

**UROLOGY (RENAL TRANSPLANTATION &
LAPAROSCOPY) FELLOWSHIP ATTACHMENT
PROGRAMME IN SGH**

| Components | Information |
|---|---|
| 1. Division/ Department | Surgery & Surgical Oncology/ Urology |
| 2. Title of Programme | Fellowship Training in Urology (Renal Transplantation & Laparoscopy) (6 - 12 months max) |
| 3. Relevant Registrations | <ul style="list-style-type: none"> • Temporary Registration with Singapore Medical Council (SMC) • Training employment pass application with Ministry of Manpower, Singapore (MOM) (upon successful Temporary Registration with Singapore Medical Council) |
| 4. Overview | <p>This programme is tailored for Urologists who have an interest in renal transplantation and laparoscopy, especially those who aim to grow the field or service in their own institutions.</p> <p>They will be exposed to the pre-, peri- and post-operative care of renal transplant patients as well as the workflow and set up of an established transplant programme. They will also have the opportunity to observe/assist in a variety of urological procedures performed laparoscopically at our institution.</p> |
| 4.1 Background information | |
| 4.2 Goal/ aim(s) | |
| 4.3 Duration | <p>6-12 months depending on:</p> <ul style="list-style-type: none"> - Candidate's existing experience and clinical skills in transplantation/laparoscopy - A 12-month program will provide more opportunity for exposure to transplant care as the case volume is variable. |
| 4.4 Hyperlinks/URL Sites | https://www.sgh.com.sg/patient-care/specialties-services/urology |
| 5. Target Audience | Practicing Urologists with an interest in gaining experience in renal transplantation and establishing or expanding the transplant service in their institution. Should have some prior basic experience with renal transplantation and is currently working in an institution performing renal transplants or which has plans to develop the service. |
| 5.1 Pre-requisite /eligibility requirement(s) | <p>General requirements for Temporary Registration for training (required by SMC):</p> <ul style="list-style-type: none"> • A basic medical degree from an accredited medical university or medical school • Passed the relevant national licensing examination in the country of conferment of basic degree, where applicable • Evidence of at least 12 months houseman-ship / internship with a certificate of satisfactory completion of houseman-ship or equivalent • Been registered as a medical practitioner in the country where he is currently practising |

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| | <ul style="list-style-type: none"> • Been certified to be of good standing by the Medical Council or the relevant national authority <p>Note: The doctor should be in active clinical practice (and been registered as a medical practitioner in the countries of practice) for the 3 years preceding the application for medical registration in Singapore.</p> <p>In addition to the above criteria, Clinical Fellows must:</p> <ol style="list-style-type: none"> a) Have a minimum of 3 years working experience as a medical officer (or equivalent) b) Fulfil English Language requirements of SMC if the medium of instruction for the basic medical qualification is <u>not</u> in English c) Preferably have obtained a postgraduate diploma or medical degree in his country or overseas d) Be sponsored by (i) the government, or (ii) regional health authority or (iii) an appropriate institution in the home country. For (d)(iii), the doctor must be on current full-time employment (40 hours or more per week) with the sponsoring institution. <p>As a Clinical Fellow, the doctor will be allowed to be involved in patient care and make entries in patients' case note, communicate care plans to patients and fellow healthcare professionals, and perform procedures under <u>direct</u> supervision or Level 1 supervision under SMC's Supervisory Framework.</p> <p>Department's requirement, if any (only for Fellows in this subspecialty):</p> <ul style="list-style-type: none"> • Postgraduate qualification in Urology (FRCS Urology or equivalent) • Minimum 2 years of postgraduate training experience in relevant specialty • Has at least basic laparoscopic skills • Preferably has some experience with renal transplantation • Preferably has some experience and interest in research |
| <p>6. Learning Objectives</p> | <p>This fellowship would allow the Fellow to acquire experience/exposure in:</p> <ul style="list-style-type: none"> • Living and deceased donor renal transplantation • Laparoscopic donor nephrectomy • Laparoscopic upper tract urological surgery • Pre- transplant assessment • Perioperative care • Post-transplant care • Participate in a research project (if available) |
| <p>7. Course/Training Syllabus</p> | <ul style="list-style-type: none"> • Daily ward & transplant round with staff and residents (perioperative care) • Attend department & transplant-related teaching sessions • Attend outpatient preoperative transplant assessment clinic sessions • Assist in transplant donor & recipient surgery • Assist in/observe other urological surgeries • Attend outpatient transplant clinics & manage transplant complications |
| <p>8. Training Method</p> | <p>Method of Supervision: Direct observation and feedback. Clinical Fellow will be supervised by an assigned supervisor at all times.</p> |

