

# HST Taught Programme: A Summary for Trainers and Educators

This document provides an overview of the new Taught Programme within Higher Specialist Training

CLINICAL LEAD: DR MAEVE DOYLE

Project Queries: [laurenkerchner@rcpi.ie](mailto:laurenkerchner@rcpi.ie)

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## The HST programme

Trainees in Higher Specialist Training (HST) complete rotations over the course of four to six years depending on their specialty. During the programme Trainees are continually observed and challenged to develop their skills in diagnostics, problem solving, communication and teamwork while gaining knowledge and experience through a varied case load. The generic components such as communication, ethics, etc. are currently taught through a number of mandatory courses.

We are now changing from the current model of mandatory courses into a new Taught Programme which will be delivered throughout training. The following document describes this new programme.

## Design of the Taught Programme

The new HST Taught Programme will consist of a series of modular elements spread across the years of training. Delivery will be a combination of self-paced online material, live virtual tutorials, and in-person workshops, all accessible in one area on the RCPI's virtual learning environment (VLE), RCPI Brightspace.

What makes this different from the current teaching?

This broad programme of change across the range of mandatory courses provided by RCPI has been implemented in response to changing training environments, needs, and demands, as well as Trainee and Trainer feedback and requests for better availability and timing.

The new Taught Programme is aligned with the transition to Outcome Based Education (OBE) and designed to deliver accessible and timely learning over the course of HST.

Why make this change?

Designing the programme in this way ensures that formal education components of the curriculum are relevant and provided at the correct stage of training, and that new skills are integrated into practice as Trainees progress through HST.

What will the live virtual tutorials entail?

The live virtual tutorials will be delivered by Tutors related to the specialty and they will use specialty specific examples throughout each tutorial.

How will the live virtual tutorials be allocated?

Trainees will be assigned to a tutorial group and will remain with their tutorial group for the duration of HST. Trainees will be expected to attend two tutorials per year.

Each training year will include two scheduled virtual tutorials lasting 2 hours. Allocated dates will be provided before the start of a rotation. Trainees must plan the time to complete their requirements and must be supported with the allocation of study leave or appropriate rostering.

What else will Trainees have to do?

Trainees will be assigned self-paced online learning material per quarter. This self-paced content will be delivered via RCPI Brightspace.

**No standalone courses**

**A continuous programme across the years of HST**

**Cohesive teaching faculty**

**Planned timing of learning**

**Specialty specific cases**

**Tutorial groups**

**Applicable and relevant learning**

## What is the programme content?

### Effective Communication

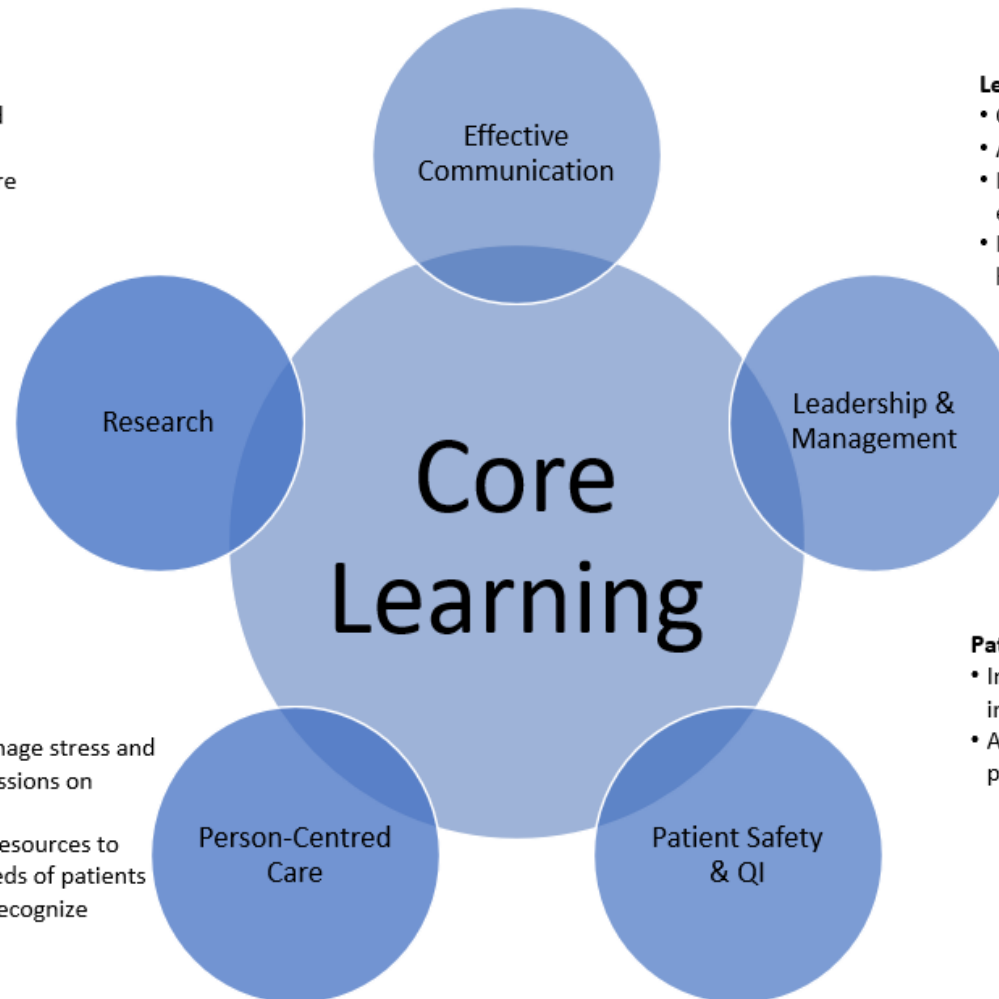
- Critically evaluate communication theory and analyse efficacy in a clinical environment
- Create more effective communications culture within a team

