

STRUCTURED HOUSE JOB TRAINING AT HITEC-IMS AND HIT HOSPITAL, TAXILA

Hamid Shafiq¹, Syed Wasim Akhtar²

¹ Dean and Principal HITEC-IMS, ² Professor of Neurology and Director Training Cell, HITEC IMS

HITEC-Institute of Medical Sciences (HITEC-IMS) and HIT Hospital (HITH) have achieved a significant milestone with the graduation of their first batch of MBBS students and the start of the house job program. A house job Training Cell (TC) was formulated in order to launch a structured training program for the first batch of house officers. It has especially focused on medical and surgical emergencies as well as the routine procedures of a physician.

We are following the Pakistan Medical Commission (PMC) guidelines for house job training. According to PMC, a house job includes 6 months of training in “Medicine and allied” out of which 3 months in general Medicine are mandatory. Similarly, 6 months of training in “Surgery and allied” out of which 3 months in general Surgery are compulsory. PMC has also outlined the competencies and the general procedures of a physician for a house job. The structured training program of house job at HITEC-IMS covers the competencies and the procedures outlined by the PMC¹ under the umbrella of the World Federation for Medical Education (WFME)².

According to the objectives of the training, at the completion of the house job, “the house officers will be able to serve as community-competent general practitioners in Pakistan, prove themselves competent in the medical and surgical specialties and subspecialties, deal with medical and surgical emergencies, perform the general procedures of a physician, show a professional attitude and exhibit ethical practices in any institution they opt for”^{3,4}.

Planning of a structured house job training⁵ at HITEC-IMS commenced one year prior to the start of the house job under the vision and direction of the Dean & Principal HITEC-IMS. It included the following brainstorming and actions: (a) A pictorial emergency handbook, “Learning Emergencies Management Book”, was developed and customized to the needs of the junior doctors. (b) A dedicated TC was formulated for the implementation of structured house job training. (c) A Discipline Officer was appointed to facilitate the TC. (d) An Operation Cell was thought out for the monitoring part. (e) The Department of Medical Education (DME), Vice Principal (VP), and Director Admin of HITEC-IMS were taken on board in order to facilitate the TC. (f) Feedback was taken from the clinical faculty as well as students for the teaching requirements. (g) An orientation week was scheduled to give a crash training to the house officers prior to the actual house job.

The TC was headed by Director TC, with a representation of Clinical Surgery (Assistant Director TC Surgery) and Clinical Medicine (Assistant Director TC Medicine). The Professors of Neurology, Orthopedics, and Assistant Professor of Medicine accepted the responsibilities of Director TC, Assistant Director TC Surgery, and Assistant Director TC Medicine respectively. The Head of Department (HOD) Gynae & Obs was appointed as the Discipline Officer. The HOD and the Assistant Professor DME did the brainstorming with the TC to outline the functions of TC in relation to the laid down objectives of the structured house job training. The VP and Director Admin provided their invaluable guidance as well as the required resources for the smooth functioning of the TC. Three clerical staff with computer and printer facilities in a furnished room were provided to the TC.

The Operation Cell, on the part of the HIT hospital, was established by the Commanding Officer of the hospital. The Second in Command of the hospital was made in charge of the Operation Cell. The function of the Operation Cell was to monitor the duty rosters, safety, discipline, logistics, and the working of house officers.

CAPSULE SUMMARY

The implementation of a one-year structured house job included:

- Launching of a Training cell and an operational cell.
- Development of an emergency book and a log book.
- MOUs with other institutions in Rawalpindi district.
- A Prior orientation week of crash training in firefighting, BLS, and intensive care.
- Mandatory training for all at various medical and surgical departments.
- Feedback from trainers and trainees.

Correspondence to: Syed Wasim Akhtar, Director Training Cell and Professor of Neurology, HITEC IMS

Email: drwasim.neuro@gmail.com

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The “Learning Emergencies Management Book” was conceived and edited by the Dean & Principal HITEC-IMS and the Director TC. It had valuable contributions from all the clinical faculty.

A “Logbook of House Job Training” was developed by the Director and Assistant Directors of TC. It was critically reviewed by the Associate Dean Clinical and HODs of Medicine, Surgery, and Gynae & Obs. The main function of this logbook was to document the learning outcomes of the house officers in medical and surgical emergencies as well as in clinical procedures^{6,7}. The logbook has been divided into parts according to the clinical departments.

The Memorandums of Understanding (MOU)s, with other institutions of Rawalpindi district, were also signed to facilitate the structured training of the house officers: i) The Rawalpindi Medical University (RMU), for 1-month training in medical & surgical emergencies at the Holy Family Hospital (HFH); ii) The Wah Medical College (WMC), for 1-month of training in medical & surgical emergencies, cardiology, Eye, and ENT, at Pakistan Ordinance Factory Hospital Wah Cantt (POFH) iii) The Rawalpindi Institute of Cardiology (RIC), for 15 days of training in cardiac emergencies and procedures; and iv) The Tehsil Head Quarter Hospital Taxila (THQH), for 15 days of training in Medicine.

The TC, with the approval of the Dean & Principal, Associate Dean Clinical, and HODs of Medicine, Surgery, and Gynae & Obs has planned and implemented the following structured training program:

A. General Surgery: 2 Months HITH (2 weeks Ward, 2 weeks Operation theatre, 2 weeks OPD, 2 weeks Emergency Room, ER); and 1 Month HFH-RMU ER.

B. Allied Surgery: 1 Month HITH (Male house officers to Orthopedics and female house officers to Gynecology); 1 Month HITH (15 days ENT and 15 days Eye); and 1 Month HITH (15 days Radiology and 15 days Anesthesia) or HFH-RMU ER.

C. General Medicine: 15 days THQH Medicine; 15 days HITH Intensive Care Unit (ICU); 15 days HITH male-ward; 15 days HITH female-ward; 15 days HITH Neurology; and 15 days HITH Cardiology or RIC.

D. Allied Medicine: 1 Month POFH (15 days ER and 15 days Coronary Care Unit, CCU); 1 Month HITH Pediatrics; and 1 Month HITH (15 days Dermatology and 15 days Psychiatry).

Out of 87 students who passed in the final year of MBBS, 65 opted for the house job. From outside HITEC-IMS, two house officers joined the program. So, there are 67 house officers.

The orientation week for crash training of house officers started one week prior to the actual house job training. Principal HITEC-IMS highlighted the objectives of the house job, the method of the structured training, the professional attitude of the doctors, and the ethical practices expected from the house officers. On the day-one of the crash trainings, all house officers had firefighting drill. Then they were divided into 4 batches. In the next four days, each batch had the training in BLS, intensive care, pathology lab, and patient handling. The house job training was started after the orientation week on 16th May 2022.

First half of the one-year structured house job training has been completed. The HODs of the clinical sciences had outlined the learning objectives of the house job training in their respective departments, which have been met. During the the first half of the training, Dean & Principal HITEC-IMS took feedback from the house officers on multiple occasions, giving them the opportunity to share any reservations or difficulties faced by them. Separate feedback was gathered from the house officers who attended the HFH-RMU, POFH, and THQH. The house officers were satisfied and thankful for the training imparted to them by the above institutions. It is encouraging that the supervisors at the aforementioned institutions have also found our house officers enthusiastic and primed for learning.

The clinical faculty at HITEC-IMS vows to support house job training in the future as well and has faith in their house officers to emerge as qualified doctors from this facility.

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