2012 with Dr Andrée Rochfort and Dr Claire Collins. We carried out literature searches on multiple databases during summer 2018. This systematic review update will continue into 2019.

Collaboration with Dr Íde Delargy (Substance Misuse Director) to research, edit and produce the publication “20 years of the Methadone Treatment Protocol in Ireland”.

Continued library support and input was carried out throughout 2018 on the issue of Termination of Pregnancy including: managing SurveyMonkey consultation document, providing basic report to stakeholders and some further more detailed analysis in conjunction with the Research Department.

“Knowing your Library” was published in December 2018’s Forum by Trish Patton.

Supported the Forum Editorial Board during 2018 with the Forum Editorial Board with the Forum Medical Editor Dr Juliet Bressan.

Members of the following committees which we report to; Membership Services Committee, Well-Being Committee and the LENUS committee.

Future Plans

Development of a webpage for an Irish GP History section on the ICGP. Further development is planned in the next year to showcase the developments, initiatives and history of the ICGP and Irish General Practice over the past 35 years. This will involve collaboration with the Retired GP Discussion Group.

Continued support to the Quality and Safety in Practice Committee and their production of Quick Reference Guides (QRG) for ICGP Members.

Production of Library WebWatch for Forum (10 articles – 1 article generally reviewing 2 websites of interest to GPs were written for every issue of Forum that was produced in 2018).

Further improve circulation of relevant material to ICGP management and Project Directors etc. Produced ICGP Library Health Horizon which aims to collate health related news weekly with a special focus on General Practice. The pilot for this is planned for January 2019.

Collaboration with Dr Andrée Rochfort (Director of Quality Improvement & Doctors’ Health in Practice Programme) and Dr Claire Collins (Director of Research & Innovation) to complete the update on the PECC systematic review.

Further Information

www.icgp.ie/library To access the ICGP Library catalogue, online issues of Forum, ICGP Quick Reference Guides, Help Sheets and many other resources available to our ICGP Members.

Co-authors on an article published in BMC Family Practice October 2018: Andree Rochfort, Sinead Beirne, Gillian Doran, Patricia Patton, Jochen Gensichen, Ilkka Kunnamo, Susan Smith, Tina Eriksson, Claire Collins. Does patient self-management education of primary care professionals improve patient outcomes: a systematic review. BMC Family Practice 2018; 19:163. <https://doi.org/10.1186/s12875-018-0847-x>

The aforementioned BMC Family Practice Paper won in the Primary Care category at the fifth annual HSE Open Access Research Awards that took place in December 2018.

Education Governance Committee



Dr John Cox

The Education Governance Committee provides the following:

- Oversight, validation and review of existing education programmes
- Analyses the need and planning for educational programmes and activities
- Oversees assessment where relevant, including appointment of External Examiner
- Provision of end-point certification for courses
- Decision-making in learner grievance/disciplinary proceedings/appeal process
- Collaboration and partnership with external organisations and bodies including Academic Departments of General Practice.
- Recommend to the Research and Education Foundation worthwhile educational programmes.
- The following groups and subcommittees report to the Committee: ICGP Special Interest Groups (Nursing and Care Home Medicine and GP Point of Care Ultrasound), Global Health subcommittee & the Primary Care Surgical Association & Primary Care Dermatology Society of Ireland (PCSA & PCDSI).
- The ICGP is a member of the following three networks of WONCA Europe - The European Network for Prevention and Health Promotion in Family Medicine and General Practice (EUROPREV), The European Academy of Teachers in General Practice/Family Medicine (EURACT) and The European Rural and Isolated Practitioners Association (EURIPA) who report to our committee.
- The Retired GPs group also have representation on this committee.

Key Activities for 2018

CME small group learning was provided by a total of 37 schemes run by 38 tutors. Dr Annraoi Finnegan retired in December and we welcome Dr Finola Minihan, National Director of CME & Dr Stephanie Dowling, Assistant National Academic Director of CME and look forward to working closely with both of them in the future.

The ICGP Annual Conference and AGM was held from Friday, 26 May – Sunday, 28 May 2018 at the Convention Centre Dublin. The theme was “General Practice – Leading the way to better health.” The opening address titled, ‘SUM: Sharing the Understanding of Medicine’ was presented by Prof. Richard Lehman, Professor of the Shared Understanding of Medicine, University of Birmingham.

The Winter Meeting was hosted on behalf of the ICGP by the Network of Establishing GPs (NEGs) at the Sheraton Hotel, Athlone, on Friday 16th and Saturday 17th November 2018. I would like to thank the meeting convener, Dr Rukshan Goonewardena, NEGs Director, for his enthusiasm and hard work.

The Board has approved the position paper 'Addressing educational needs of Practice Nurses in Irish General Practice' and to the initiative, to progress and address the educational needs of Practice Nurses.

Future Plans

A new strategy to enhance the continuing professional development (CPD) offer for members of the ICGP is being developed. This strategy will comply with the College's strategic plan Beyond 2020 – Statement of Strategy 2016–2021, specifically to implement "The provision of appropriate and high-quality training, research and continuous medical education in support of continuous quality improvement."

ICGP CPD Priority Areas

Support of Dr Finola Minihan, National Director of CME & Dr Stephanie Dowling, Assistant National Academic Director of CME and CME Tutors. In consultation with the CME Director, the objective is to provide 'ICGP prepared CPD' for CME Tutors to use and adapt, drawing together existing resources and best practice.

Work closely with membership to gain a richer understanding of members' perception of CPD and their learning needs as proposed by Dr Margaret O'Riordan in her report *ICGP education and Training Strategy 2015 and beyond*. This will ensure that member insight informs the quality improvement cycle of the ICGP's CPD provision and improve the evaluation of all ICGP CPD.

Members with an interest in education are invited to join the committee.

Chair: Dr John Cox

Committee Members: Dr Tony Cox, Dr Rita Doyle, Mr Nick Fenlon, Dr Annraoi Finnegan, Dr Joe Gallagher, Dr Niamh Irving, Dr Romaine King, Dr Betty Maguire, Dr Claire McNicholas, Dr Helen McVeigh, Dr Brian Norton, Dr Sorcha O'Riordan, Dr Brian Osborne, Dr Eamonn Shanahan, Dr Mary Sheehan

Administrator: Ms Yvette Dalton

Education



Mr Nick Fenlon

The objective of ICGP Education department is to develop and deliver high quality education that is up to date, evidence based and relevant to Irish general practice.

Key Activities for 2018

Short Courses

Reproductive & Sexual Health Theory Course

January 2018

September 2018

Contraception Practical Course: March

Minor Surgery Course: September 2018

SCALES (GP Refresher course)

Practice Staff course: (Part 1: Basic foundation)

Practice staff course: (Part 2: Advanced)

Year Long Courses

Management in Practice Diploma

Management in Practice for GP Registrar/NEG's

LFOM (Occupational Medicine): year 1

LFOM (Occupational Medicine): year 2

Musculoskeletal examination and injury management

New eLearning modules:

- Inflammatory Bowel Disease
- Dementia
- Stunted growth and short stature

Conferences:

National Conference and AGM – Convention Centre, Dublin

Winter Meeting - Athlone

Milestones

The ICGP Education department, under the coordination of Ms Orla Sherlock (Events coordinator) delivered the biggest ever National conference and AGM in the Convention Centre, Dublin. The Dementia programme, in collaboration with UCC Dr Tony Foley was completed and is on our eLearning platform.

