

**ANATOMICAL PATHOLOGY FELLOWSHIP ATTACHMENT  
PROGRAMME IN SGH**

Components	Information
<b>1. Division/ Department</b>	Pathology/ Anatomical Pathology
<b>2. Title of Programme</b>	Clinical Fellowship Training in Anatomical Pathology
<b>3. Relevant Registrations</b>	<ul style="list-style-type: none"> <li>• Temporary Registration with Singapore Medical Council (SMC)</li> <li>• Training employment pass application with Ministry of Manpower, Singapore (MOM) (upon successful Temporary Registration with Singapore Medical Council)</li> </ul>
<b>4. Overview</b> 4.1 Background information	<p>The programme aims to provide an integrated &amp; comprehensive exposure to general anatomical pathology – an increasingly complex area of practice. The Clinical Fellow works closely with a cadre of staff pathologists who run the active in-house general anatomical pathology service, which processes more than 45,000 benign and malignant specimens annually. Ancillary studies, including immunohistochemistry, in-situ hybridisation, and molecular genetics, are extensively utilised. In addition, a rich archive of interesting cases is available for study.</p> <p>Weekly didactic lectures and slide-based tutorials, covering the breadth of anatomical pathology subspecialties, are conducted for in-house residents. Each year, Division of Pathology and Department of Anatomical Pathology host several distinguished pathologist visitors from international academic institution who conduct educational sessions for staff and residents. The Clinical Fellow is highly encouraged to join these teaching sessions.</p>
4.2 Goal/ aim(s)	<p>Upon successful completion of the programme, the Clinical Fellow will learn:</p> <ol style="list-style-type: none"> <li>1) Gross examination and block selection for surgical specimens</li> <li>2) Microscopic evaluation of histological slides with approach to diagnosis</li> <li>3) Ancillary investigations</li> <li>4) Frozen sections</li> </ol>
4.3 Duration	12 months
4.4 Hyperlinks/URL Sites	<p>SGH Pathology: <a href="https://www.sgh.com.sg/patient-care/specialties-services/Pathology/Pages/default.aspx">https://www.sgh.com.sg/patient-care/specialties-services/Pathology/Pages/default.aspx</a></p> <p>Pathology ACP: <a href="https://www.singhealthdukenus.com.sg/acp/pathology">https://www.singhealthdukenus.com.sg/acp/pathology</a></p>
<b>5. Target Audience</b>	Pathologists in regional countries with an interest in Anatomical Pathology.

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<p>5.1 Pre-requisite /eligibility requirement(s)</p>	<p>General requirements for Temporary Registration for training (required by SMC):</p> <ul style="list-style-type: none"> <li>• A basic medical degree from an accredited medical university or medical school</li> <li>• Passed the relevant national licensing examination in the country of conferment of basic degree, where applicable</li> <li>• Evidence of at least 12 months' houseman-ship / internship with a certificate of satisfactory completion of houseman-ship or equivalent</li> <li>• Been registered as a medical practitioner in the country where he is currently practising</li> <li>• Been certified to be of good standing by the Medical Council or the relevant national authority</li> </ul> <p><b>Note:</b> 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.</p> <p>In addition to the above criteria, <b>Clinical Fellow</b> must:</p> <ol style="list-style-type: none"> <li>a) Have a minimum of 3 years of relevant working experience as a medical officer (or equivalent)</li> <li>b) Fulfil English Language requirements of SMC if the medium of instruction for the basic medical qualification is not in English</li> <li>c) Preferably have obtained a postgraduate diploma or degree in his country or overseas</li> <li>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.</li> </ol> <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</p> <p><b>Department's requirement, if any (only for Clinical Fellow in this subspecialty):</b> Not applicable.</p>
<p><b>6. Learning Objectives</b></p>	<p>This fellowship would allow the Fellow to acquire:</p> <ol style="list-style-type: none"> <li>a) Acquisition/ enhancement of advanced, up-to-date skills in the pathological diagnosis of diseases, through: <ul style="list-style-type: none"> <li>➤ Competency in the morphologic criteria and differential diagnoses of various non-neoplastic and neoplastic diseases</li> <li>➤ The incorporation of special techniques in the pathologic characterisation of certain diseases</li> <li>➤ Frozen section rotations</li> <li>➤ Familiarity with tumour staging parameter and prognostic indices</li> <li>➤ Appreciation of the implication of pathologic diagnoses on clinical management</li> </ul> </li> <li>b) Enhancement of collegiate skills through interaction with pathology staff, residents, and clinicians from other disciplines.</li> </ol>