### Research

- Apply research and data skills
- Utilise data for research, evaluation and improvement
- Understand methods and responsible data management processes

### Person-Centred Care

- Illustrate person-centred care principles, manage stress and prevent burnout, engage the patient in discussions on outcomes and experience
- Explore ethical and legal dilemmas, identify resources to support healthcare staff, manage diverse needs of patients
- Develop skills in advance care planning and recognize legislative impact on patients' decisions



### Leadership & Management

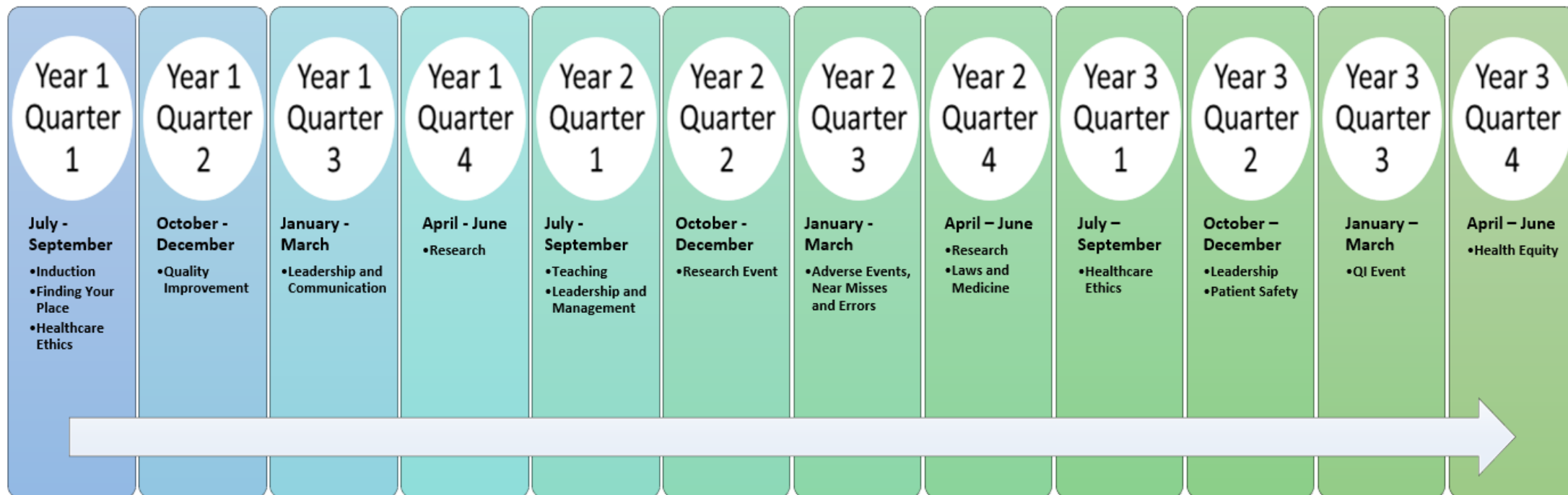
- Critically analyse different styles of leadership
- Assess equitable outcomes for patients
- Deliver effective and safe clinical care within a safe environment
- Develop a psychologically safe team and understand how to support and prioritise teamwork

