



# European Training Requirement (ETR) Introduction

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# History

1994 UEMS Charter on Training of Medical Specialists - basis for postgraduate specialty training

Chapter 6: requirements for specialty according to the specific needs of the discipline

UEMS Specialist Sections and European Boards developed European standards in medical training that reflect modern medical practice and current scientific findings

2012 UEMS Template Structure for **European Training Requirements for the Specialty of ..... *European Standards of Postgraduate Medical Specialist Training* (ETR)** - definitions of specialist competencies, procedures and assessment



# European training requirements (ETR)

- Highest standards of the highest level in the continuum of medical education
- In three-part structure of ETR all participants in the training process described:  
trainees, trainers, training institutions
- All are responsible: UEMS specialist Sections and Boards and National Medical Associations (NMAs)
- Review process
  - Peer review: ETR Review Committee – UEMS Bodies – NMAs
  - Approval: UEMS Bodies – NMAs
- ETR influences health care and patients' trust



# UEMS Template Structure for European Training Requirements

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## UNION EUROPÉENNE DES MÉDECINS SPÉCIALISTES EUROPEAN UNION OF MEDICAL SPECIALISTS

*Association internationale sans but lucratif    International non-profit organisation*

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## Training Requirements for the Specialty of ...

*European Standards of Postgraduate Medical Specialist Training*

*(old chapter 6)*

# **I. TRAINING REQUIREMENTS FOR TRAINEES**

## **1. Content of training and learning outcome**

### **Competencies required of the trainee**

*Definition of competency: knowledge, skills and professionalism*

#### **a. Theoretical knowledge**

*Should include the main domains covered by the specialty with a short description of domains that trainee should master in the specialty*

#### **b. Practical and clinical skills**

*Key skills to possess in this specialty*

*Number of procedures required*

#### **c. Competences**

*Description of levels of competencies*

*The European Specialist Curriculum must cover not only knowledge and skills, but also domains of*

## **2.      Organisation of training**

### **a.    Schedule of training**

*Minimum duration of training*

*Include required timing*

### **b.    Curriculum of training**

### **c.    Assessment and evaluation**

*Definition of assessment, description of formative and summative assessments,*

*Assessment: Process by which information is obtained relative to some known objective or goal. (a broad term that includes testing)*

*Evaluation: Inherent in the idea of evaluation is "value." Process designed to provide information that will help us make a judgment about a given situation*

### **d.    Governance**

## **II. TRAINING REQUIREMENTS FOR TRAINERS**

### **1. Process for recognition as trainer**

- a. Requested qualification and experience**
- b. Core competencies for trainers**

*Special Qualifications of the trainers when required (if not covered by EU Directive on Professional Qualifications)*

### **2. Quality management for trainers**

### **III. TRAINING REQUIREMENTS FOR TRAINING INSTITUTIONS**

#### **1. Process for recognition as training centre**

##### **a. Requirement on staff and clinical activities**

*Minimal number of patients cared for as inpatients and as out patients*

*Range of clinical specialties*

*Composition and availability of faculty, training programme defined, guidelines applies Trainee / trainer ratio*

*Minimal scientific activity*

##### **b. Requirement on equipment, accommodation**

*Medical-technical equipment, library, opportunities for R&D*

#### **2. Quality Management within Training institutions**

*Accreditation*

*Clinical Governance*

*Manpower planning*

*Regular report*

*External auditing*

*Transparency of training programmes*

*Structure for coordination of training*

*Framework of approval – how are they approved*



# ETR - Challenges

- The role of the ETR Review Committee (ETR RC) and activities not fully implemented
- Lack of consultations with relevant sections before proposing the ETR to the UEMS Council meeting
- Lack of discussion at Groupings/Advisory Board and Council levels in virtual approval process



# News in the ETR review and appraisal process

Terms of Reference (ToR) for ETR Review Committee (ETR RC) - revised  
ETR Review Committee – redefined:

- facilitates organisational learning
- supports the broadest possible consultation
- facilitates dialogue in areas of conflicting approaches and interests
- ensures that the UEMS procedure for ETR development is followed
- informs the UEMS EEC when ETRs are ready to be presented to the UEMS Council

## Advisory Board meeting

- ETR presentation and discussion - limited to issues not resolved in the review process

## UEMS Council meeting

- ETR presentation and discussion - issues brought forward by the NMA's
- The authors are obliged to complete the ETR according to decisions



