



## ICGP PCS Strategy 2021 – 2024

### PCS Vision

Enable and support General Practitioners in their lifelong learning through professional competence within a framework of safe and effective patient and doctor care that addresses the ongoing needs of a 21st century healthcare system

### PCS Mission

To support General Practitioners in their personal and professional growth within their scope of practice by providing Continuing Professional Development that includes knowledge, skills, personal learning, reflective practice and quality improvement

### Background

As the professional body for general practice in Ireland, ICGP reflects the needs of the current and future healthcare environment, incorporating relevant developments such as Sláintecare and ongoing changes in clinical work practices and demands.

ICGP provides a supportive environment for GPs to fulfil their PCS requirements, including the provision of a diverse range of CPD activities and resources relevant to their scope of practice.

ICGP operates the Professional Competence Scheme (PCS) under arrangement with the Medical Council.

### Governance of PCS

Governance of the ICGP scheme is provided via the PCS Committee, which nominates the Chair based on skills, experience and interest in promoting GP professional engagement with PCS. The Board of ICGP approves the nomination in line with College policy for the appointment of ICGP Committee chairs. The term of office for committee chairs is three years with potential for reappointment as chair for one further term.

The PCS Committee oversees the ICGP PCS and reports to the Quality, Safety and Standards (QSS) Committee. The QSS Committee provides strategic direction and leadership to ensure that standards and quality measures for General Practitioners and their patients are appropriate and implemented effectively. The QSS Committee reports to the ICGP Board.

### Accountability for PCS

The Board of ICGP is the highest level of governance in the College and provides oversight on all decision-making matters. The Board is also responsible and accountable for the delivery of ICGP's strategic objectives. The Board collectively directs ICGP affairs through the CEO and Senior Management to ensure the College meets the interests of members and external stakeholders in compliance with all necessary legislation and regulation.

ICGP is accountable for PCS via arrangements with the Medical Council of Ireland.

### General Practitioner Population Enrolled on PCS

The ICGP PCS recognises the diversity of GP profiles among its enrolees. GPs work either full time or part time, in rural or urban practices, in single-handed practices or in practices with up to 10 or more GPs. Some GPs work as locums or in out-of-hours cooperatives. GPs provide primary care services for the population of Ireland in a range of settings offering care across all life stages. Several GPs while retired choose to remain on the Medical Council register and others are temporarily on leave from practice for example, due to maternity leave, illness or bereavement. Among our GPs there are those returning from working in General Practice abroad and others arriving to work in General Practice in Ireland for the first time. In addition, many GPs carry out roles as CME Tutors, GP

Trainers, Faculty representatives or other leadership roles such as directors of specialisms or national GP Leads for specific areas.

The ICGP gratefully acknowledges the generosity of GPs in giving of their time to the development of PCS, which aims to provide supports to help all GPs to meet their statutory requirements.

### Strategic Objectives

ICGP PCS strategy aligns with overall ICGP strategy and with Medical Council arrangements for the scheme. PCS strategy focuses on the provision of appropriate services and resources for general practitioners to enable lifelong learning.

To facilitate PCS enrolees and further develop the scheme to the benefit of the profession of general practice, the ICGP PCS Committee has identified the following key strategic objectives:

1. Support GPs to continually reflect and review how they develop their professional growth and scope of practice through knowledge, skills, personal learning, reflective practice and quality improvement
2. Develop and promote up-to-date, relevant CPD resources including practice audit, quality improvement, clinical guidelines and other educational activities
3. Improve understanding of learning needs and identify barriers to learning for GPs to inform education development
4. Solicit and respond to feedback from a range of sources and through different methods to inform learning needs of GPs
5. Provide appropriate administrative supports including supportive communications to assist GPs in meeting their PCS requirements
6. Identify and implement education solutions for GPs that map to a range of delivery formats, including technological modes where appropriate
7. Advocate for improvements to PCS that are practicable to implement that are time and resource efficient
8. Quality assure CPD activities including those from relevant external organisations by implementing appropriate standards for CPD provision

### Implementing PCS Strategic Objectives

PCS linkages with the Education Governance Committee and the Senior Management Team are essential to maintain focus on PCS as a key element of overall College strategy. ICGP PCS strategic objectives will be implemented primarily through the PCS Committee supported by the PCS Department. The objectives will be operationalised by the PCS Department through the regular College planning process.

Evaluation of CPD activities will be used to update and develop GP education of the highest calibre. In addition, feedback from PCS enrolees will be used to understand and address learning needs and thus inform strategic direction of PCS.

Metrics and analysis of trends will be used in the preparation of summary reports that map to key performance indicators for PCS. Reports to the Medical Council will be prepared and submitted according to the arrangements schedule.