Future Plans

In 2019 we will be introducing two new education services:

- Webinars twice per month, initially delivered by ICGP Clinical Leads
- Regional workshops on clinical and quick reference guidelines
- Development of a new education platform that is user friendly and gives ease of access to our members.
- The content of our education will be guided by member needs and professional obligations as directed by Irish Medical Council.

Post Graduate Training Committee



Dr Eamonn Shanahan

The PGTC is the key governance committee for postgraduate training in general practice. Sub-committees and groups that report to PGTC include:

- The National Co-ordinating Committee for Training (NCCT) Chair: Dr. Annette Jennings
- The Accreditation Sub-Committee: Chair: Dr. Genevieve McGuire
- The MICGP Examination Sub-Committee: Chair: Dr. Molly Owens
- The Certification Sub-Committee: Chair: Dr. Eamonn Shanahan
- The Curriculum Development Sub-Committee: Chair: Dr. John Cox
- The Recruitment Leads Group: Chair: Dr. Harry Comber
- Military Medicine: Col. Paul Hickey

Key Activities in 2018

In 2018, 153 doctors were elected to membership of the ICGP; 150 members were elected to membership by the MICGP examination route, 3 through the recognition of equivalent qualifications route and the alternative route to membership.

The College completed a Medical Council a self-assessment report for re-accreditation as the specialty body for general practice in April 2018. A further report was submitted in December together with supporting documentation requested by the Council. The College is awaiting further correspondence from the Medical Council. Professor Greg Swanick was appointed as Extern to the Accreditation Sub-Committee.

Dr Aileen Barrett was appointed as Assessment Fellow for the Feedback for Learning Project. Following an engagement process with all stakeholders two on line feedback tools (PIPs - performance in practice tools) were developed specifically for GP training and are currently being piloted. PiP-C is an evaluation of trainee consultation skills and the PiP-P – is procedural/physical examination skills. A report on the pilot project is due in the coming months.

The National Director of Training secured NDTP development funding to further develop the feedback for learning project and the curriculum in action projects.

Re-accreditation visits in 2018 were undertaken to the South East, South West, North Dublin Inner City, Dublin Mid Leinster (UCD) and Mid-West training schemes.

The National Director of Training secured NDTP development funding to further develop the feedback for learning project and the curriculum in action projects.

The first National Induction Day for GP Trainees was held in Dublin in July 2018.

Software for the media transfer of recorded video consultations to the teaching site was rolled out to all training schemes.

#BeaGP social media campaign was relaunched in September 2018. A record number of 446 applications were received for training commencing in July 2019.

A further two Military Medicine Trainees commenced training in July 2019.

In October 2018, the College engaged the services of Crowe Consultants and established a Task Force for GP Training with agreed terms of reference. A process of engagement with all stakeholders is underway. The Task Force is due to present a final report in Spring 2019.

The Curriculum for General Practice with hyperlinks to resource material was launched by Dr Brian McEllistrem, Curriculum Fellow at the Network of GP Trainees Conference.

The pathway for MICGP-AR (Alternative Route) was reopened. This was in response to both market demand and Medical Council support for the re-launch of the programme.

Provision of an online orientation programme for trainees undertaking the MICGP Examination.

Three policies were ratified by PGTC as College Policy and are now available on the ICGP website:

- Policy on Inter Scheme Exchange
- Revised Policy on Bullying, Discrimination and Harassment - A Policy for Trainee Complainants
- How to Accredited activities in determining satisfactory completion of post & the 75% attendance rule

Future Plans

Medical Council re-accreditation of the ICGP as the specialty body for GP Training. Accreditation visits to the North East, Mid Leinster and Western Training Schemes. Delivery of the re-orientation of the accreditation document to assess educational processes and outcomes on visits.

Report from the Task Force for GP Training, development of the Feedback for Learning Project and online learning/resource tools for the MICGP Examination'. Engagement process and the development of educational tools which are stakeholder led for Irish general practice training (Curriculum in Action Project). Development of a National Policy on Trainer Recruitment.

National Survey on the retention of trainees and recent graduates to be undertaken in 2019. Engagement process and the development of educational tools which are stakeholder led for Irish general practice training (Curriculum in Action Project). Appointment of Recruitment Fellow to oversee the development of the national recruitment process.

Acknowledgments

The ongoing contribution of the Network of Trainees to all GP Training activities and committees. The organisation goes from strength to strength. Under the Co-Chairs of Dr. David Brennan, Dr. Máirtín O'Maolain and Dr. Ciara Lambe and the outgoing chairs Dr. Brian Prendiville and Dr. Maitiu O'Tuathail.

The ongoing support and the commitment of GP Trainers and the National Association of Programme Directors in the development of Irish GP Training. My appreciation to the Chairs and members of the all sub-committees and groups which have given of their time to the College and Training in the last year. Dr Karena Hanley, the National Director of GP Training for her enthusiasm and passion for GP Training.

Finally, to Dr. Tony Cox former Chair of PGTC and now Medical Director for his resolve and his ongoing commitment to the College in what has been a very challenging year.

Chair: Dr Eamonn Shanahan

Committee Members: Dr David Brennan (Co-Chair of the Network of Trainees), Dr John Cox (Chair, Curriculum Development Sub-Committee), Dr Tony Cox – Chair PGTC (January – May 2018), Mr Fintan Foy (CEO), Dr Michael Griffin (Accreditation Sub-Committee), Dr Karena Hanley (National Director of Training), Dr Velma Harkins (Trainer Representative), Col Paul Hickey – Military Medicine Representative, Dr Annette Jennings (Chair, NCCT), Dr Ciara Lambe (Co-Chair Network of Trainees) (September 2018 – to-date), Dr Genny McGuire (Chair, Accreditation Sub-Committee), Dr Mairtin O'Maolain (Co-Chair, Network of Trainees) (September 2018 – to-date), Dr Daragh O'Neill (Council Rep), Dr Maitiu O'Tuathail (Trainee Representative) (Jan – May 2018), Dr Molly Owens (Chair, MICGP Exam), Dr Brian Prendiville (Trainee Representative) (Jan – May 2018), Dr Martin Rouse (Chair, NAPD), Dr Mary Sheehan (Council Member), Dr Susan Smith (Vice Chair, PGTC), Dr Zoe Williams (Trainee Representative – Jan - May 2018)

Specialist Training in General Practice Report



Dr Karena Hanley

The GP Training Unit has had another busy year with a number of significant milestones being achieved. The main emphasis this year has been the development of the Feedback for Learning pilot project which is currently underway. This has the potential to provide significant benefits for our trainees and educators. We await the outcome of the pilot project due in early 2019.

Key Activities in 2018

Recruitment: Standardised shortlisting and standardised interviews make the recruitment process transparent and objective. GP Recruitment opened in October 2018 with a record 446 applicants received for July 2019 intake. This was up on the 425 applications received for 2018 intake. This is in part due to the success of the #BeaGP Campaign which was the winner of the 'best use of social media category' at the Irish Healthcare Awards in 2018.

Recognition of Prior Learning: 7 doctors commenced GP training in 2018 with one year accredited due to previous experience. These doctors had all completed Basic Specialist Training (BST) in medicine.

Medical Council Accreditation: A self-assessment report was submitted, as requested, to the Medical Council in April 2018. Further information was requested in the autumn and submitted in December. We await the outcome.