# ETR Timeline

	Drafting			Reviewing			Updating	
	<i>Draft writing</i>	<i>Draft sending</i>	<i>Publication on the Drive</i>	<i>Informing the ETR RC</i>	<i>Informing UEMS Bodies/NMAs</i>	<i>Reviewing of the documents</i>	<i>Responding to comments</i>	<i>Updating of the draft ETRs</i>
<b>To do</b>	Sections draft their ETRs	Sections send the drafts to the UEMS Office - <a href="mailto:coordination@uems.eu">coordination@uems.eu</a>	The UEMS Office publishes the draft ETRs on the Google Drive: <a href="https://drive.google.com/drive/folders/1nu8kjoD3RFtSrODHmJlRWqoXK2fqF81J">https://drive.google.com/drive/folders/1nu8kjoD3RFtSrODHmJlRWqoXK2fqF81J</a>	The UEMS Office informs the ETR RC of the availability of the draft ETRs on the Drive	The UEMS Office informs UEMS Bodies and NMAs of the availability of the draft ETRs on the Drive	The ETR RC and related specialty sections review the documents and insert comments in the tables (one in each folder)	The authors of the ETR respond to the comments they received	The authors of the ETR update the documents based on the comments they received
<b>Who</b>	UEMS Bodies	UEMS bodies	UEMS Office (MB)	UEMS Office (MB)	UEMS Office (MB)	ETR RC	ETR authors	ETR authors
<b>Duration</b>	3 months	1 day	1 day	1 day	1 day	1 month	1 month	1 month
<b>Deadlines</b>	Three months prior to the Council			Two months prior to the Council			One month prior to the Council	



Final versions		Finalization			
<i>Final versions sending</i>	<i>Circulation of the ETRs</i>	<i>Presentation</i>	<i>Discussion and Vote</i>	<i>Follow up actions</i>	
The authors of the ETRs send the final versions of the documents	The UEMS Office (MB) publishes the ETRs on the UEMS website with the other Council supporting documents	The authors of the ETRs present their ETRs during the Advisory Board and Council meetings	Sections and NMAs discuss and vote on the ETRs	Update of the ETRs based on the decisions made by the Council	Numbering of the ETRs Publication on the UEMS website, ETRs page  <a href="https://www.uems.eu/areas-of-expertise/postgraduate-training/european-standards-in-medical-training">https://www.uems.eu/areas-of-expertise/postgraduate-training/european-standards-in-medical-training</a>
ETR authors	UEMS Office (MB)	ETR Authors	Sections and NMAs	ETR Authors and ETR RC	UEMS Office (MB)
1 day	1 day	2 days	2 days	1 week	1 day
<i>One month prior to the Council</i>		<i>Council meetings</i>		<i>One week after the Council</i>	



# Timeline description

## Drafting

- The initial step of ETR Review could start any time
- Proposal has to be submitted 3 months before the UEMS Council
- The UEMS Office publishes the draft ETRs on the Google Drive

## Reviewing

- The UEMS Office informs ETR RC, UEMS Bodies and NMAs of the availability of the draft ETRs on the Google Drive
- ETR RC ensures the ETR proposals are sent to related UEMS Sections
- Everyone registered in consultation can provide comments
- Comments are visible to everyone participating in consultation and to the authors



## Updating

- The authors are obliged to respond promptly, try to achieve consensus
- The ETR RC ensures amendments to the draft ETR be discussed with the authors and all issues satisfactorily settled
- The adjustments to the ETR and updated document are available on the Google Drive during whole process
- Exceptionally, If the differences could not be reconciled, they may be presented as issues for decision by the Advisory Board and the Council
- When all consultation are finished ETR RC formulates final opinion and ETR draft is ready for presentation

## Final versions

- After the EEC accepts the recommendation of the ETR RC, the ETR is published on the UEMS website with the other Council meeting supporting documents



## Finalisation

- Advisory Board meeting
  - ETR presentation and discussion - limited to issues not resolved in the review process
  - After discussion the ETR is subjected to voting or the authors may withdraw it
- UEMS Council meeting
  - ETR presentation and discussion - issues brought forward by the NMA's
  - Discussion limited to indicated issues to be resolved by voting
  - Voting results of the Advisory Board are presented
  - The authors are obliged to complete the ETR according to decisions
- The final ETR is sent to the ETR RC for approval
- After approval, ETR is published on ETR's page of the UEMS website



## ETR - Important principles to consider

- National application
- Overlap of areas of specialist practice
- Knowledge
- Competence
- Spirit of review
- Evolution



## ETR – Flagship project of UEMS

- Requires an enormous amount of work
- New TOR for the ETR Committee
- New process of review
  - Consensus opinion of vision of training
  - Spirit of the review – collegiate and supportive way

### ETRs:

- Pan-European effort
- Major contribution for doctors and patients across Europe



## Next steps

- Harmonisation of ETRs – raising standards in competency based postgraduate specialty training
- Collaboration with European Scientific Societies
- Implementation of ETRs