

CURRICULUM FOR EMERGENCY MEDICINE

GHANA COLLEGE OF
PHYSICIANS & SURGEONS



TABLE OF CONTENT

| | |
|---|----|
| 1. PREFACE | 6 |
| 2. INTRODUCTION | 7 |
| 3. COMPETENCIES, KNOWLEDGE AND SKILLS | 7 |
| 3.1 CORE COMPETENCIES OF THE EMERGENCY PHYSICIAN | 8 |
| 3.1.1 Patient Care | 8 |
| 3.1.2 Medical Knowledge and Clinical Skills | 10 |
| 3.1.3 Communication, Collaboration and Interpersonal Skills | 10 |
| 3.1.4 Professionalism and other Ethical and Legal Issues | 11 |
| 3.1.5 Organisational Planning and Service Management Skills | 13 |
| 3.1.6 Education and Research | 15 |
| 3.2 SYSTEM-BASED CORE KNOWLEDGE | 16 |
| 3.2.1 Cardiovascular Emergencies in Adults and Children | 16 |
| 3.2.2 Dermatological Emergencies in Adults and Children | 17 |
| 3.2.3 Endocrine and Metabolic Emergencies in Adults and Children | 17 |
| 3.2.4 Fluid and Electrolyte Disturbances | 17 |
| 3.2.5 Ear, Nose, Throat, Oral and Neck Emergencies in Adults and Children | 17 |
| 3.2.6 Gastrointestinal Emergencies in Adults and Children | 17 |
| 3.2.7 Gynaecological and Obstetric Emergencies | 18 |
| 3.2.8 Haematology and Oncology Emergencies in Adults and Children | 18 |
| 3.2.9 Immunological Emergencies in Adults and Children | 19 |
| 3.2.10 Infectious Diseases and Sepsis in Adults and Children | 19 |
| 3.2.11 Musculo-Skeletal Emergencies | 19 |
| 3.2.12 Neurological Emergencies in Adults and Children | 20 |
| 3.2.13 Ophthalmic Emergencies in Adults and Children | 21 |
| 3.2.14 Pulmonary Emergencies in Adults and Children | 21 |
| 3.2.15 Psychiatric and Behaviour Disorders | 22 |
| 3.2.16 Renal and Urological Emergencies in Adults and Children | 22 |
| 3.2.17 Trauma in Adults and Children | 22 |

| | |
|---|-----------|
| 3.3 COMMON PRESENTING SYMPTOMS | 24 |
| 3.3.1 Acute Abdominal Pain | 24 |
| 3.3.2 Altered Behaviour and Agitation | 25 |
| 3.3.3 Altered Level of Consciousness in Adults and Children | 25 |
| 3.3.4 Back Pain | 26 |
| 3.3.5 Bleeding (Non Traumatic) | 27 |
| 3.3.6 Cardiac Arrest | 27 |
| 3.3.7 Chest pain | 27 |
| 3.3.8 Crying Baby | 28 |
| 3.3.9 Diarrhoea | 28 |
| 3.3.10 Dyspnoea | 29 |
| 3.3.11 Fever and Endogenous Increase in Body Temperature | 29 |
| 3.3.12 Headache in Adults and Children | 30 |
| 3.3.13 Jaundice | 31 |
| 3.3.14 Pain in Arms | 32 |
| 3.3.15 Pain in Legs | 32 |
| 3.3.16 Palpitations | 33 |
| 3.3.17 Seizures in Adults and Children | 33 |
| 3.3.18 Shock in Adults and Children | 34 |
| 3.3.19 Skin Manifestations in Adults and Children | 34 |
| 3.3.20 Syncope | 35 |
| 3.3.21 Urinary Symptoms (Dysuria, Oligo-Anuria, Polyuria) | 36 |
| 3.3.22 Vertigo and Dizziness | 36 |
| 3.3.23 Vomiting | 37 |
| | |
| 3.4 SPECIFIC ASPECTS OF EMERGENCY MEDICINE | 38 |
| 3.4.1 Abuse and Assault in Adults and Children | 38 |
| 3.4.2 Injury Prevention and Health Promotion | 38 |
| 3.4.3 Analgesia and Sedation in Adults and Children | 38 |
| 3.4.4 Disaster Medicine | 38 |
| 3.4.5 Environmental Accidents in Adult and Children | 38 |