### Patient Safety & QI

- Integrate patient safety principles and approaches into healthcare practice
- Apply quality improvement tools and methods in practice

## What is the programme timeline?

Sample Timeline for the HST Taught Programme:

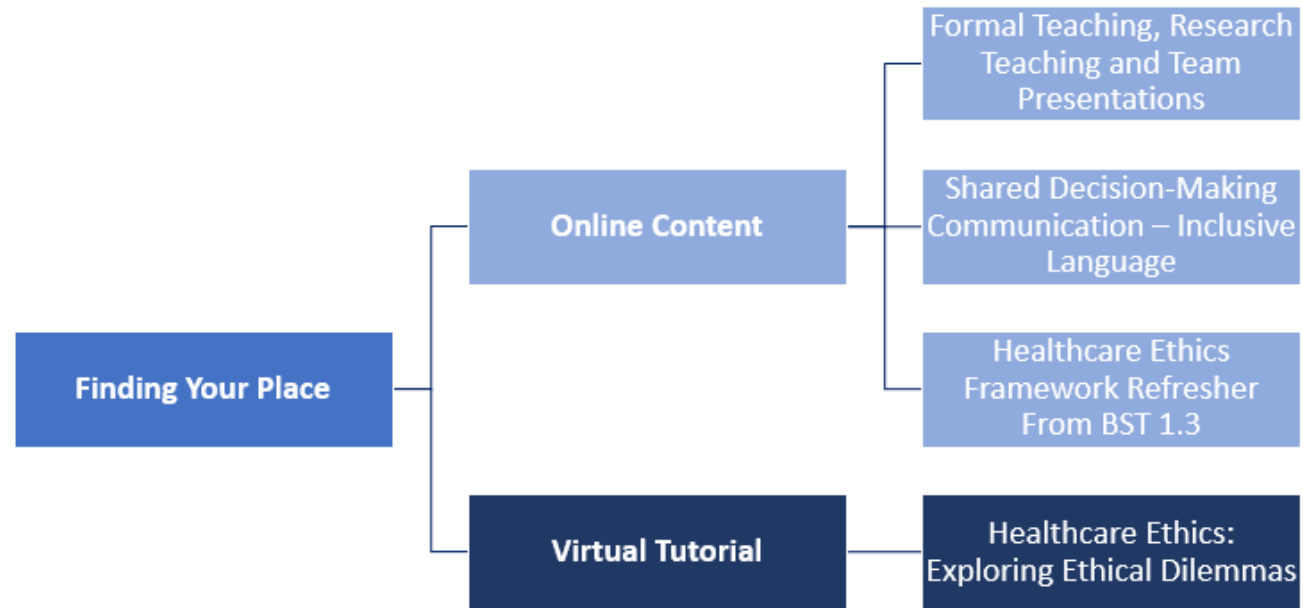


The following pages provide a breakdown of each quarter of the first year of the HST Taught Programme, and what topics are covered.