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<p><b>7. Course/Training Syllabus</b></p>	<p>1) Active cases</p> <ul style="list-style-type: none"> <li>- Gross Trimming <ul style="list-style-type: none"> <li>▪ Attached to a Senior Resident for several mornings/ afternoons in the gross trimming room</li> </ul> </li> <li>- Reporting <ul style="list-style-type: none"> <li>▪ Cases are assigned daily. Clinical Fellows will check with the assigned consultant in-charge</li> </ul> </li> </ul> <p>2) Frozen section</p> <ul style="list-style-type: none"> <li>- Attached to a consultant stationed at frozen section on selected days</li> </ul> <p>3) Special techniques</p> <ul style="list-style-type: none"> <li>- Observe IHC processing, troubleshooting, FISH scoring for 2 days</li> <li>- Macro/ microdissection for research – attachment for 2 days</li> </ul> <p>4) Multidisciplinary Conferences</p> <ul style="list-style-type: none"> <li>- Attend Radiological-Pathological and Tumour boards that are of interest to the Clinical Fellow (weekly)</li> </ul> <p>5) Teaching for Residents</p> <ul style="list-style-type: none"> <li>- Encouraged to join in all sessions (not compulsory)</li> </ul>
<p><b>8. Training Method</b></p>	<p><b>Method of Supervision:</b></p> <ul style="list-style-type: none"> <li>- Direct observation</li> <li>- One-to-one question and answer (personal interaction)</li> <li>- 360-degree evaluation</li> <li>- Mock test/ examinations</li> <li>- Clinical Fellow will only practise in Department of Anatomical Pathology, SGH and will be supervised by a SMC-approved supervisor from Department of Anatomical Pathology, SGH at all times</li> </ul> <p><b>Observed Only:</b> Fellows will have opportunities to observe the following procedures:</p> <ul style="list-style-type: none"> <li>• Fine needle aspiration cytology</li> <li>• Intraoperative consultations</li> <li>• Attendance at clinicopathological conferences</li> <li>• Attendance at internal teaching rounds and tutorial sessions</li> <li>• Macroscopic Dissection</li> <li>• Microscopic Reporting</li> <li>• Frozen Section</li> </ul> <p><b>Hands-On Experience:</b> Fellows will assist in the following procedures under supervision:</p> <ul style="list-style-type: none"> <li>• Macroscopic Dissection (Gross Trimming)</li> </ul> <p><b>No job rotation to other Departments within SGH and other institutions. No night duties &amp; running of clinics requirements.</b></p>

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<b>9. Assessment and Evaluation</b>	<p>Clinical Fellow will need to demonstrate their proficiency level based on the following competencies:</p> <ol style="list-style-type: none"> <li><b>1) Patient Care</b> <ul style="list-style-type: none"> <li>• Due diligence in ascertaining patient identification.</li> <li>• Appropriate correlation with clinical history.</li> <li>• Timely handling of cases – macroscopic and microscopic.</li> <li>• Recognition of cases of ancillary techniques.</li> </ul> </li> <li><b>2) Medical Knowledge</b> <ul style="list-style-type: none"> <li>• Proficiency in the recognition and, where necessary, workup of common and rare entities spanning the diagnostic spectrum.</li> <li>• Appropriate utilisation of ancillary techniques.</li> </ul> </li> <li><b>3) Practice-Based Learning and Improvement</b> <ul style="list-style-type: none"> <li>• Ability to access and competently use traditional and web-based resources to address diagnostic issues.</li> <li>• Regular attendance at teaching sessions and multidisciplinary meetings.</li> </ul> </li> <li><b>4) Interpersonal and Communication Skills</b> <ul style="list-style-type: none"> <li>• Uphold professional, collegiate working relationships with all staff.</li> <li>• Ability to convey diagnostic information in an unambiguous, accurate and timely manner (written and verbal) to all stakeholders.</li> </ul> </li> <li><b>5) Professionalism</b> <ul style="list-style-type: none"> <li>• Timely attendance.</li> <li>• Adherence to professional ethnics and SingHealth core values.</li> </ul> </li> <li><b>6) Systems-Based Practice</b> <ul style="list-style-type: none"> <li>• Appreciation of safety and quality measures.</li> <li>• Demonstration of tie and cost awareness in the diagnostic process.</li> </ul> </li> </ol>																								

