

SPECIALIST ACCREDITATION COMMITTEE

MEDICAL

TRAINING PROGRAMME

HAEMATOLOGY and TRANSFUSION MEDICINE

Approved by SAC on 4 November 2008



THE MALTA COLLEGE OF PATHOLOGISTS

OUTLINE OF TRAINING PROGRAMME IN HAEMATOLOGY AND TRANSFUSION MEDICINE

TRAINING REQUIREMENTS

Recognised first degree in Medicine
Full registration with the Medical council of Malta

TRAINING PROGRAMME – HAEMATOLOGY

DURATION

Minimum of 5 years. This includes 4 years in Malta (three of which are spent in Haematology, one in Medicine) and the final year is spent abroad.

OUTLINE OF TRAINING PROGRAMME

Medicine: The trainee will spend one year in Medicine rotating at least in 3 medical specialties at a minimum of 3 months duration. Throughout this period, the on-call duties shall be carried out in medicine.

If the trainee is already in possession of the MRCP or is certified in General Professional Training in Internal Medicine, s/he will be exempted from that year of General Medical training.

Haematology: This will count as District General Hospital level 2 Haematology experience.

Throughout their stay in Haematology, all trainees must participate in a 1 in 4 on call 24 hour resident rota dedicated just for haematology patients. This is an essential component of their training.

The induction period will last 6 months. During this period, the trainee will acquire:

Training in basic laboratory techniques, e.g. spreading slides
Interpretation skills for blood films, CSF cytology, marrow aspirates and trephines, lymph node biopsies
Experience in the performance of marrow aspirations and trephine biopsies
Familiarity with the organisation of a laboratory
Acquaintance with the antibiotic policy for neutropenic patients

Management experience of the immunosuppressed patient
Experience with the principles of chemotherapy prescribing and administration
Familiarity with the principles of anticoagulation

During the remaining period of haematology training, the trainee will:

Participate in General Haematology Outpatient Clinics
Be responsible for the day to day management of ward inpatients and day case patients
Liaise with colleagues in Medicine and consult with other specialities
Be exposed to all aspects of benign and malignant Haematology, including Thalassaemia, congenital bleeding disorders, thrombotic disorders, palliative care and remission treatments for haematological malignancies like leukaemias, lymphomas and myeloma.
Be attached to the Transfusion Department for three months with introduction to baseline transfusion laboratory techniques.
Be introduced to concepts of quality control
Present one audit a year and participate in departmental meetings

The trainee should be guaranteed a minimum of four hours protected time per week to regularly attend the academic meetings within the department.

Training outside Malta

The trainee will require further training of at least one year's duration in a reference centre overseas

The trainee will thereby acquire experience in:
Haemoglobinopathies not encountered in Malta, e.g. sickle cell anaemia
Stem cell transplantation
Paediatric haematology
Attachment to a Haemophilia comprehensive care centre
Attachment to a regional Blood transfusion centre
Research

TRAINING PROGRAMME – TRANSFUSION MEDICINE

DURATION

Minimum of 5 years

The Induction period will last 6 months. During this period, formal instruction will take place and by the end the trainee would be expected to:

Have developed a substantive understanding of Basic Transfusion Science including:

- Red cell serology and appropriate investigative techniques

- White cell and platelet serology

- Criteria for accepting / deferring donors

- Component processing and preservation

- Therapeutic applications of blood components

- Transfusion reactions and transfusion transmitted infections

Have gained an understanding of laboratory practice including Health & Safety and Quality Management

Be able to offer basic advice on issues related to Transfusion Medicine

Have a sufficient knowledge of laboratory techniques to underpin clinical laboratory practice

Have knowledge of risk management issues as they apply to laboratory and clinical transfusion medicine

Following this period, training will continue as follows

Blood Establishment:

- Donor care

- Automated apheresis techniques

- Blood component production

- Transfusion microbiology and bacteriological monitoring

- Surveillance, lookback and recall procedures

- Donor epidemiology

- Donor serology

- Management and quality assurance

- Product recall

Hospital Blood Bank:

- Red Cell Immunohaematology

- Hospital Clinical Practice

- Clinical Governance

- Therapeutic Haemapheresis

General Haematology:

- Participate in General Haematology Outpatient Clinics

- Be responsible for the day to day management of ward inpatients and day case patients

Liaise with colleagues in Medicine and consult with other specialities
Be exposed to all aspects of benign and malignant Haematology, including thalassaemia, congenital bleeding disorders, thrombotic disorders, palliative care and remission treatments for haematological malignancies like leukaemias, lymphomas and myeloma

Audit and Quality Control

The trainee should

- master the concepts of audit and quality control
- participate in the departmental audit and quality control programs
- present audit projects

Management

The trainee is expected to attend regular courses provided by the Department of Health and the University, as directed by the Trainer.