Assessment Progression. The appointment of an Assessment Fellow in February 2018 progressed the development of Feedback for Learning. This led to development of an online tool to support objective conversations between the Trainer and the Trainee with regard to clinical and consultation skills and accomplishments.

National Trainer's Conference: The National Trainer's Conference 2018 took place on Thursday 21 and Friday 22 of June 2018 in Co. Laois. The conference was well attended.

The first national Trainee induction day was held in Dublin on the 11th and 12th of July. Feedback from the session was very positive and it is intended to hold such induction days on an annual basis.

There was a record attendance at the Network of GP Trainees Conference on 11th and 12th October in Galway with 306 delegates registering for the event. The theme of the Conference was "The Patient Experience".

There was a record attendance at the Network of GP Trainees Conference on 11th and 12th October in Galway with 306 delegates registering for the event. The theme of the Conference was “The Patient Experience”.

The inaugural ICGP Medisec Trainee Quality and Safety award was presented to Dr. Brian Prenderville for ‘Online Medicines Inventory’ at the October 2018 National Trainee Conference. This competition is open to all 3rd and 4th year Trainees.

The ICGP Curriculum for GP Training in Ireland 2018 was launched at the Network of Trainees Conference in October. This is now a hyperlinked interactive curriculum with a system to keep the resources up to date.

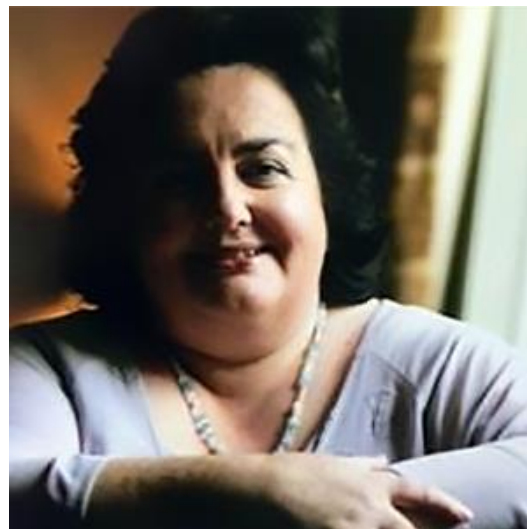
The following ICGP Training policies were developed and ratified by the PGTC and its subcommittees in 2017:

- Inter Scheme Exchange
- Bullying, harassment and complaints – a guide for Trainee Complainants.
- Accredited activities for satisfactory completion and the 75% attendance rule
- Military Medicine: Two further recruits into GP training in collaboration with the Faculty of Military Medicine commenced training in 2018.
- Presentations in other fora. The ICGP GP Training unit presented at the 2018 INMED conference on workplace based assessment,
- Liaison with other bodies. The GP Training Unit continues to interact with the National Doctors Training and Planning Unit (NDTP) and the Forum of Post Graduate Training Bodies.

Future Plans

- Medical Council reaccreditation of the ICGP as the recognised training body for GP training in 2019.
- Progress in national agreement in training assessments through the appointment of a National ICGP Assessment Fellow.
- Continued transition to an ICGP delivered National GP Training Programme.

Quality, Safety and Standards Committee



Dr Velma Harkins

The Quality and Standards Committee is responsible for inputting to the development, roll-out and implementation of appropriate standards and quality measures for General Practitioners and their patients.

Key Activities 2018

- Quality, Safety & Standards (QS&S) Committee meetings – 22/2/18, 18/10/18
- Quality & Safety in Practice (QSIP) meetings – 13/2/18, 10/4/18, 11/9/18, 13/11/18
- Formal link with CME tutors and Clinical Leads.
- [Launch of the Island Doctors report](#) Primary Care Island Services Review.
- Development of educational tools to accompany QRG's.
- Joint collaboration with retired groups and Dr Andree Rochfort on the impact of suicide in practice.
- Medication review.
- HSE model of care diabetic foot.
- National MedLIS project.
- NCCP suspected colorectal cancer referral pathway.

Quick Reference Guides

- Migraine diagnosis and management from a GP perspective.
- Text messaging in general practice.
- Food allergy in children in Primary Care.
- Diagnosis and management of epilepsy in general practice.
- Diagnosis and management of dementia in general practice.
- Heart failure in general practice.
- Indirect repeat prescribing.
- Acne management in general practice.

Future Plans

QSiP reference guide in development.

Review of guideline format and content including template development.

Improved communication with members regarding acquiring CPD points.

Formal link to seek representation from retired doctors' group with a view to developing a panel of doctors with special interest to assist the ICGP represent in external positions.

Education project on quality and safety in general practice.

For more information, please visit the ICGP website: <https://www.icgp.ie/>

Chair: Dr Velma Harkins

Committee Members: Dr Andree Rochfort, Dr Monica McWeeney, Dr Des Crowley, Dr Ray Mulready, Dr Nuala O'Connor, Dr Noirin O'Herlihy, Ms Carol White, Dr Brendan O'Shea, Dr Tony Cox, Dr Helen McVeigh, Dr Brian Osborne

Administrator: Ms Carol White / Ms Yvonne Costello

Communications

The College manages a large volume of media queries each month from print and broadcast media. The objective is to be as responsive as possible, generally on a same day basis. The subject range includes public policy, clinical queries, ICGP specific questions from the medical press and medical correspondents, but also from national and regional media. International media feature less often, although the ICGP is occasionally contacted by media outside the State. Many GPs, through their ICGP Faculty also engage with media activity, which is commended and this is an area we would like to develop and support further in the College.

Production and availability of Media Channels

A new series of podcasts has been produced entitled "[GP Works](#)".

ICGP News Website

The [ICGP News](#) Website was launched in December. This is a central on line hub for College news, press releases and the new ICGP Blog. The associated blog enables College members to express their opinions and feelings relating to areas effecting general practice.

Members are encouraged to contribute, contact Teresa (teresa.curtin@icgp.ie).

Events and Campaign Websites:

The ICGP Events and Be a GP website provide effective methods for communication and conduits for the dissemination of College activities for stakeholders.

- [ICGP Events](#): This website holds information for the ICGP Annual Conference and is also used for the annual ICGP Winter Meeting.
- [Be a GP](#) campaign website.

eZine

The ICGP e-zine continues to be published on a quarterly basis. Previous editions of the eZine can be found [here](#).

Social Media Management

Twitter ([@ICGPnews](#)) and [Facebook](#) continue to be an effective means for the College to communicate with members and the wider community; this further supports the College in communicating its position on various issues, in its advocacy for members and for general practice and generally ensuring its voice is heard in social media discourse.

Social media also enables members to keep members up-to-date with College activities and forthcoming events. All members are encouraged to interact with the [@ICGPnews](#) twitter handle and to use this platform where possible. It not only represents a resource for GPs to be aware of breaking news, but also is useful to engage with health policy makers and journalists in the healthcare arena.

The ICGP Board continues to implement Beyond 2020 Strategy, which sets the agenda for communications activity for the ICGP. The College's communications strategy is informed by members and feedback is welcomed please email info@icgp.ie.