# The HST Taught Programme by Quarter – Year 1

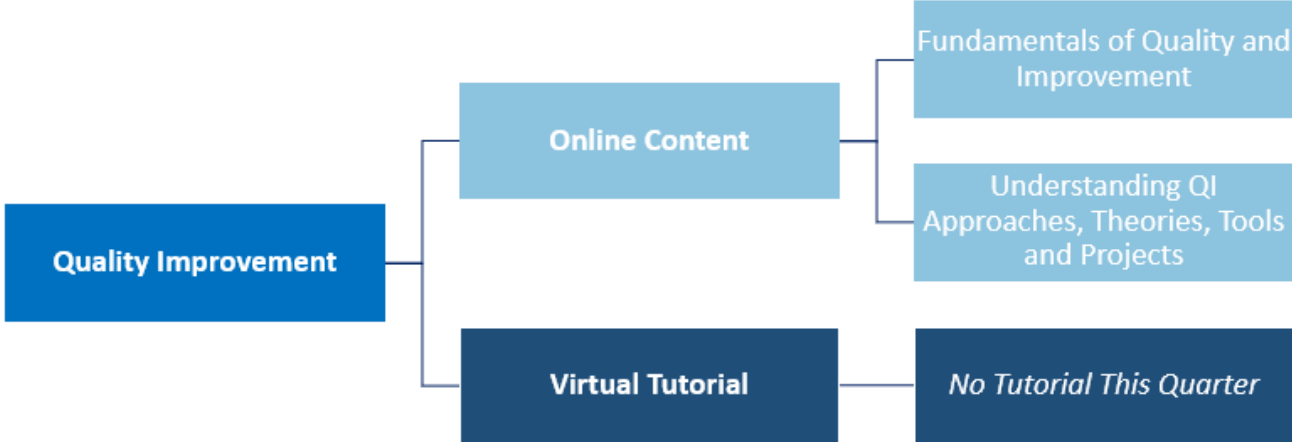


July - September



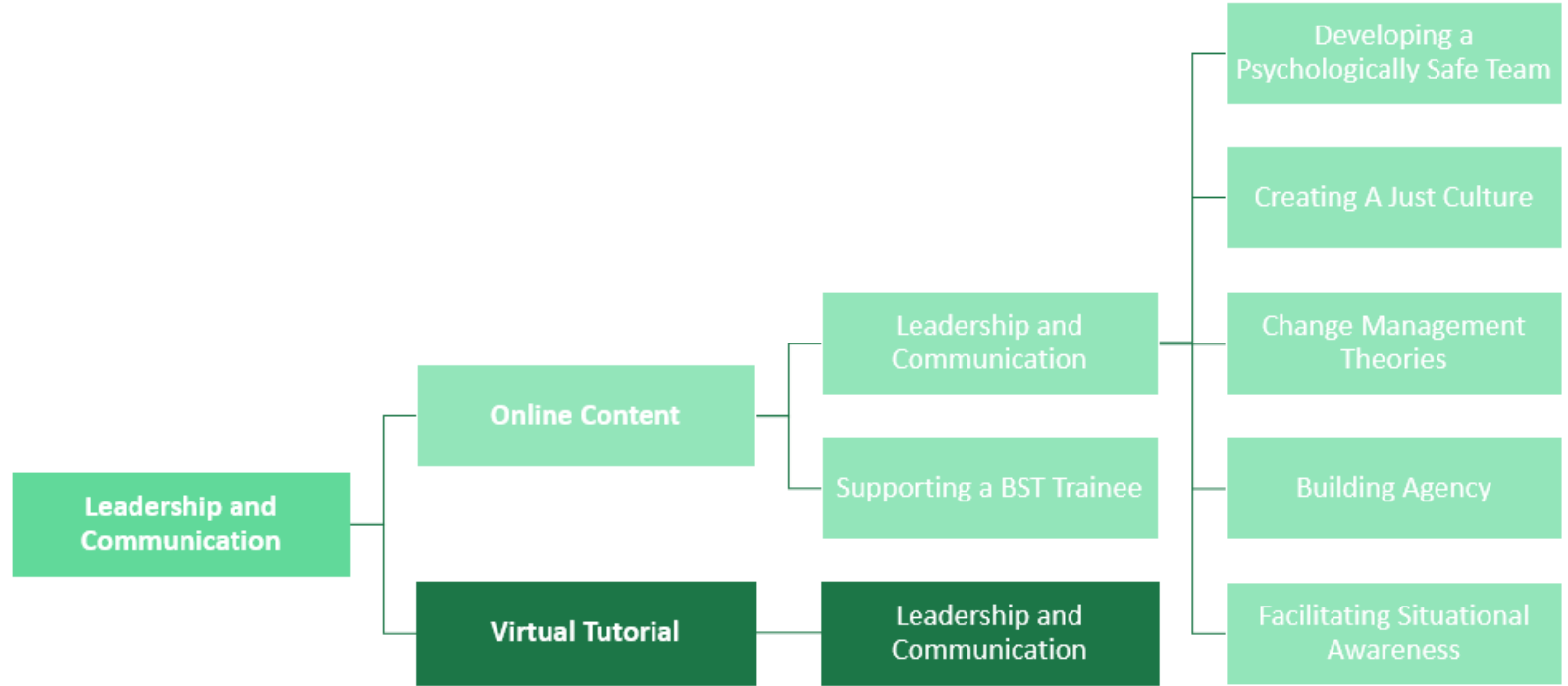
Year 1  
Quarter 2

October - December



Year 1  
Quarter 3

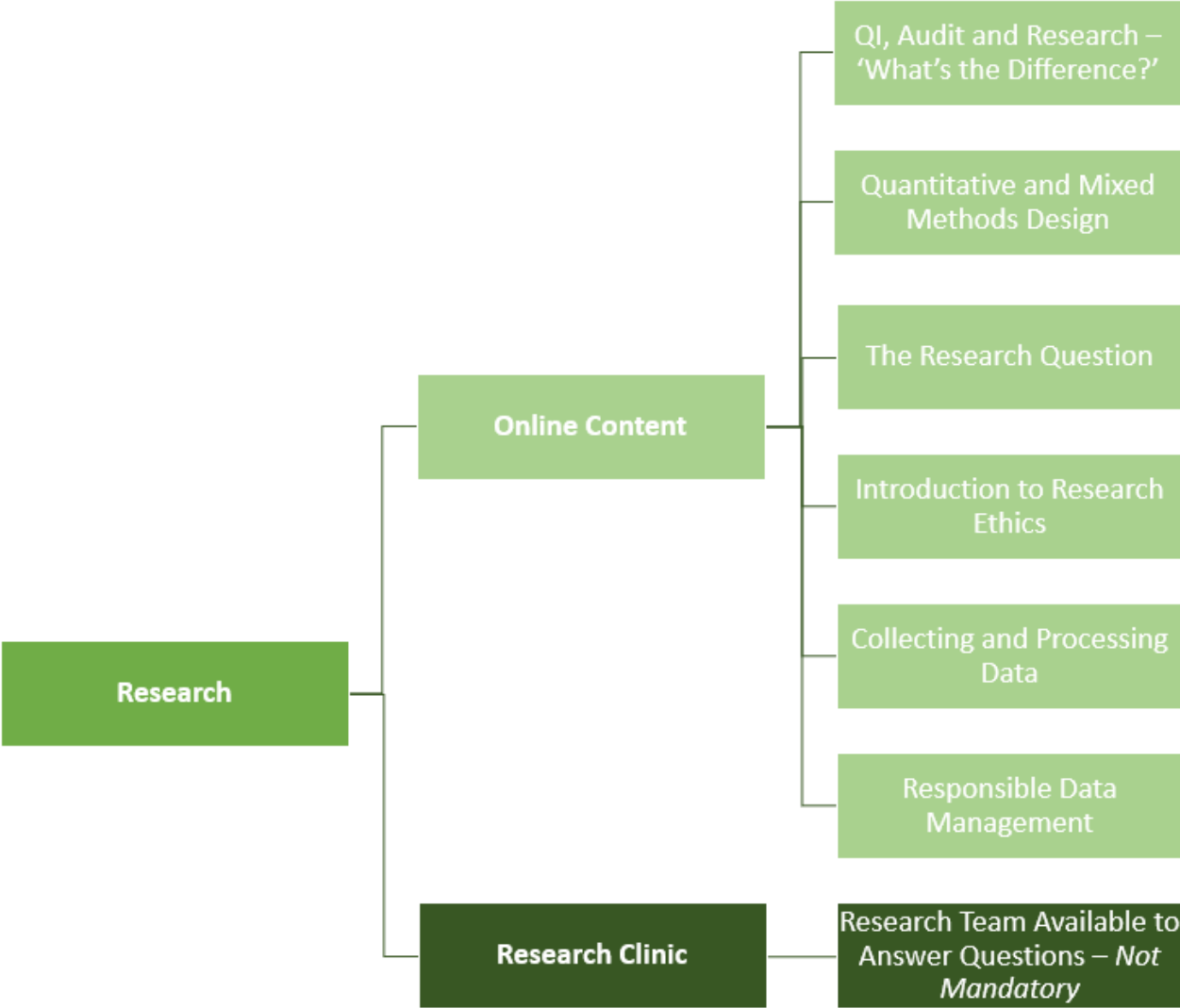
January - March





Year 1  
Quarter 4

April - June



## Specialty-Specific Courses & Workshops

Trainees will also complete specialty-specific workshops as part of the programme. Workshops are offered throughout the year and are booked separately by the Trainee.

Trainees should always refer to their training curriculum for a full list of requirements for their HST programme.

## What's next?

Incoming Trainees will receive their induction content and timetable ahead of their start date on HST. As the HST Taught Programme is a mandatory component of HST, it is important that Trainees are released from service to attend the Virtual Tutorials and, where possible facilitated with the use of teaching space in the hospital.

We hope you will help to support new SpRs on your team as they adjust to their role and the requirements of the Taught Programme.