| | |
|---|-----------|
| 3.4.6 Forensic Issues | 39 |
| 3.4.7 Patient Management Issues in Emergency Medicine | 39 |
| 3.4.8 Toxicology in Adults and Children | 39 |
| 3.4.9 Pre-Hospital Care | 40 |
| 3.4.10 Psycho-Social Problems | 40 |
| 3.5 CORE CLINICAL PROCEDURES AND SKILLS | 41 |
| 3.5.1 CPR Skills | 41 |
| 3.5.2 Airway Management Skills | 41 |
| 3.5.3 Analgesia and Sedation Skills | 41 |
| 3.5.4 Breathing and Ventilation Management Skills | 41 |
| 3.5.5 Circulatory Support and Cardiac Skills and Procedures | 42 |
| 3.5.6 Diagnostic Procedures and Skills | 42 |
| 3.5.7 ENT Skills and Procedures | 42 |
| 3.5.8 Gastrointestinal Procedures | 42 |
| 3.5.9 Genitourinary Procedures | 43 |
| 3.5.10 Hygiene Skills and Procedures | 43 |
| 3.5.11 Musculoskeletal Techniques | 43 |
| 3.5.12 Neurological Skills and Procedures | 43 |
| 3.5.13 Obstetric and Gynecological Skills and Procedures | 44 |
| 3.5.14 Ophthalmic Skills and Procedures | 44 |
| 3.5.15 Temperature Control Procedures | 44 |
| 3.5.16 Transportation of the Critically Ill Patient | 44 |
| 3.5.17 Wound Management | 44 |
| 4. STRUCTURE OF TRAINING OF EMERGENCY MEDICINE SPECIALISTS | 45 |
| 4.1 TRAINING PROCESS | 45 |
| 4.1.1 Training Structure | 45 |
| 4.1.2 Duration of Training | 45 |
| 4.1.3 Working Conditions. | 46 |
| 4.1.4 Assessment Methods and Tools | 46 |

| | |
|---|-----------|
| 4.2 FACULTY | 47 |
| 4.2.1 Training Programme Director | 48 |
| 4.2.2 Trainers | 48 |
| 4.2.3 Trainer to EM Trainee Ratio | 48 |
| 4.3 TRAINEES | 48 |
| 4.3.1 Selection Procedure of Trainees | 48 |
| 4.3.2 Training Posts per Training Programme | 48 |
| 4.3.3 Supervision | 49 |
| 4.3.4 Experience | 49 |
| 4.4 TRAINING CENTRES | 49 |
| 4.5 EVALUATION OF TRAINING | 50 |
| 4.5.1 Evaluation of Training Centres | 50 |
| 4.5.2 Evaluation of Training Programme | 50 |
| 4.5.3 Evaluation of Trainers | 50 |
| 4.5.4 Evaluation of Trainees | 50 |
| 4.5.5 Re-Accreditation of Emergency Physicians | 51 |
| 5. Rotations in Emergency Medicine Residency Program | 52 |
| | |
| REFERENCES | 53 |

1. PREFACE

Emergency Medicine has long been established as a primary medical specialty in Australia, Asia, Canada, Ireland, the United Kingdom and the United States. It is sometimes seen to be synonymous with emergency medical care and within the province and expertise of almost all medical practitioners. However, the specialty of Emergency Medicine incorporates the resuscitation and management of all undifferentiated urgent and emergency cases until discharge or transfer to the care of another physician.

Emergency Medicine is an inter-disciplinary specialty, one which is interdependent with all other clinical disciplines. It thus complements and does not seek to compete with other medical specialties.

The essential features of a clinical specialty include a unique field of action, a defined body of knowledge and a rigorous training programme. Emergency Medicine has a unique field of action, both within the Emergency department and in the community, and this curriculum document does not only incorporate the relevant body of knowledge and associated competencies but also establishes the essential principles for a rigorous training programme. This Curriculum presents a guideline for the development and organisation of a recognised training programme of comparable standard worldwide. The development of this document took into consideration the existing programmes in Europe and the United States.