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| | <table border="1"> <thead> <tr> <th colspan="3" style="background-color: #A9A9A9;">TRAINING ACTIVITIES & METHODOLOGY</th> </tr> <tr> <th style="background-color: #D3D3D3;">Name of activity</th> <th style="background-color: #D3D3D3;">Frequency / No. of sessions / Length of session</th> <th style="background-color: #D3D3D3;">Teaching methodology</th> </tr> </thead> <tbody> <tr> <td>Daily & transplant ward rounds</td> <td>Daily</td> <td>Bedside teaching / Presentation & discussion</td> </tr> <tr> <td>Outpatient uro transplant clinic sessions</td> <td>Once every 2 weeks</td> <td>Assist/Supervised hands on</td> </tr> <tr> <td>Outpatient renal transplant acute care clinic/waitlist clinic</td> <td>Once a week</td> <td>Observe/supervised hands on</td> </tr> <tr> <td>Operating sessions</td> <td>1-3 sessions a week</td> <td>Supervised hands on</td> </tr> <tr> <td>Department morning teaching / meeting sessions including: - Pre & post, M&M - Research meetings - Journal club - SR teachings - Xray conference - Ad hoc teaching sessions by renal/uro transplant teams</td> <td>Daily (1hr)</td> <td rowspan="2">Presentations and discussion</td> </tr> <tr> <td>GU tumour board & Uropathological meeting</td> <td>Monthly (1.5h each)</td> </tr> <tr> <td>Research-related activities as discussed and agreed by Fellow and supervisor/HOD</td> <td>Ad hoc</td> <td>Subjective</td> </tr> </tbody> </table> | TRAINING ACTIVITIES & METHODOLOGY | | | Name of activity | Frequency / No. of sessions / Length of session | Teaching methodology | Daily & transplant ward rounds | Daily | Bedside teaching / Presentation & discussion | Outpatient uro transplant clinic sessions | Once every 2 weeks | Assist/Supervised hands on | Outpatient renal transplant acute care clinic/waitlist clinic | Once a week | Observe/supervised hands on | Operating sessions | 1-3 sessions a week | Supervised hands on | Department morning teaching / meeting sessions including: - Pre & post, M&M - Research meetings - Journal club - SR teachings - Xray conference - Ad hoc teaching sessions by renal/uro transplant teams | Daily (1hr) | Presentations and discussion | GU tumour board & Uropathological meeting | Monthly (1.5h each) | Research-related activities as discussed and agreed by Fellow and supervisor/HOD | Ad hoc | Subjective |
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| 8.1 Night Duties Requirement | No rostered night duties. Ad hoc when there are cadaveric kidney retrievals/transplants. | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 8.2 Running of Clinics Requirement | Will not run any clinic independently. Expected to sit in and assist in relevant uro/renal transplant clinics. | | | | | | | | | | | | | | | | | | | | | | | | | | |

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| <p>9. Assessment and Evaluation</p> | <p>Fellows will need to demonstrate their proficiency level based on the following competencies:</p> <p>1) Patient Care</p> <p>Be proficient in perioperative care of kidney transplant / urological surgical patients including management of complications</p> <hr/> <p>2) Medical Knowledge</p> <p>Demonstrates knowledge on:</p> <ul style="list-style-type: none"> - pretransplant medical and surgical evaluation - ethical considerations in transplant - surgical steps in donor nephrectomy and kidney transplant - management of transplant and urological surgical complications <hr/> <p>3) Practice-Based Learning and Improvement</p> <ul style="list-style-type: none"> - Demonstrate observational skills and ability to independently manage patients with increasing exposure. - Able to apply evidence based medicine in daily practice - Able to identify areas for improvement in patient care <hr/> <p>4) Interpersonal and Communication Skills</p> <ul style="list-style-type: none"> - Able to communicate effectively with colleagues - Able to communicate effectively with patients using lay terms that they understand - Able to counsel patients on the indications, risks, alternatives and procedure of renal transplant and address questions - Able to handle difficult questions and situations <hr/> <p>5) Professionalism</p> <ul style="list-style-type: none"> - Be neatly and professionally attired - Be timely - Maintains collegiality with colleagues - Maintains professionalism in the face of difficult patients/situations - Has integrity and owns up to shortcomings <hr/> <p>6) Systems-Based Practice</p> <ul style="list-style-type: none"> - Show understanding of the multidisciplinary team involvement in kidney transplant care - Understand the physical facilities and organizational set up required to run a transplant program - Participate in team-based care of patients and escalate to seniors when appropriate |

