



# Seychelles Internship Programme

Seychelles Medical and Dental Council

In collaboration with

Ministry of Health

and

Health Care Agency

## Introduction

The purpose of internship is to improve the professional knowledge of medical graduates and provide them with adequate hands-on experience and skills by allowing them to participate in health care delivery under the supervision and guidance of qualified medical doctors.

At the end of the internship the medical graduate should be able to:

1. Identify the healthy individual from the sick and develop adequate skills to diagnose clinically and manage common diseases encountered in practice.
2. Take timely decisions for referral if need arises.
3. Interpret laboratory data scientifically on the basis of clinical findings and take suitable decisions on clinical management.
4. Develop skills in basic medical and surgical procedures.
5. Learn to use laboratory services, infusion fluids, blood and its substitutes, drugs and other materials judiciously.
6. Practice rational use of drugs using essential drugs.
7. Learn the first level care of all types of emergencies – Medical, Surgical, Obstetric, Paediatric, Emergency and other specialties.
8. Learn to take precautions to protect oneself during patient care.
9. Participate actively in promotional and preventive health care activities.
10. Comprehend administrative management skills and develop leadership qualities and learn to work as a team. Learn to communicate effectively with the patients, their relatives and the community at large.
11. Inculcate due professionalism by developing self-discipline, determination and dedication coupled with a sympathetic approach towards patients and their relatives.
12. Be fully conversant with the principles of good medical practice of the Seychelles Medical and Dental Council which are exactly the same as the principles of good medical practice of the general medical council of the United Kingdom.

## What happens after graduation?

1. Upon completion of undergraduate training, each new doctor who has not completed internship in the country of their training shall present to the Seychelles Medical and Dental Council for temporary (i.e. provisional) registration before being permitted to start work in Seychelles.
2. The processes that are in place at the Seychelles Medical and Dental Council for temporary (i.e. provisional) registration shall apply.
3. Upon completion of the processes for temporary (provisional) registration, the Registrar of the Seychelles Medical and Dental Council shall present the intern with a certificate of temporary (i.e. provisional) registration and a programme of internship.
4. The Guidances on Good Medical Practice of the General Medical Council of the United Kingdom which the Seychelles Medical and Dental Council have adopted, with the permission of GMC-UK, shall be given to the new doctor as his modus operandi.
5. The Seychelles Medical and Dental Council shall identify a Seychellois Consultant to act as Internship Mentor from among a list of mentors provided by the SMDC.
6. The Seychelles Medical and Dental Council shall identify one of its Governing Board members to coordinate, monitor and evaluate the internship programme on behalf of the Council. He/She shall be called the Internship Programme Coordinator.
7. The Internship Programme Coordinator shall not directly supervise any intern.
8. The intern shall follow the internship programme as laid down by the Seychelles Medical and Dental Council, in collaboration with the Ministry of Health and the Health Care Agency.
9. Interns are only permitted to work in accredited intern positions. They are not permitted to undertake any clinical work outside their allocated intern position.
10. After the completion of each term, the Consultant in Charge of the Specialty shall sign off the intern by signing the certificate of successful completion of the term only if the intern has performed to his satisfaction.
11. If not the Consultant In Charge shall require the intern to repeat the whole term in that specialty or part of the term in that specialty and shall inform the Seychelles Medical and Dental Council accordingly.
12. The intern shall keep the Seychelles Medical and Dental Council informed of the progress of his/her internship by handing-over a copy of the certificate of completion of each term to the Registrar of the Council. This shall be filed among the documents of the intern at the Seychelles Medical and Dental Council.

13. The intern shall ensure that his internship supervisor signs his attendance record on a daily basis. These shall be submitted to the Registrar of SMDC on a monthly basis. Failure to do so will result in the internship being regarded as not having been satisfactorily completed.

14. The intern shall keep a copy of the signed certificate of successful completion of each term safely in his/her log-book and shall hand a copy of that certificate to the Seychelles Medical and Dental Council for inclusion in his personal file.

15. At the end of the two year period, the Seychelles Medical and Dental Council shall issue the intern with a certificate of completion of internship.

16. This certificate shall serve as validation of the internship.

17. The intern shall swear allegiance to the Guidance on Good Medical in an official ceremony, in the presence of high officials of the medical and dental professions and the Ministry of Health.

## **Role of the Internship Mentor**

The Internship Mentor shall

1. Discuss with the intern the list of skills that he/she needs to have acquired at the end of each term.

2. Identify the clinical and other professional strengths and weaknesses of the intern and agree on a programme/plan to address the weaknesses

3. Be the mentor of the intern and address all the concerns of the intern, linking him/her with the appropriate administrative or clinical professionals where necessary.