The Communication Function

The communication function is undertaken by the Communications Team – made up of the CEO, COO, the Communications Consultant and College Spokespeople and is undertaken in accordance with the Communication Strategy approved by the Board,

Future Plans

- Implementation of Communication Strategy.
- Continued engagement with members
- Increased interaction with the media and in particular to increase the awareness of the central role played by general practice in health care and for it to be appropriately resourced.
- Increase the number of podcasts and social media campaigns.
- Provision of media training for College members and staff
- Expand the College's social media network and presence
- To encourage and support members to engage with the media and the wider community

Media Consultant: Ms Aileen O'Meara, media@icgp.ie

Administrator: Ms Teresa Curtin, teresa.curtin@icgp.ie

Research Committee



Dr Claire Collins

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 and to support evidence-based practice. The ICGP's commitment to research in primary care is evident in its Strategy 2016-2020.

Key Activities for 2018

Publications

Nine publications were published by the research department in 2018. *Future career intentions of recent GP graduates in Ireland: a trend analysis study*, by Ivana Pericin, Gerard Mansfield, James Larkin and Claire Collins, was the second most read article in BJGP Open in 2018. The book chapter *Promoting Self-Management and Patient Empowerment in Primary Care*, by Claire Collins and Andree Rochfort, published in 2016, has reached 1000 downloads on IntechOpen. The ICGP study *an online survey of Irish general practitioner experience of and attitude toward managing problem alcohol use* published Dec 2018 in BMC received significant media/social media coverage, including article in the Times 8 Jan 2019.

Joint Annual Scientific Meeting of the Association of University Department of General Practice

The Joint Annual Scientific Meeting of the Association of University Department of General Practice in Ireland (AUDGPI) was held in March 2018 at NUI Galway and was well attended. We had a total of 71 projects reviewed by the Research Ethics Committee. A review of all research ethics material and guidance in line with new data protection regulations was also completed. There are fifteen projects completed or ongoing.

Awards

We were awarded eight research and education grants and twelve travel bursaries. We provided four research and audit awards including Best Published Paper Award, Maria Kidney Cancer Research Award, Jim Sleoin Research Bursary in Substance Misuse or Health Inequalities/Inequity, Annual Audit Prize. We received an additional Academic Fellowship funded by the HSE.

Representation and Collaboration

We are a member of the European General Practice Research Network (EGPRN) Executive Board. We collaborate on projects with NUIG, RCSI, UCC, UCD, UL and TCD in addition to three projects with international colleagues.

Milestones

In 2018, we completed the projects on Syrian Refugees, Patients with Enduring Mental Illness and Monitoring lifestyle factors in Irish General Practice. We continued our joint meeting with AUDGPI and successfully increased our collaboration with universities, both nationally and internationally.

Future Plans

Future plans include raising the visibility of ICGP research activities, focusing on value laden collaboration and reviewing the research ethics committee function.

Project Director: Dr. Claire Collins

Chair of Committee: Professor Susan Smith

Committee Members: Mark Murphy, Diarmuid Quinlan, Aisling Jennings

Administrator: Colleen O'Neil & Sally Anne O'Neill

Contact: research@icgp.ie

Medical Director



Dr Tony Cox

This is my first report as Medical Director, having commenced in post in July 2018. I dedicate 2 days a week to the ICGP and I continue to work in clinical practice 3 days per week in Ennis, Co Clare. I also am involved in GP Training in the Mid-West Specialist General Practice Training Scheme. This ensures a strong foothold with the practicalities and realities of front line general practice.

The role is a wide and varied one and covers different areas of College activity, including Education, Professional Competence, Quality functions and Overseas projects. A key part of the role is to implement the ICGP corporate strategic plan Beyond 2020-Statement of strategy 2016-2021. I report to the College CEO and College Chairman.

Key Activities in 2018

To deliver high quality, relevant and focused education programmes that are available to all our members, we ran our traditional large conferences and meetings and are planning to deliver educational opportunities closer to the practice / faculty level in a number of different regions. We are commencing these in Limerick and Wexford in Spring. We are planning additional workshops in Sligo, Cork, Midlands and the North East. These regional meetings are 3 hours long with 3 different clinical topics hosted at each venue.

We have commenced with a series of Webinars hosted by our Clinical Leads as well as a series of Podcasts. We have new educational videos on sexual and reproductive health topics on our website and our new [ICGPNews](#) website hosts up to date information and blogs.

Professional Competence

The ICGP Professional Competence Scheme administers professional competence activities for the largest single group of doctors on the Medical Council Register. ICGP PCS enrollees during 2018 stood at 4535 of which 3325 are ICGP members. The interests of this large number of practitioners are catered for by Ms Aoife Mc Bride, Dr Helen McVeigh, Dr Brian Osborne and by Dr Ray Mulready, Chair of the PCS Committee.

CME Tutors

Dr Annraoi Finnegan retired during the year as National Director of CME. We are extremely grateful to Annraoi for his leadership and vision and years of loyal service on behalf of all GPs. Replacing Annraoi are Dr Finola Minihan, as Director and a new post has been created, that of Assistant National Academic Director and this post has been filled by Dr Stephanie Dowling. Dr Claire Mc Nicholas continues as Assistant National Director of CME. This new CME Leadership team will advocate and plan for the delivery of small group education opportunities for all GPs that adheres to the very highest quality and standards and I very much look forward to working with them.

Consultation with Members

- The delivery of medical termination of pregnancy services and the guidance and education resources that would be needed to support it.
- The planned trauma services structures in Ireland and the planned new legislation on the Patient safety (licensing) bill respectively. These engagements were extremely helpful to ICGP in formulating its policy and its response.
- ICGP plans to engage and consult with its members in this fashion more frequently going forward.

ICGP HSE Primary Care Leads for Integrated Care

We appointed the ICGP/HSE Primary Care Leads for Integrated Care in 2018. They are as follows:

Antimicrobial resistance & Infection Control:
COPD
Cardiovascular Disease
Asthma
Type 2 Diabetes

Dr Nuala O'Connor
Dr Mark O'Kelly
Dr Joe Gallagher
Dr Dermot Nolan
Dr Diarmuid Quinlan

The five GP Clinical leads engage regularly with all the stakeholders involved in the planning and delivery of quality care initiatives to the patients in their programmes. They work closely together as an integrated team and are onsite in ICGP on a weekly basis as well as attending workshops, meetings, conferences and planning sessions involving all stakeholders e.g. HSE/DOH/Slaightecare. They are an essential part of the delivery of the College's educational programme to members. Their enthusiasm, innovation, and drive is refreshing and encouraging to all of us who work with them. They have been highly effective in their advocacy for GP led Primary Care services.

International Updates

The College is working on a number of overseas education projects in the Gulf and South East Asia. These include, Oman, Qatari Saudi Arabia, United Arab Emirates and Malaysia. The projects range from the development of a Competency Assessment Framework in Qatar to the establishment of Family Medicine Academies in Riyadh and Dammam. In Dubai we soon expect to commence a Maternal and Child Health Diploma course delivered in UAE. We have a number of International Clinical Fellowship projects and currently there is one Clinical Fellow from Oman studying in Dublin. In Malawi we are applying to Irish Aid for funding in order to develop and enhance an overseas relief education programme there.

Oireachtas Submissions

Representing ICGP, I attended and presented at the Joint Oireachtas Committee on Health, chaired by Dr Michael Harty TD. I was part of a 3-person team lead by Dr John O'Brien, ICGP President and Dr Mary Favier, Vice President. We presented on medical termination of pregnancy services in the community and the various challenges surrounding this. We repeatedly delivered our key messages to the Committee:

- Advocated for an opt in service accessible through a 24-hour helpline
- Provision of a Helpline to offer non-directive counselling, support and advice to women
- The service to signpost patients to the service they requested

Invitations to present at this and other Oireachtas Committees affords ICGP an opportunity to present its case on behalf of its members and to advocate for support for General Practice.

