

• Η Κεντρική Διοικούσα Επιτροπή της UEMS στη συνεδρίασή της στη Βιέννη την 22-23 Οκτωβρίου 1999 ενέκρινε την επίσημη ονομασία του οργάνου που εκπροσωπεί την ειδικότητα της Παθολογικής Ανατομικής ως: "Specialist Section of Pathology - European Board of Pathology".

• Το European Board of Pathology είχε αναθέσει στον Καθηγητή J. Underwood του Πανεπιστημίου του Sheffield της Αγγλίας να εκπονήσει ένα σχέδιο - πρόγραμμα για τη Συνεχιζόμενη Ιατρική Εκπαίδευση που θα αποτελέσει τον οδηγό για τα Κράτη Μέλη της ΕΕ, όσον αφορά την ειδικότητα της Παθολογικής Ανατομικής. Το σχέδιο αυτό εγκρίθηκε αυτούσιο από τους εκπροσώπους μέλη του European Board of Pathology και ελπίζουμε ότι θα υιοθετηθεί και θα εφαρμοσθεί από τις Εθνικές Εταιρείες Παθολογοανατόμων.

Παρατίθεται το κείμενο του σχεδίου Συνεχιζόμενης Ιατρικής Εκπαίδευσης (CME) για την ειδικότητα της Παθολογικής Ανατομικής.

UEMS Specialist Section of Pathology. Continuing Medical Education (CME)

Continuing medical education (CME) is traditionally viewed in terms of knowledge update, which is important for doctors working in specialties where the knowledge base is expanding rapidly. CME forms part of a wider concept of Continuing Professional Development, which includes a range of other academic, vocational and professional activities that are essential for effective practice.

Benefits of CME

Participation in CME activities:

- improves the quality of patient care
- contributes to evidence of competency
- updates the rapidly expanding knowledge base
- enables compliance with employers' and professional bodies' requirements
- contributes to professional revalidation, where this is a national requirement.

Organisation of CME

The National Authorities¹ are responsible for setting and maintaining CME standards. By taking account of the changing context of practice, the CME schemes should encourage participants to identify learning needs in a wide range of areas with credits awarded in a flexible way to reflect this. The National Authorities will develop ways to allocate more credits for active participation and achievements rather than just passive attendance at meetings. The National Authorities also commission and validate CME materials and promote and disseminate informa-

¹ The National Authority is the national professional or equivalent authority that is in charge of accreditation of CME providers and the awarding of credits to individual medical specialists in the countries of Europe. Specialty based associations, both national and European, can assume these functions if no national professional CME Authority exists.

tion on current learning methods.

Participation

All specialists are eligible to register with the CME schemes offered by the appropriate National Authorities.

Aims of CME schemes

The National Authorities' CME schemes aim:

- to encourage local involvement and ownership of CME activities
- to run a flexible CME scheme which reflects the different needs of participants
- to allow CME credits for any educational activity that has already been accredited by another National Authority in the EU
- to ensure that credits are a credible, common currency based on high quality educational standards
- to provide and develop learning resources for CME
- to co-ordinate and disseminate information about ways of improving the effectiveness of CME
- to develop ways of measuring CME outcomes
- to promote multi-professional learning activities
- to be innovative and pilot different types of educational activities
- to keep bureaucracy to a minimum.

The CME record

The CME record will present an up to date record of participation in CME activities and the credits accrued.

The CME categories

CME credits may be earned through involvement in educational activities falling within the following three categories.

Clinical

This category includes all educational activities that relate to the learning and development of individual clinical and diagnostic skills or specialist knowledge update. For example this may be a special attachment at another department or hospital, a local clinical meeting, or a specialist course or meeting. Activities include:

- specialist clinical skills (those related to a specialist area of practice)
- general clinical skills (those related to medicine in general, e.g. grand rounds)
- clinical audit and clinical effectiveness activities.

Academic

This category includes postgraduate teaching, mentoring, educational supervision, examining, publishing, presenting research findings and studying for higher degree courses or diplomas.

Professional

This category includes learning in professional activities that enhance the ability to practice clinical skills, relate to employers, colleagues and patients, e.g.

- management training
- information technology training
- communication skills training e.g. appraisal, interview and counselling skills
- equal opportunities training
- medico-legal training
- ethical and economic aspects of health, medicine and clinical practice.

Credits should not be claimed for chairing or attending committees or performing day to day management tasks.