4. Meet with the intern at least once every two weeks for a 30-minute period and discuss all issues related to the internship with the intern

5. Inspect the portfolio/log book of the intern and ensure that the intern is indeed getting opportunities to adhere to the structure of the internship

6. Liaise with Consultants in Charge where necessary on all matters concerning the internship of the intern.

## Internship Supervisor

The Consultant in Charge in the different Specialties shall be the internship supervisors of the interns. However, he/she may delegate some or most of the direct interaction with interns to senior members of his team who shall act on his behalf. The Consultant in Charge shall ultimately be accountable for the successful passage of the intern through his specialty.

## Breakdown of Internship Terms

Term	Duration	Specialty
First Term	4 months	Internal Medicine or Paediatrics or General Surgery or Obstetrics and Gynaecology or Emergency Medicine
Second Term	4 months	Internal Medicine or Paediatrics or General Surgery or Obstetrics and Gynaecology or Emergency Medicine Paediatrics or Internal Medicine
Third Term	4 months	Internal Medicine or Paediatrics or General Surgery or Obstetrics and Gynaecology or Emergency Medicine General Surgery or Obstetrics and Gynaecology
Fourth Term	4 months	Internal Medicine or Paediatrics or General Surgery or Obstetrics and Gynaecology or Emergency Medicine
Fifth Term	4 months	Internal Medicine or Paediatrics or General Surgery or Obstetrics and Gynaecology or Emergency Medicine
Sixth Term		Any Specialty (ies) of the Intern's Choice broken down into durations agreed with the internship mentor. Intern can choose from among the following: Family Medicine, ENT, Psychiatry, Ophthalmology, Pathology, Radiology, Communicable Diseases and others.

# **JOB REQUIREMENTS OF THE INTERN**

## **1. Clinical**

- a. Maintain proper legible case notes at all times
- b. Treat patients and their relatives in a courteous, timely, safe and competent manner at all times
- c. Carefully monitor drug and other treatments
- d. Keep up-to-date on the status of designated patients under his/her care
- e. Work as part of a team with medical, nursing and other colleagues
- f. Attend supervised consultant-led out- patient clinics
- g. Examine and present selected cases to senior colleagues
- h. Arrange appropriate investigations, be aware of the results, and act upon them appropriately
- i. Write prompt discharge letters and maintain high levels of verbal communication with colleagues
- j. Respond to emergency calls when rostered
- k. Obtain informed patient consent for procedures where he/she have knowledge and competence
- l. Carry out bedside procedures under supervision
- m. Attend service conferences as required

## **2. Educational**

- a. Attend clinical conferences
- b. Participate in the monitoring and the assessment of his/her duties
- c. Identify and address personal learning needs
- d. Attend regular morbidity/mortality meetings
- e. Develop an understanding of audit and research
- f. Maintain a personal logbook detailing procedures and cases presented, conferences, education activities and special courses
- g. Participate in structured clinical and other learning opportunities

### **3. Professional**

- a. Adhere to high ethical standards
- b. Develop an informed career plan, with guidance from appropriate clinicians
- c. Ensure appropriate registration with the Seychelles Medical and Dental Council
- d. Maintain / enhance time management skills
- e. Maintain / enhance communication skills

### **4. Personal**

- a. Recognize his/her limitations
- b. Take responsibility for his/her personal development
- c. Manage stress
- d. Maintain his/her physical and psychological health
- e. Seek medical or other advice or treatment if he/she requires it

**During the two year rotation, the intern should develop as wide a range of skills as possible.**

The importance of the following should be emphasized:

- Dealing with common medical emergencies.
- An understanding of the importance of social and psychological factors in health disease.
- Prevention of disease and the promotion of health.
- The essence of team work.
- Evaluation of the quality of medical care.
- Storing and retrieving medical information.
- Professional confidentiality and the application of medical ethics to professional practice.

**Each Intern completing satisfactorily the two year internship should have acquired sufficient general clinical experience and skills to enable him/her to embark on postgraduate specialty training.**

**DEPARTMENT OF INTERNAL MEDICINE  
OBJECTIVES FOR MEDICAL INTERNS  
GENERAL CLINICAL SKILLS**

Each Intern completing a medical internship should be able to perform the following with confidence:

- 1) Take and write clinical history quickly and accurately.
- 2) Conduct a routine clinical examination quickly and accurately.
- 3) Plan and evaluate initial investigations.
- 4) Write clear, concise and accurate case notes.
- 5) Write orders and prescriptions for routine management clearly and accurately.
- 6) Evaluate the relative importance of different clinical observations and results and react accordingly.
- 7) Liaise and consult appropriately with medical, nursing and other colleagues.