Future Plans

In 2019, we will continue to develop and expand our educational programme for our members. 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

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.

Key Activities in 2018

Formal submissions to the public consultation process over the past year included:

- ICGP submission to the Oireachtas Committee on Mental Health
- ICGP submission to the Oireachtas Committee on the Future of Mental Health

There are a large volume of queries from College members and non-members. A wide spectrum of issues are responded to including clinical support, practice management to accessing GP services.

Mental Health Project

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 are due for publication in the second quarter of 2019.

Collaboration between the ICGP and National Office for Suicide Prevention

Practice support and safety intervention programme for patients with suicidal crisis and/or self-harm. This is an inter-professional, inter-professional, and inter-disciplinary working with no transfer of additional

responsibility to GPs, mitigation of suicide risk by simple, universal and context specific primary care responses. This may lead to the development of improved knowledge and expertise across all of the sector. This could build 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 nurses, the development of standardised tools and protocols guiding response to suicidal crisis. 17 GP trainers were recruited in 2018 and 139 GPs have received training via the College faculty network to date. I was interviewed by Midwest Radio on issues around Suicide and Mental Health.

Committees

I am a member of the following College committees:

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

I also represent the ICGP on following external committees:

- Forum of Postgraduate Training Bodies Subcommittees
- Professional Competence Subcommittee
- Quality and Risk Subcommittee
- Connecting for Life Steering Group
- Vision for Change Review Oversight Group
- Suicide and Self Harm Awareness, Assessment and Response Project

Conferences

- AUDGPI March 2018
- An abstract from the Physical Health of patients with Enduring Mental Illness (PHEMI) study was presented by James Larkin.
- ICGP Annual Conference May 2018
- Mr Enda Murphy ran a workshop on Cognitive Behavioural Therapy (CBT).
- Dr Austin O'Carroll presented on the health needs of the homeless population including their mental health needs.

Future Plans

The above work streams will continue. The roll out of Suicide Prevention Training at faculty level will continue. The physical health project on patients with severe and enduring mental illness will be finalised in early 2019.

The work of the Vision for Change Review Oversight Group will be completed in early 2019.

Mental health workshops will be facilitated again at ICGP conferences in 2019. These will include Eating Disorders in Childhood and Adolescence and psychological approaches to the management of anxiety and depression

Quick reference guides and webinars are planned around alcohol awareness

A quick reference guide is also planned for eating disorders in 2019.

Professional Competence Scheme

Ms Aoife McBride

The College operates a Professional Competence Scheme (PCS) under Arrangement with the Irish Medical Council, in accordance with the Medical Practitioners Act 2007. ICGP's key responsibilities are to provide a supportive, collegial, professional development environment to facilitate GPs' enrolment, engagement in and recording of continuing professional development (CPD) activities. ICGP ensures that PCS developments are beneficial to the quality of general practice and patient care. In meeting these objectives, the PCS Department supports enrollees in maintaining professional competence by providing up-to-date PCS information to all relevant stakeholders and meeting contractual arrangements.

Summary of Key Activities in 2018

The eZine provides advice and assistance on meeting PCS requirements; developed a one-page guide on how to obtain internal CPD credits. Produced a Professional Development Plan (PDP) template specifically for GPs. Introduced a facility for GP Trainers to record their in-practice tutorials to meet a percentage of their internal CPD requirement.

The first annual audit prize was awarded at the Annual Conference and AGM in May 2018 and the shortlisted audits were published on the ICGP website.

Feedback on the 8 Domains of Professional Practice in the evaluation forms for all ICGP events.

A major restructuring of the PCS website is ongoing to make the site more user friendly and easier to navigate with increased links to relevant PCS activity and a full review of Frequently Asked Questions (FAQs).

We updated the ePortfolio to include new internal CPD options plus the facility to include a short description when recording the activity for internal CPD.

The PCS Department is responsible for a range of ongoing key activities in support of GPs in maintaining their professional competence. These include the provision of tailored emails to those GPs who experience difficulty meeting their annual requirements; management of the annual verification process on 3% enrollees as per the contractual arrangements with the Medical Council; the provision of a dedicated PCS helpdesk (by phone and email) and supporting the delivery of best practice education programmes to reflect of ongoing professional development needs and clinical innovations.

In 2018, the PCS department was restructured to enhance the quality of the supports available to ICGP members and PCS enrollees. As part of this restructure, a Quality and Policy Development Manager, Dr Helen McVeigh, was appointed and the oversight of the PCS department falls within the remit of this role. In addition, Ms Aoife McBride was appointed as PCS Manager.

ICGP advocates on behalf of PCS enrollees through active participation on the Forum of Postgraduate Medical Training Bodies PCS subcommittee and regular engagement with the Medical Council.

Future Plans

In 2019, the College will invite all enrollees to provide feedback on the Professional Competence Scheme and its impact on the quality of general practice and patient care. This feedback will be used to inform the development of CPD activities and educational resources. Additional internal CPD templates will be developed and made available on the website, including one for peer review.

The online ePortfolio will be reviewed and updated to better assist GPs in recording and maintaining their PCS requirements and to provide an opportunity to benchmark against planned learning goals.

Updated guidelines for PCS and for the recognition of CPD activity will be updated. The PCS department will work closely with the ICGP education team and the ICGP HSE Primary Care Leads for Integrate Care to assist in the development and delivery of evidence-based educational resources. Through liaison with the Forum of Postgraduate Training Bodies and the Medical Council, ICGP will seek to develop Professional Competence in a way that is beneficial to both general practice and patient care.

Further Information

Professional Competence Scheme: www.icgp.ie/pcs

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

Professional Development Plan: www.icgp.ie/pdp

Internal CPD guidelines: www.icgp.ie/pcs_internal

Internal CPD templates: www.icgp.ie/pcs_templates

Milestones

The PCS Ezine was set up and 2 editions have been disseminated to all enrollees (October 2018 and February 2019).

The 1st Annual Audit Prize was awarded at the AGM and Annual Conference in May 2018.

A GP-specific Professional Development Plan (PDP) template was provided to all PCS enrollees in 2018.

Chair of Committee: Dr Ray Mulready

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

Administrators: Ms Aoife McBride (PCS manager); Ms Michelle Dodd (PCS Administrator)

Quality and Safety in Practice Committee (QSiP)

Dr Noirin O’Helihy

The ICGP Quality and Safety in Practice (QSiP) Committee 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 clinical and non-clinical topics relevant to general practice. In many instances, documents are produced in conjunction with outside bodies. The committee reviews external documents from bodies such as HIQA, SARI 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 Improvement Awards.

Key Activities in 2018

The ICGP HSE Primary Care Leads for Integrate Care joined the QSiP committee in 2018.

Quick Reference Guides (QRG):

QRGs are available online. The committee undertook work on the following guides in 2018:

New QRGs published:

- Text Messaging in General Practice
- Migraine: Diagnosis and Management from a GP Perspective

QRGs under development:

- Food Allergy in Children in Primary Care
- Diagnosis and Management of Epilepsy in Adults
- Medication Review
- Heart Failure in General Practice
- Diagnosis and Management of Headache

Updated QRGs:

- Acne Management in Primary Care

QRG updates in progress:

- Indirect Repeat Prescribing
- Guide for Primary Care Staff on Alcohol problems
- Lesbian, Gay, Bisexual and Transgender Patients QRG
- Dementia: Diagnosis and Management in General Practice
- Diagnosis and Management of Adult Coeliac Disease
- Anticoagulation in General Practice
- Asthma
- Drugs and Doping in Sport
- Gestational Diabetes

Review of proposals for new QRGs

The project officer received enquiries regarding new QRGs and the committee reviewed proposals.