Requirements of CME schemes

1. Full- and part-time participants are required to obtain a minimum of 250 credits during a five year period from the date of their registration onto the scheme. It is recommended that participants try to acquire credits at a steady rate throughout the five year cycle.

2. The CME scheme of the National Authorities operates on a rolling 5 year cycle. On completion of 5 years registration and acquisition of the minimum requirement of 250 credits a certificate of satisfactory participation in CME can be issued. Credits must be topped up annually. An annual statement of credit can issued to each participant.

3. There is no upper limit to the number of credits that may be acquired in each category: Clinical, Academic, Professional.

4. Individuals with clinical sessions should obtain a proportion of their total credits in the clinical category. However in some circumstances, such as time spent in a full-time management post, the proportion may be reduced.

5. All attendance at educational meetings and training events should be supported by a certificate of participation.

6. Credits in the academic activities category must be supported by relevant published material. Credits for the authorship of a book will be allocated in discussion with the National Authority.

7. National schemes recognise the credits awarded by all other National Authorities. Proof of attendance must be retained. If a certificate is not available, evidence of registration and receipt will be required.

Monitoring schemes and confidentiality

Non-participation in CME

The individual doctor is responsible for maintaining and, on request, submitting their CME record to any authority entitled to have access to it. It is a national decision whether non-participation in the CME scheme or failure to accrue the minimum 250 credits in a 5-year period should result in any restrictions on professional activity.

Monitoring and review of the CME system

1. Participants must submit CME returns to the National Authority when requested and ensure that the return made is genuine and supported by the evidence required.

2. All participants must provide access to relevant documents if requested by the National Authority.

3. All documents must be up to date and all claims must be supported by evidence, e.g. certificates, course programmes, or written entries in the CME record.

Confidentiality

The CME record is the property of the individual and remains confidential. Access to details of registration on the CME scheme and credits acquired is restricted to the National Authority.

Methods of learning - the process of CME

Traditionally, CME activities involve attending lectures or courses for knowledge update and these currently attract the bulk of CME credits. However, other learning methods may be more effective in terms of translation into improvements in practice. There are many activities (formal and informal) which form part of the CME process and can be accredited. Spending time in other departments or hospitals and sabbatical leave can be valuable learning experiences as well as powerful motivators for rekindling enthusiasm. Similarly, embarking on a diploma or degree course in a specialist or non-specialist area can change peoples' practice. Here are examples of learning activities that will be recognised for CME credits.

- Clinicopathological conference: Discussion between clinician and pathologist can be a valuable learning exercise. The process of arriving at a clinico-pathological correlation can illuminate areas for reflection, improvement in practice and identify learning needs.

- Writing and revising service protocols: The production of evidence-based protocols is a useful way of learning and keeping up to date, especially when a review of the literature and audit results are involved.

- Quality assessment schemes: Diagnostic External Quality Assessment Schemes have an important educational function which relates to the intrinsic learning value of looking at slides or cases and to the quantitative feedback that is provided for each participant.

Individuals learn in different ways and have varying preferences. Ways of learning that will attract CME credits in any of the three categories should include:

- going on sabbaticals, secondments, attachments
- going to educational course/meetings/lectures/workshops
- grand rounds
- case review meetings
- teaching: trainees or postgraduates
- preparing for teaching
- academic activities: examining, reviewing and refereeing, presenting data
- writing and devising protocols and guidelines resulting from evidence-based practice
- clinical audit and effectiveness activities
- participation in diagnostic EQA schemes
- formal peer review: individual, mentoring, small group, departmental, external, multi-professional
 - distance learning using multi-media technology: internet, CD-ROMS, etc.
 - self assessment

CME schemes should allow one credit per hour of educational time. This allocation is not appropriate for many activities, such as attachments, regular weekly workplace meetings or supervision of a higher degree.

Approval of educational activities for CME credits

Guidelines for assessing CME activities

The National Authorities are responsible for ensuring that all CME activities, local, regional and international, that are approved for credits are of a high educational standard. The educational value of events submitted for approval will be assessed against the following criteria:

- The educational objectives of the activity should be clearly stated.
- The activity should address a clear educational need.
- The content and learning methods are appropriate to the educational objectives.
- The activity allows time for participants' interaction and discussion.
- The activity will be permitted if the commercial sponsorship is non-promotional.
- The activity should be evaluated by obtaining feedback from participants about its quality and effectiveness. Evaluation should be fed back to speakers or organisers.