**PRACTICAL SKILLS**

The intern should perform as many of the following as possible under supervision.

Advanced Life support training and assisting with advanced life support	3 assists
Ambu bagging of adult patients	3
Application of pulse oxymetry	10
Application of oxygen therapy	10
Femoral vein access	2
Nasogastric tube insertion	10
Take a standard 12-lead ECG and interpret the findings	25
Administer intravenous injections	25
Set up and manage an intravenous infusion	25
Perform a simple arterial puncture for blood gases	10
Examine a urine specimen by dipstrips and microscopy	10
Perform paracentesis of thorax and abdomen	1
Perform a lumbar puncture	5
Perform a skin biopsy	1



Catheterize a male patient	10
Catheterize a female patient	10
Initiate treatment for all the common conditions in Seychelles in this specialty, as will be determined by the Consultant in Charge.	50
Assisting the Specialist at the outpatient department	10 (Clinics)
Case presentation at unit level	10
Case presentation at larger meetings beyond the unit	2

**DEPARTMENT OF PAEDIATRIC  
OBJECTIVES FOR PAEDIATRIC INTERNS  
GENERAL CLINICAL SKILLS**

- 1) Become proficient in history taking, clerking and examination of children.
- 2) Actively participate in the investigations and management decisions of the patient in emergency, acute and chronic situations.
- 3) Know the normal values and learn to interpret the abnormal values for the most common investigations.
- 4) Write orders and prescriptions for management in emergency and other situations.
- 5) Acquire knowledge on paediatric parenteral fluid therapy.
- 6) Become familiar with the Extended Programme of Immunisations (EPI) in Seychelles
- 7) Have an initial exposure to the common childhood disorders in the country and the various child health manuals in use.
- 9) Take active part in all clinical meetings and presentations held by the department and the hospital presentations.

**PRACTICAL SKILLS**

The intern should perform as many of the following as possible under supervision.

**PROCEDURES**

Understanding the principles of paediatric advanced life support (ALS) and participation in paediatric advanced life support	3
Examination of the newborn	25
Neonatal resuscitation (Assisting or performing)	5
Inpatient management of the neonate (Assisting)	10
Umbilical catheterization	
Heel prick	
Nasogastric tube insertion in neonates	3
Nasogastric tube insertion of older children	10
Setting up a peripheral line	25
Arterial puncture	5

Draw blood by IV	25
IM medication	5
IV medication	5
Calculate IV fluid requirement	10
Lumbar puncture	5
Bone marrow aspiration	2
Endotracheal intubation	5
Initiate treatment for all the common conditions in Seychelles in this specialty, as will be determined by the Consultant in Charge.	50
Assisting the Specialist at the outpatient department	10 (Clinics)
Case presentation at unit level	10
Case presentation at larger meetings beyond the unit	2

**DEPARTMENT OF SURGERY  
OBJECTIVES FOR SURGICAL INTERN  
GENERAL CLINICAL SKILLS**

Each Intern completing a surgical internship should be able to perform the following with confidence.

**A. *PRE-OPERATIVE CARE:***

- 1) Clerk all admissions quickly and accurately.
- 2) carry out pre-operative investigations and follow-up (in consultation with seniors).
- 3) Evaluate initial investigations.
- 4) Arrange/attend to consultations or specialized investigations.
- 5) Prepare patient for operation, e.g. consent, cross-match blood, pre-medication, x-rays etc.
- 6) Prepare theatre list.

**B. *POST-OPERATIVE CARE:***

- 1) Follow post-operative care instructions
- 2) Learn basics of: Fluid management, pain relief, wound care including removal of sutures, antibiotic therapy
- 3) Keep regular progress notes and chase up results.
- 4) Prepare discharge notes.

**C. *EMERGENCY DUTIES:***

- 1) Attend as 1st on-call together with second on-call, all emergencies on the ward and in the Accident and Emergency Department.
- 2) Initiate investigations and management after discussion with second call.

Patients in Accident & Emergency Department should not be discharged by an Intern.