HSE and other agency publications and documents reviewed in 2018:

- Memory Clinic Referral Form
- Endoscopy e-referral Form
- Model of Care Diabetic Foot
- NCCP Colorectal Referral Pathway
- National MEDLIS project
- National Infant Feeding Policy for Primary Care Teams and Community Health Organisations
- Interim Clinical Support for Termination of Pregnancy in General Practice

Other Publications

An article was published in Forum to highlight the key symptoms and signs to be aware of when diagnosing ectopic pregnancy to ensure member awareness of the HSE guide on the diagnosis and management of ectopic pregnancy.

Supervision of the Quality & Safety in Practice Awards

The annual ICGP Quality Improvement Award, sponsored by Medisec, was presented at the ICGP Annual Conference in May 2018. The award entrants will be invited to present posters as part of the competition at the 2019 ICGP Annual Conference.

The committee endeavours to improve its work continually. Author guidelines have been produced to standardise the format of the QRGs. This will ensure that the documents are relevant and provide clear evidence based information on the most up to date systematic reviews for each topic. Authors will be encouraged to produce audit toolkits and case studies to facilitate use of the guides by GPs, GP trainers and CME tutors.

Future Plans

A strategy for the development of new QRGs has been agreed by the committee considering the current requirements of College members and best utilisation of resources.

The Quality and Safety in Practice Committee continues to aim to: ensure our work remains user friendly, maintain open communication with all College members to ensure the work of the committee is practical and reflects the needs of day-to-day General Practice in Ireland, facilitate maintenance of high standards and safety for patient care and keep the workload manageable for committee members.

Further Information

The quick reference guides produced by the QSIP committee, external links recommended by the committee and the proposal form for new QRGs is available on 'In Practice'. Feedback is welcomed.

Chair of Committee: Dr Emma Wallace

Committee Members: Dr Paul Armstrong, Dr Patricia Carmody, Dr Mary Kearney, Dr Niamh Moran, Dr Brian Osborne, Dr Ben Parmeter, Dr Philip Sheeran Purcell, Dr Patrick Redmond, Dr Regina Codd, Dr Nick Fenlon, Dr Velma Harkins, Dr Mary McFadden, Dr Brendan O' Shea, Dr Tony Cox, Dr Joe Gallagher, Dr Diarmuid Quinlan, Dr Mark O'Kelly, Dr Dermot Nolan.

Administrator: Ms Janet Stafford

Contact: qip@icgp.ie

Director of Quality Improvement



Dr Andree Rochfort

The objective of the programme is to support quality improvement in healthcare for GPs through the ICGP Health in Practice programme. To promote Quality Improvement activities in general practice; (quality of care = safe, timely, effective, efficient, equitable and person-centred care). To coordinate guidance on occupational Health & Safety issues in general practice. To liaise with the WONCA Europe European Society for Quality and Safety in Family Practice (EQuiP) Network for Quality and Safety in General Practice.

Summary of Key Activities for 2018

- Medical Education on doctor's health and wellbeing, improving quality of healthcare and improving the work environment in general practice.
- Liaison and peer support for members through Doctors Health telephone line & email and at ICGP events
- Health promotion for doctors through ICGP Core Value 5, dissemination of core value through ICGP structures and events & Post-Graduate Forum & HSE Health & Wellbeing Unit & medical media & national media.
- Member of European Working Group on Overdiagnosis and Over-medicalisation, culminating in a statement on 'Over-diagnosis and actions to be taken'. This was approved as a Position paper by WONCA Europe. The WONCA Europe position paper was presented to WHO Europe and became the basis of the 2018 resolution by WHO Europe on the topic of Overdiagnosis and Over-medicalisation of Society.
- Research Award for Patient Self-Management Support in Chronic Conditions
- Publications and presentations on quality of care, patient safety, doctor's health and healthcare, and promotion of workplace health and wellbeing for health professionals on quality.

Further information:

- [Doctors Health](#)
- [Quality Initiatives](#)

Milestones

Delivered on member support, medical education, research, publications, contributions through committee work and steering group outputs for national and European position papers.

- 1) [HSE National Strategy for Doctors Health and Wellbeing 2018-2021](#). Dr Andrée Rochfort, member of the project team section 1.4
- 2) HSE National Framework for Self-Management Support in Chronic Conditions. Living Well with a Chronic Condition: Framework for Self-Management Support National Framework and Implementation Plan for Self-Management Support for Chronic Conditions: COPD, Asthma, Diabetes and Cardiovascular disease. HSE Implementation plan 2018-2021.
About : <https://www.hse.ie/eng/health/hl/selfmanagement/>
Publication: <https://www.hse.ie/eng/health/hl/selfmanagement/hse-self-management-support-final-document1.pdf>
Appendix 1: Self-management Support framework Advisory Group, Dr Andrée Rochfort member
- 3) Wonca Europe Position paper on “[Overdiagnosis and Action to be taken](#)” (one of 5 authors)
- 4) Wonca Europe presentation to WHO Europe which was approved as a WHO Europe position paper on “[Overdiagnosis in Healthcare and the Over-medicalisation of Society](#)” September 2018.
- 5) Dr Andrée Rochfort produced the first draft of this paper for Wonca Europe at the request of the President of Wonca Europe Dr Anna Stavdal, who presented it to the WHO Europe meeting where it was supported by other NGOs and accepted as a [WHO Europe position paper](#) in September 2018.
- 6) EQuIP produced a [position paper on measuring quality and quality indicators for general practice in 2017](#) which was approved as a position paper of Wonca Europe by Wonca Europe Council in May 2018

Future Plans

- Development educational modules to assist GPs in the care of medically qualified patients and to approach the care of this group in the same way as coordinating the care of other patients as a group can improve the quality of their care.
- Development of educational modules for doctors as patients in order to formalise and normalise their approach to healthcare and to encourage all doctors to register with a GP.
- Continue to support and signpost doctors treating doctors and doctors as patients through medical education and communication.
- Collate and disseminate tools and methods for patient safety and continuous quality improvement in general practice.

Women's Health Programme



Dr Mary Short

Dr Miriam Daly retired in 2017 as Director of Women's Health after 8 years in the role. Miriam is to be congratulated for all her hard work during that time and I wish her the very best in the future.

Dr Daly initiated many programmes during her term in office and these programmes continue to flourish.

The GP led "Mirena IUS" Clinic at the National Maternity Hospital is thriving and is utilised by GPs throughout the country. There is a separate Mirena IUS Clinic at the Rotunda Hospital.

Menopause training and tutor workshops are in high demand. Training throughout 2018 took place in Dublin, Cork, Limerick and Athlone. Contraception courses for trainees and tutors and LARC tutor workshops and updates also occurred in the same venues (see appendix). Dr Nicola Cochrane, who previously ran the LARC programme retired from the service in the autumn and I thank her for her contribution and hard work in delivering on this very important programme.