Criteria for the approval of CME activities

- Applications for CME approval must be made before the event.
 - Organisers should apply to their National Authority.
 - Application need only be made to one National Authority for CME approval, as all National Authorities recognise credits approved by other National Authorities.
 - An event programme must be submitted with the application form.
 - The event programme must contain details of speakers and timing of event.
 - Credits are awarded at a rate of 1 CME credit per hour of educational time, and must exclude any refreshment breaks, etc.
 - Participants can claim credits only for the number of hours that they attend.
 - Credits are awarded only for the whole hours.
 - Arrangements for evaluation must be specified.
 - Organisers must provide certificates of attendance to participants.
 - Organisers must keep a written register of attendance (for a minimum of five years).
- Details of national and international educational events that have been approved for credits may be obtained from the National Authority.

Financing CME activity

The individual pathologist's employer or the purchaser of their clinical services has, in principle, the responsibility to provide funding to enable participation in CME activities.

Review and revision

The UEMS Specialist Section of Pathology (European Board of Pathology) may review and revise this document at any time as a result of experience gained during its implementation and of developments in new opportunities for continuing medical education.

CME Credit Allocation

The credits and activities can be modified according to specific national wishes and demands. However, the activities approved should enable the individual pathologist to accumulate 250 credits in 5 years with reasonable effort.

Activity	Credits
Educational meetings/lectures/workshops	1 credit per hour
Clinical audit	5 credits for each pathologist and each project
Compiling a systematic review	10 credits for each author
Production of evidence-based clinical standards or guidelines	5 credits for each author
Teaching	
Teaching any trainees for more than 12 hours per year	12 credits per annum
Giving a new lecture	2 credits
Higher Education - MBAs, Masters degrees, distance-learning courses, postgraduate diplomas and certificates	Credit allocation to be determined by the National Authority
Examining	
Examining for postgraduate higher degrees and diplomas	5 credits
Self-directed learning activities	
Using journal-based, computer-based, distance learning or self-assessment packages approved by the National Authority	Credits allocated for specific activities will be marked on the package and producer will issue self-assessment packages approved by the National Authority

Publishing

Author of refereed article in a journal	12 credits divided equally per author
Author of a chapter in a book	10 credits
Author of a book	20-50 credits (allocated by written application to the National Authority)
Editor of multi-author book	10-20 credits (allocated by written application to the National Authority)
Author of a review article	10 credits
Author of a book review	2 credits
Editor of a peer review journal	20 credits
Sub-editor of a peer review journal	10 credits
Member of an editorial board	2 credits
Referee for a journal	1 credit per paper
Author of a contribution to an approved journal based distance learning package	2 credits
Author of a CPD approved MCQ question	2 credits
Author of question or case for publication on the Internet	2 credits
Review of grant application	1 credit
• Diagnostic EQAS and slide clubs	
For Histopathology, Cytopathology and Forensic Pathology. (Where the EQA involves the study of slides, diagnostic case histories, feedback of results and the participation in discussion groups)	3 credits if participants look at the circulated slides, and attend the discussion meeting
	2 credits if participants look at the circulated slides, send in reports and receive feedback
• Research	
Presenting a short paper or poster	2 credits co-authors entitled to 1 credit

ΑΝΑΚΟΙΝΩΣΗ

We are looking for a pathologist to work in our practice in Naples, Italy, and I should be grateful if you would be able to post the enclosed request in the appropriate places.

We have the largest private practice in Naples, specialising in Histopathology and Cytopathology, directed by five pathologists, three of whom are Professors at the University of Naples "FEDERICO II", one is the Primario of the Cardarelli Hospital, the largest state hospital in Southern Italy, and one is the Primario of the Monaldi Hospital in Naples.

I should be glad to have your suggestions toward finding a suitable candidate.

Yours Sincerely
Prof. Alessandro Iacobelli

PATHOLOGIST, EXPERIENCED IN HISTOPATHOLOGY AND CYTOPATHOLOGY, REQUIRED FOR PRIVATE PRACTICE IN NAPLES, ITALY. PLEASE SUBMIT CV AND NAMES AND ADDRESSES OF THREE REFEREES TO PROF. ALESSANDRO IACOBELLI, DIAGNOSTICA CITOISTOPATOLOGICA, VIA CIMAROSA 32, 80127 NAPOLI, ITALY.

FAX no. Italy (39) 081 556 6053.