## PRACTICAL SKILLS

The intern should perform as many of the following as possible under supervision:

Incision and drainage of simple abscesses	20
Suturing of minor lacerations and wounds	20
Excision of simple lumps e.g. sebaceous cysts, lipomas	5
Circumcision	5
Wedge excision/avulsion of ingrowing toe nails	5
Digital rectal examination	10
Chest tube insertion	5
Cystostomy (Assisting or observing)	3
Venepuncture and putting up of drips	25
Arterial puncture	5
Passing nasogastric tubes	10
Urethral catheterization in males	10
Urethral catheterization in females	10
Insertion of chest drains and management	5
Gastroscopy, Colonoscopy, Sigmoidoscopy, Proctoscopy (Observation or assisting)	2+2+2+2
Abdominal paracentesis	2
Assisting major surgical procedures	10
Initiate treatment for all the common conditions in Seychelles in this specialty.	25
Assisting the Specialist at the outpatient department	10 (Clinics)
Case presentation at unit level	10
Case presentation at larger meetings beyond the unit	2

**DEPARTMENT OF OBSTETRICS & GYNAECOLOGY  
OBJECTIVES FOR OB/GYNAE INTERNS  
GENERAL CLINICAL SKILLS**

Each Intern completing an OB/GYNAE Internship should be able to perform the following with confidence.

**GYNAECOLOGY**

- 1) Take and write a gynaecological history quickly and accurately.
- 2) Conduct a routine gynaecological examination.
- 3) Plan and evaluate investigations and suggest the plan of management and discuss it with the seniors.
- 4) Prepare patients for surgical procedures and assist the surgery.
- 5) Follow the postoperative progress of the patient.
- 6) Keep daily progress and participate in discharging the patient.

Procedures in **OBSTETRICS** in addition to gynaecological procedures:

Plotting the partograph and application of the partograph for decision making	7
Applying the cardiotocography machine and interpreting the CTG strip	7
Amniotomy	7
Handle a normal vaginal delivery.	7
Take part in discussion concerning risk pregnancies.	
Perform abdominal and vaginal ultrasound (Assisting)	7
Monitor progress of labour using different methods. (Assisting with the whole process from admission to delivery and beyond)	7
Immediate neonatal resuscitation	3
Observing instrumental deliveries	3
Performing Episiotomy	3
Suturing Episiotomy	5
Resuscitation of Newborn	5

All prescriptions and orders should initially be countersigned by a senior doctor in the unit.

## **PRACTICAL SKILLS**

The intern should perform as many of the following as possible under supervision.

## **PROCEDURES**

Pap Smear	10
HVS	10
Colposcopy	3
Abdominal U/S (Assisting)	3
Vaginal U/S (Assisting)	3
Evacuation and curettage	10
Dilatation and curettage	10
Urethral Catheterization	10
Initiate treatment for all the common conditions in Seychelles in this specialty.	25
Assisting the Specialist at the outpatient department	10 (Clinics)
Case presentation at unit level	10
Case presentation at larger meetings beyond the unit	2

**DEPARTMENT OF EMERGENCY MEDICINE  
OBJECTIVES FOR OB/GYNAE INTERNS  
GENERAL CLINICAL SKILLS**

Actively participate in all situations occurring in the department, putting into practice all the skills acquired during the first four terms and acquiring new practical skills in the management of emergency patients.

If the internship starts with Emergency Medicine, the intern shall document all the procedures outlined in the Internal Medicine Term.

**REQUIRED PRACTICAL SKILLS**

Practical knowledge of basic life support and application	
Practical knowledge of advanced life support and application	
Practical Management of emergencies of the central nervous system	Interns should be able to initially manage ALL the cases more commonly encountered in Seychelles
Practical Management of emergencies of the respiratory system	
Practical Management of emergencies of the cardiovascular system	
Practical Management of emergencies of the gastrointestinal system	
Practical Management of emergencies of the urogenital system in males and females	
Practical Management of emergencies of the musculoskeletal system	
Practical management of emergencies of the skin (e.g. burns)	
Case presentation at unit level	
Case presentation at larger meetings beyond the unit	2



### **Choice (Optional)Term**

The Consultant in Charge of the Unit will prepare a tailor-made programme of four weeks for the intern, ensuring that the basics of the specialty are covered during the four week internal.

The intern can choose any combination of four specialties from among those listed below and he/she has to spend at least four weeks in each of the chosen specialties.

The intern must actively participate in all situations occurring in the department putting into practice all the skills obtained during the first five terms and acquiring new practical and theoretical skills in the management of patients.

He/She needs to perform at least one case presentation at Unit level per week for each of the weeks of this term.

<b>Family Medicine</b>	4 weeks
<b>Ear, Nose and Throat</b>	4 weeks
<b>Psychiatry</b>	4 weeks
<b>Orthopedics</b>	4 weeks
<b>Urology</b>	4 weeks
<b>Pathology</b>	4 weeks
<b>Occupational Health</b>	4 weeks
<b>Epidemiology</b>	4 weeks
<b>Communicable Diseases Control Unit</b>	4 weeks