Key Activities

Two major events occurred in 2018 that impacted on the lives and health of women. The first concerned "Cervical Check" the national "free at the point of access" screening programme for cervical cancer. Following an audit some 221 women were found to already have cervical cancer and some of these were undergoing treatment. The Cervical screening programme continues to need our support.

The College is represented on the Cervical Check Steering Committee.

College is also represented on the HPV Committee and it is envisaged that HPV testing will become available to women in the very near future.

The other major event of 2018 was the referendum to repeal the Eighth Amendment of the constitution. The referendum was passed with sizeable majority. College had an online engagement with its members followed by a series of regional meetings to listen to the views of members and to provide members with updates.

The ICGP worked closely and collaborated with the Institute of Obstetrics & Gynaecology, RCPI, the Irish Family Planning Association and the Well Woman Clinics on our requirements for the provision of a service in the community.

A series of meetings was held throughout September to December to ensure that proper clinical standards would be obtained and that both women and the membership would be catered for. In this regard the setting up of a 24-hour helpline was agreed to provide women with counselling and information whilst providing reassurance for any doctor who did not wish to provide this service.

While talks were ongoing with the HSE a representative task group was set up to draft guidelines for the provision of medical termination of pregnancy (MTOP). The Interim clinical guidance was launched at the end of December 2018 as the legislation passed through all stages of the Dail. I wish to acknowledge, am very grateful to many people who assisted in writing these guidelines, and wish to acknowledge in particular the members of START for their considerable contribution.

Whilst these two events commanded much of the time in Women's Health, nevertheless ongoing work continued.

The elearning STI programme was finalised in September 2018. We owe thanks to Professor Fiona Lyons for providing up to date information on self-testing treatment and prescribing.

Menopause management courses continues to be a significant part of our educational delivery throughout 2018 with courses being conducted in Limerick, Dublin, Cork and Athlone.

There will always be a cohort of doctors who require training in contraception especially LARC. The latter will become increasingly popular and necessary where contraception and STI screening should become an integral part of a fully inclusive sexual and reproductive health programme.

The College was happy to engage with the CME Tutors workshops by invitation from Dr Annraoi Finnegan the outgoing National Director and Dr Claire McNicholas, Assistant National Director of CME. We hope that there will be ongoing collaboration with the new directing teams on the broader aspects of sexual and reproductive health.

Finally, I would like to acknowledge and thank the following key team members;

- Dr Deirdre Lundy
- Dr Helen McVeigh
- Ms Jana Pickard

I would like to thank Dr Tony Cox and Mr Fintan Foy for their support, advice and guidance.

Substance Misuse Programme



Dr Ide Delargy

In keeping with the ICGP Strategic Goal of delivering relevant & evidence-based educational resources, the Substance Misuse 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 Methadone Treatment Protocol (MTP) in primary care.

Key Activities for 2018

Training

Online Foundation Course in Substance Misuse (Level 1 Training):

- Participants in 2018
- This online course constitutes the academic component of Level 1 Training

Substance Misuse and Associated Health Problems Certificate Course (Level 2 Training):

- Participants (course 6)
- Participants (course 7)

This course is run twice a year and each course is completed over a three-month period. It provides participants with the theoretical framework to assess manage and refer appropriately patients who misuse substances. It is delivered in an eLearning environment 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

Specific training for Level 2 GPs in treatment with suboxone as an alternative to methadone. A total of 27 Level 2 doctors attended a training workshop on 'Suboxone Prescribing' on Friday, 19 October, 2018.

Clinical audit for GPs participating in Methadone Treatment Protocol (MTP)

There were 48 completed MTP audits in 2018. An additional audit of Hepatitis C screening and referral for treatment was offered to GPs during 2018 and 56 GPs completed this audit.

Hepatitis C Conference

Dr Des Crowley organised a national conference on Hepatitis C in February 2018

Annual Conference 2018 Workshops

The SMP ran a number of workshops during the 2018 AGM on the following topics:

- Tips and tools for managing alcohol problems in your practice
- Assessing medical fitness to drive: Prescription medicines, alcohol & illicit drugs
- Reducing benzodiazepine use among elderly & nursing home residents
- Behavioural addictions: gambling, internet sex – how they present in primary care
- The opiate pain medicine crisis – do we have one in Ireland?

Launch of booklet on 20 Years of Methadone Treatment: The SMP launched a booklet entitled 20 Years of Methadone Treatment on October 25th in the Royal Irish Academy. This booklet documents the role of the ICGP in the development of the Methadone Treatment Protocol and acknowledges the major contribution of many GPs to the ongoing delivery of this service.

Lecture Series - Karachi, Pakistan

Dr Delargy was invited to present a series of lectures to a group of GPs working for a homeless and addiction charity in Pakistan. The invitation was at the request of a GP who had completed training with the ICGP and who was now working in Pakistan. The on-line materials used in both the Foundation Training in Addiction and the Certificate Training courses were invaluable in delivering the workshops which were very well received by the participants.

Representation on External Bodies

- National Oversight Committee on Drugs (Department of Health): Dr Delargy represent 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 represent the ICGP on this committee

Publications:

Van Hout MC, Crowley D, McBride A, Delargy I. Optimising treatment in opioid dependency in primary care: results from a national key stakeholder and expert focus group in Ireland. BMC Fam Pract. 2018; 19(1):103. Published 2018 Jun 30. doi:10.1186/s12875-018-0792-8

Van Hout MC, Crowley D, McBride A, Delargy I. Piloting online self-audit of methadone treatment in Irish general practice: results, reflections and educational outcomes. BMC Med Educ. 2018;18(1):153. Published 2018 Jun 27. Doi: 10.1186/s12909-018-1259-2

Disease Surveillance Practice Network Project

Dr Michael Joyce

The project involves running a computerised surveillance network for certain infectious diseases in the community and involves sixty-one sentinel practices spread throughout the country. There is a particular emphasis on the surveillance of influenza. There are currently fifty-one GP practices involved in surveillance.

Summary of Key Activities in 2018

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 Health Protection Surveillance Centre (HPSC). Taking swabs from suspected cases of influenza to confirm cases and determine what type of influenza virus is circulation. The results of the surveillance is available on the HPSC website [here](#).

Milestones

The project has achieved its goals of community surveillance of the specified conditions. The project needs to continue, as it has become a cornerstone of surveillance particularly seasonal and pandemic influenza. Return rates well in excess of 90% continue to be achieved consistently.

Future Plans

Continued surveillance is planned.

On the Insert tab, the galleries include items that are designed to coordinate with the overall look of your document. You can use these galleries to insert tables, headers, footers, lists, cover pages, and other document building blocks. When you create pictures, charts, or diagrams, they also coordinate with your current document look.

Additional Activity

Although not technically a part of this ICGP project a significant number of the network participants have volunteered to take part in a pan European study of influenza vaccine effectiveness in conjunction with the HPSC which was first carried out in the 2009/2010 season and has been continued during each season since. A paper on this was published in the IMJ Volume 105 no 2, Feb 2012 pgs 39 to 42. This project has continued in the 2017/2018 season.

Acknowledgements

- Health Protection Surveillance Centre
- National Virus Reference Centre (NVRL)

European Union of General Practitioners / Family Physicians

Dr Lynda Hamilton

The main objective of UEMO is for general practice and family medicine delegates from national medical organisations to influence health policy at EU level. We seek to collaborate with other stakeholders in health care delivery. DG Sante invited participation in the Coalition on Vaccine Preventable Diseases, Health Technology Assessment (HTA), personalised health and ehealth appropriateness for patients in the EU.