Information Technology

The trainee should:

- Become familiar with the use of IT relevant to the practice of haematology
- Attend regular courses provided by the Department of Health and the University, as directed by the Trainer

Research

Time will be allocated for research activity, which will be encouraged and supervised.

Attendance of Relevant Meetings

The trainee should be guaranteed a minimum of **four hours** protected time **per week** to regularly attend the academic meetings within the department.

Masters in Transfusion Medicine

On successful completion of a Masters degree in Transfusion Medicine, the total duration of training may be reduced by a period of 1 year.

Training outside Malta

Trainee will acquire further experience in:

- Blood Establishment within the EU
- Hospital Blood Bank in a large tertiary centre
- Bone marrow and stem cell transplantation
- Attachment to a centre specializing in hereditary coagulation disorders e.g. Haemophilia comprehensive care center.

CRITERIA FOR COMPLETION OF PROGRAMME AND AWARD OF SPECIALIST CERTIFICATE

Annual Review

The trainee is to keep a **record** of training and experience, which must be endorsed **annually** by the **Trainer**. Trainees can only progress to the next year of the Training Programme following a successful assessment.

An **annual review** must also be carried out by a Board nominated by the Pathology Postgraduate Training Committee, composed of three members, including the **Head of Training** for Haematology, to identify any problems encountered by the trainee and any deficiencies of the training programme.

Postgraduate Qualification

Once the trainee has satisfactorily completed the **Training Programme** outlined above, he/she will be entitled to obtain the **Certificate of Completion of Specialist Training (CCST)**, subject to obtaining a relevant **Postgraduate Qualification**, by **Examination**. The College will identify the **Examination** and **Examination Boards** that it recognises for the award of a Postgraduate Qualification.

CCST

The **CCST** will be awarded by the Specialist Accreditation Committee, on the recommendation of the College provided the College Council is satisfied of the trainee's proficiency in the discipline concerned.

QUALIFICATIONS OF TRAINERS

A **Post-Graduate Co-coordinator**, appointed through a call for applications by the Health Division, will be responsible for implementation of this Training Programme.

The Co-coordinator is to set up and chair a single **Specialist Training Committee** for all pathology disciplines, including Haematology, which will be responsible for the management and administration of Training Programmes in Pathology. The Committee will be composed of Pathology **Trainers** and must include the **Chairman of Pathology**.

Each Pathology specialty will have a **Head of Training**, appointed by the teaching staff.

The Post-graduate Training Co-coordinator and the trainers must be on the Specialist Register of the Medical Council and should have been practicing the specialty for at least 5 years.

Trainers are expected to have substantial experience in the specialty, to have demonstrated an interest in training, to have appropriate teaching resources, to be involved in annual reviews, to participate in training programmes for trainers and to liaise closely with the Post-Graduate Co-coordinator.

The teaching staff may include specialists in training and non medical graduates but they must be practicing haematology or any other relevant topic, e.g. information technology, molecular biology, transfusion medicine, general medicine.

DUTIES OF TRAINERS

Each trainee will have a Trainer, whose main responsibility is to perform continuous assessment of the progress of the trainee, throughout the duration of the training period. The Trainer will be responsible to the Specialist Training Committee and the Post-graduate Co-coordinator.

In particular, the Trainer will have the following duties:

To supervise all aspects of training

To meet regularly with the trainee to discuss the programme, progress and deficiencies

To perform an official appraisal every 6 months, at which the trainee is also expected to give feedback

To liaise with individual trainers in the specialty, to assess the trainee's progress

To acquire feedback, regarding the training programme, from both trainee and trainers

OBLIGATIONS OF TRAINEE

Learning Objectives

By the end of a **five year** training programme, the trainee should have acquired:

A robust broad based knowledge of Haematology / Transfusion Medicine

Appropriate clinical skills

Skills in diagnostic interpretation, appropriate reporting and good communication with clinical colleagues

Familiarity with routine and specialised techniques performed in the haematology / transfusion laboratories

Basic competence in the application of information technology;

Managerial skills in relation to administrative issues;

Basic skills in the concepts of research;

An appreciation for the need of Continued Professional Development; and

Familiarity with laboratory aspects of Health and Safety

To this end the trainee is required to keep a log book.

Continued Professional Development

The trainee is expected to:

Read relevant major journals

Keep abreast of current literature

Attend local activities accredited by the Malta College of Pathologists for CPD purposes

Attend conferences & meetings abroad.

A list of activities recognised by the Malta College of Pathologists for CPD points is published.

Teaching

The trainee is expected to take part in the Undergraduate Teaching of the University Pathology Department as follows:

Lectures and tutorials to Medical students

Lectures and tutorials to BSc MLS students

Lectures and tutorials to Diploma and BSc Nursing students

Supervision of dissertations for BSc MLS students

Training of laboratory technical staff