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9.1 Assessment approaches	<p><b>Formative assessment:</b></p> <ul style="list-style-type: none"> <li>• Regular evaluation between Clinical Fellow and Supervisor / Head of Department</li> <li>• Reflective journal- logbook recordings of training activities</li> </ul> <p><b>Summative assessment:</b></p> <ul style="list-style-type: none"> <li>• Periodical assessment reports as required by Singapore Medical Council</li> </ul> <p><b>Feedback:</b></p> <ul style="list-style-type: none"> <li>• End-of-training feedback form as required by Singapore Medical Council</li> <li>• End-of-training feedback session with SGH-PGMI</li> </ul>

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<p>9.2 Evaluation Process 9.2.1 General overall grading system</p>	<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" data-bbox="532 472 1429 1898"> <thead> <tr> <th data-bbox="532 472 690 562">Grading Status</th> <th data-bbox="690 472 1015 562">Description</th> <th data-bbox="1015 472 1429 562">Grading Criteria Requirements</th> </tr> </thead> <tbody> <tr> <td data-bbox="532 562 690 1411"><b>CMP</b></td> <td data-bbox="690 562 1015 1411">Completes the programme</td> <td data-bbox="1015 562 1429 1411"> <ul style="list-style-type: none"> <li>• Full attendance at Department of Anatomical Pathology, SGH on working days for duration of attachment (except when absent for valid reasons, e.g. medical/ emergency leave, with total period of absence not exceeding 90% of overall programme duration).</li> <li>• Attendance at (at least) 80% of scheduled meetings (Radiological-Pathological Correlation Meetings, Tumour Boards).</li> <li>• Attendance at, and under appropriate supervision by a Senior Registrar (or above), trimming of assigned specimens in the gross trimming (macroscopic dissection) room when rostered.</li> <li>• Attendance at departmental teaching sessions.</li> <li>• Demonstrate professional behaviour at all times.</li> </ul> </td> </tr> <tr> <td data-bbox="532 1411 690 1663"><b>USP</b></td> <td data-bbox="690 1411 1015 1663">Unsatisfactory performance</td> <td data-bbox="1015 1411 1429 1663"> <ul style="list-style-type: none"> <li>• Failure to achieve attendance standards as stated above ("CMP"), and/or non-punctual attendance.</li> <li>• Failure to demonstrate standards of conduct expected of a medical professional.</li> </ul> </td> </tr> <tr> <td data-bbox="532 1663 690 1789"><b>DCP</b></td> <td data-bbox="690 1663 1015 1789">Did not complete the programme</td> <td data-bbox="1015 1663 1429 1789"> <ul style="list-style-type: none"> <li>• Termination of programme 5 or more working days before expected date of completion.</li> </ul> </td> </tr> <tr> <td data-bbox="532 1789 690 1898"><b>WDN</b></td> <td data-bbox="690 1789 1015 1898">Withdrawn from the programme</td> <td data-bbox="1015 1789 1429 1898"> <ul style="list-style-type: none"> <li>• Withdrawal from programme 5 or more working days before expected date of completion.</li> </ul> </td> </tr> </tbody> </table>	Grading Status	Description	Grading Criteria Requirements	<b>CMP</b>	Completes the programme	<ul style="list-style-type: none"> <li>• Full attendance at Department of Anatomical Pathology, SGH on working days for duration of attachment (except when absent for valid reasons, e.g. medical/ emergency leave, with total period of absence not exceeding 90% of overall programme duration).</li> <li>• Attendance at (at least) 80% of scheduled meetings (Radiological-Pathological Correlation Meetings, Tumour Boards).</li> <li>• Attendance at, and under appropriate supervision by a Senior Registrar (or above), trimming of assigned specimens in the gross trimming (macroscopic dissection) room when rostered.</li> <li>• Attendance at departmental teaching sessions.</li> <li>• Demonstrate professional behaviour at all times.</li> </ul>	<b>USP</b>	Unsatisfactory performance	<ul style="list-style-type: none"> <li>• Failure to achieve attendance standards as stated above ("CMP"), and/or non-punctual attendance.</li> <li>• Failure to demonstrate standards of conduct expected of a medical professional.</li> </ul>	<b>DCP</b>	Did not complete the programme	<ul style="list-style-type: none"> <li>• Termination of programme 5 or more working days before expected date of completion.</li> </ul>	<b>WDN</b>	Withdrawn from the programme	<ul style="list-style-type: none"> <li>• Withdrawal from programme 5 or more working days before expected date of completion.</li> </ul>
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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 Clinical 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 Clinical Fellow may also request to terminate the attachment programme for reasons such as serious illness or other personal obligations. The institution will review all requests for early termination with the Clinical Fellow and the Supervisor / Head of Department.</p>
<p><b>10. Course Administration</b></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><b>11. Number of Clinical Fellow to be accepted at any one time</b></p>	<p>Three (03)</p>