Summary of Key Activities in 2018

Completed surveys on GP burnout and retention; the GP role in family violence; joint action antimicrobial resistance; quaternary prevention/over medicalising, WONCA, and EUROPREV.

The incoming Romanian presidency is working on the recognition of general practice and family medicine as a specialty with a minimum of three years training for EU recognition.

Future Plans

EUROSTAT OECD figures inaccurately combine general medical trainees with specialist general practice, which does not facilitate our political position at home, or in Europe.

Irish Representative to UEMO:

- Dr Ray Walley, Vice President, Standing Committee of European Doctors (CPME)
- Dr Liam Lynch, Auditor, WG Chair
- Dr Annraoi Finnegan, CME
- Dr Lynda Hamilton, Chair Standing Committee, ICGP.



Hands-on support throughout your career in general practice



Approx. **186**
graduates p/a

GP TRAINING – SPECIALIST REGISTER GP

Recruitment

Accredited GP training
programme

General practice curriculum

Online resources/support

Supporting trainees in practice

Assessment: MICGP

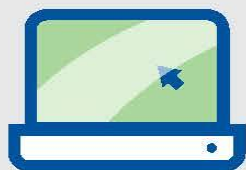
Entry on to the Specialist
Division of the Register

Online subscription

Differentiated fee categories

MEMBERSHIP

4,423
members



222+ GPs

participate in committees,
working groups and
College activity

12 committees

International representation:
WONCA, EGPRN, EURACT,
EQUIP, UEMO

50+ GPs represent general
practice on external bodies

BY MEMBERS FOR MEMBERS

PRACTICE SUPPORT

NEGs Programme

Doctors' Health

Quality &
standards

Practice
management

GP Information
Technology

Classifieds

GP public directory

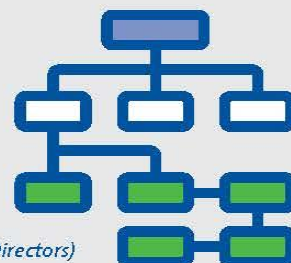
30+ discussion
boards

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

Lobbying

Media
engagement

News and
press activity

Twitter &
Facebook

Photo galleries



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

Annual Awards

Below is a list of awards ran and awarded by the College annually.

Ellard W Eppel Trophy

The Ellard W Eppel Trophy is awarded annually at the MICGP Presentation Ceremony to the candidate who achieves the highest overall mark in the MICGP Examinations and/or achieved their CSCST in the 12 months prior to graduation.

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.

Quality and Safety in Practice Award

The awards recognise improvements or innovations by healthcare professionals working in Irish General Practice. Clinical or practice management quality improvement initiatives, which demonstrate an improvement in the quality and safety of healthcare in practice are invited to submit.

The award provides a unique platform to share the quality of care delivered by Irish General Practice.

Quality and Safety in Practice – GP Trainee Award

The prize will be awarded for the best quality initiative project from a general practice setting. Entry is open to all 3rd and 4th year GP trainees who are in General Practice Training as of 1st May 2019. Entries will open on May 1st and close on July 31st.

PCS Annual Audit Prize

ICGP announced their first Annual Audit Prize in the 2017/18 PCS year. The ICGP Department of Research in conjunction has developed this bursary with the ICGP Professional Competence Scheme (PCS) committee.

College Staff¹

Senior Management Team

Chief Executive Officer - Mr Fintan Foy

Medical Director – Dr Tony Cox

Chief Operating Officer – Mr Dermot Folan

Financial Controller – Mr John McCormack

Director of Research – Dr Claire Collins

Members of Staff

Juliet Bressan – Medical Editor of Forum

Sylvia Browne – GP Training Administrator

Laoise Byrne – Tutor: CME Small Group Network

Rafal Chomicki – Accounts Administrator

Yvonne Costello - Executive Assistant to the CEO and the Medical Director

Des Crowley – Assistant Director of Substance Misuse Programme

Julie Cunningham - Tutor: CME Small Group Network

Teresa Curtin – Web Editor, Board and Council Administrator

Yvette Dalton – Education Administrator

Mairead Delaney – Human Resource Officer

Ide Delargy – Director of the Substance Misuse Programme

Tom Dennehy - Recognition of Prior Learning Fellow

Michelle Dodd – Administrator: Professional Competence, NEGs and ICGP Services Ltd.

Gillian Doran – Librarian

Stephanie Dowling – Assistant National Academic Director for CME Small Group Tutor Network

Annette Elebert – Membership and Subscriptions Administrator

Nick Fenlon – Director of Medical Education

Joe Gallagher – Heart Failure ICGP/HSE Primary Care Leads for Integrated Care

Rukshan Goonewardena – Director of NEGs Programme

Conor Hammersley – Research Officer

Karena Hanley – Director of GP Training

Marie Claire van Hout – Clinical Audit Facilitator for Substance Misuse Programme

Niamh Killeen – ICT & Web Systems Project Manager and GPIT Administrator

Michael Joyce – Director of the Disease Surveillance Network

John Lally - Tutor: CME Small Group Network

James Larkin – Research Assistant

Aoife McBride – Professional Competence Manager and Substance Misuse Administrator

Eimear McCarthy - Tutor: CME Small Group Network

¹ May 2018 to May 2019

Martina McDonnell – GP Training Manager
Alan McEneff - Building/Services Officer
Brian McEllistrem – Assessment Fellow
Michael McGloin - Tutor: CME Small Group Network
Seamus McMenamin - Tutor: CME Small Group Network
Helen McVeigh - Quality and Policy Development Manager
Finola Minihan – National Director of CME Small Group Tutor Network
Caroline Murtagh - Administrator
Dermot Nolan – Diabetes ICGP/HSE Primary Care Leads for Integrated Care
Laura Noonan - Tutor: CME Small Group Network
Nuala O'Connor – ICGP/HSE GP Lead: Advisor Antibiotic Resistance and Antimicrobial Resistance and Infection Control Team
John O'Dwyer - Tutor: CME Small Group Network
Mait O'Faolain - Tutor: CME Small Group Network
Noirin O'Herlihy – Quality and Safety in Practice Officer
Mark O'Kelly – COPD ICGP/HSE Primary Care Leads for Integrated Care
Colleen O'Neil – Research Administrator
Sally Anne O'Neill –Administrator: Research and Heartwatch
Brian Osborne – Assistant Medical Director and Incorporating Mental Health in Primary Care Director
Conor O'Shea – National Co-Ordinator of GPIT
Patricia Patton – Assistant Librarian
Mary Penrose – Receptionist
Ivana Pericin – Research Assistant
Jana Pickard – Administrator: Education and Women's Health Programme
Muriosa Prendergast – Examination & Assessment Manager
Diarmuid Quinlan – Asthma ICGP/HSE Primary Care Leads for Integrated Care
Rajesh Rajpal - Tutor: CME Small Group Network
Anthony Reilly - Tutor: CME Small Group Network
Andree Rochfort – Director of Quality Improvement & Doctors Health in Practice Programme
Orla Sherlock – Events Coordinator
Mary Short – Director of Women's Health Programme
Janet Stafford – Receptionist & Quality and Safety in Practice Administrator
Laura Stagite – Accounts Administrator
Johnny Sweeney - National Co-Ordinator of GPIT
Pauline Tierney – GP Training Administrator
Carol White –Administrator: CME Small Group Network, Examinations and Assessment