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| 9.1 Assessment approaches | <p>Formative assessment:</p> <ul style="list-style-type: none"> Regular evaluation between Fellow and Supervisor / Head of Department Reflective journal- logbook recordings of training activities <p>Summative assessment: Periodical assessment reports as required by Singapore Medical Council</p> <p>Feedback:</p> <ul style="list-style-type: none"> End-of-training feedback form as required by Singapore Medical Council End-of-training feedback session with SGH-PGMI | | | | | | | | | | | | | | | |
| 9.2 Evaluation Process 9.2.1 General overall grading system | <p>The general overall grading system evaluates the Clinical Fellow's performance upon completion of the fellowship programme. All Clinical Fellow will be given a general overall grading status at the end of the fellowship programme based on the grading criteria requirements incorporating the six competencies based knowledge, skills and performance that Clinical Fellow must demonstrate throughout the programme.</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="background-color: #4F81BD; color: white;">Grading Status</th> <th style="background-color: #4F81BD; color: white;">Description</th> <th style="background-color: #4F81BD; color: white;">Grading Criteria Requirements</th> </tr> </thead> <tbody> <tr> <td style="background-color: #D9E1F2;">CMP</td> <td style="background-color: #D9E1F2;">Completes the programme</td> <td style="background-color: #D9E1F2;"> <ul style="list-style-type: none"> Completes entire duration of training, participated fully in course/training requirements, and assessed to have met objectives of programme </td> </tr> <tr> <td style="background-color: #D9E1F2;">USP</td> <td style="background-color: #D9E1F2;">Unsatisfactory performance</td> <td style="background-color: #D9E1F2;"> <ul style="list-style-type: none"> Completes duration of training but assessed to have not participated fully in course/training requirements or did not meet objectives of programme </td> </tr> <tr> <td style="background-color: #D9E1F2;">DCP</td> <td style="background-color: #D9E1F2;">Did not complete the programme</td> <td style="background-color: #D9E1F2;"> <ul style="list-style-type: none"> Did not complete duration of training </td> </tr> <tr> <td style="background-color: #D9E1F2;">WDN</td> <td style="background-color: #D9E1F2;">Withdrawn from the programme</td> <td style="background-color: #D9E1F2;"> <ul style="list-style-type: none"> Fellow requests to withdraw from programme prematurely </td> </tr> </tbody> </table> | Grading Status | Description | Grading Criteria Requirements | CMP | Completes the programme | <ul style="list-style-type: none"> Completes entire duration of training, participated fully in course/training requirements, and assessed to have met objectives of programme | USP | Unsatisfactory performance | <ul style="list-style-type: none"> Completes duration of training but assessed to have not participated fully in course/training requirements or did not meet objectives of programme | DCP | Did not complete the programme | <ul style="list-style-type: none"> Did not complete duration of training | WDN | Withdrawn from the programme | <ul style="list-style-type: none"> Fellow requests to withdraw from programme prematurely |
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| 9.2.2 Options for Clinical Fellow who was graded with a (USP) for unsatisfactory performance | <p>Supervisor/HOD will review Fellow's performance mid-training (or at any other point) and suggest ways to meet their target if their performance is deemed unsatisfactory. If Fellow still deemed to have an unsatisfactory performance by the end of the training period, we will offer an extension of 3-6 months to achieve a CMP grading (at their own cost).</p> | | | | | | | | | | | | | | | |

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| <p>9.3 Criteria for Early Termination</p> | <p>The attachment programme will be terminated early on the ground of the Fellow's poor performance, misdemeanour, misconduct, negligence or breach of any terms stipulated or referred to in the Fellowship Letter of Offer and Institution Terms and Conditions.</p> <p>The Fellow may also request to terminate the attachment programme for reasons such as serious illness or other personal obligations.</p> <p>The institution will review all requests for early termination with the Fellow and the Supervisor / Head of Department.</p> |
| <p>10. Course Administration</p> | <p>Type of Certification: Certificate of Training</p> <p>Training Fee: S\$3,000 (before prevailing GST) per month</p> <p>Programme Funding source: Self-funded</p> |
| <p>11. Number of Clinical Fellow to be accepted at any one time</p> | <p>1</p> |