2. INTRODUCTION

2.1 THE SPECIALTY OF EMERGENCY MEDICINE

Emergency Medicine is a medical specialty based on the knowledge and skills required for the prevention, diagnosis and management of the acute and urgent aspects of illness and injury affecting patients of all age groups with a full spectrum of undifferentiated physical and behavioural disorders [3]. It is a specialty in which time is critical. The practice of Emergency Medicine encompasses the pre-hospital and in-hospital reception, resuscitation and management of undifferentiated urgent and emergency cases until discharge from the Emergency Department or transfer to the care of another physician. It also includes involvement in the development of pre-hospital and in-hospital emergency medical systems. This three(3) year curriculum is adopted from the European Emergency Medicine training and adapted to take the African environment into consideration.

The curriculum states the aims and objectives, content, experiences, outcomes and processes of the educational programme [4]. It includes a description of the training structure, such as entry requirements, length and organisation of the programme including its flexibilities, and assessment system and a description of the expected methods of learning, teaching, feedback and supervision. The curriculum covers both generic professional and specialty specific areas [4].

3. COMPETENCIES, KNOWLEDGE AND SKILLS

The curriculum covers knowledge, skills and expertise which the trainee in Emergency Medicine must achieve and includes:

- Core Competencies of the Emergency Physician*
- System-Based Core Knowledge*
- Common Presenting Symptoms*
- Special Aspects of Emergency Medicine*
- Core Clinical Procedures and Skills.*

3.1 CORE COMPETENCIES OF THE EMERGENCY PHYSICIAN

The core areas of competency in Emergency Medicine may be defined [5,6,7], as:

- Patient care*
- Medical knowledge*
- Communication, collaboration and interpersonal skills*
- Professionalism, ethical and legal issues*
- Organisational planning and service management skills*
- Education and research.*

3.1.1 PATIENT CARE

Emergency Physicians (EP) care for patients with a wide range of pathology from the life threatening to the self limiting and from all age groups. The attendance and number of these patients is unpredictable and they mostly present with symptoms rather than diagnoses. Therefore the provision of care needs to be prioritised, and this is a dynamic process. The approach to the patient is global rather than organ specific. Patient care includes: physical, mental and social aspects. It focuses on initial care until discharge or referral to other health professionals. Patient education and public health aspects must be considered in all cases. To ensure the above patient care, EPs must particularly focus on the following:

3.1.1.1 Triage

EPs must know the principles of triage which is the process of the allocation and medical prioritization of care for the pre-hospital setting, the Emergency department and in the event of mass casualties. It is based mainly on the evaluation of vital parameters and key symptoms to prioritize and categorize patients according to severity of injury or illness, prognosis and availability of resources.

3.1.1.2 Primary assessment and stabilisation of life threatening conditions

The ABCDE approach must be the primary assessment tool for all patients and does not require a diagnostic work-up. It is a structured approach with which to identify and resuscitate the critically ill and injured. EPs must be able to assess,

establish and maintain: Airway [A], Breathing [B], Circulation [C], Disability [D] and full Exposure [E] of the patient.

3.1.1.3 Focused medical history

EPs must focus the initial medical history on presenting complaints and on clinical findings as well as on conditions requiring immediate care.

3.1.1.4 Secondary assessment and immediate clinical management

EPs must perform secondary assessment with a timely diagnostic work-up focusing on the need for early action. Clinical management must also include further aspects of health (physical, mental and social).

3.1.1.5 Clinical decision making

EPs must be able to make clinical decisions including:

- *re-triage*
- *immediate and/or definitive care provided in the ED*
- *planning for admission or discharge.*

3.1.1.6 Clinical documentation

EPs must make contemporaneous medical records which focus on:

- *relevant medical history*
- *main complaints and abnormal findings*
- *provisional diagnosis and planned investigations*
- *results of investigations*
- *treatment*
- *conclusions and management decisions*
- *patient information.*

3.1.1.7 Re-evaluation and further management

EPs must perform continuous re-evaluation of the patient, with adjustment of the provisional diagnosis and care when it becomes necessary.

3.1.2 MEDICAL KNOWLEDGE AND CLINICAL SKILLS

Emergency Physicians (EPs) need to acquire the knowledge and skills described in sections 3.2, 3.3, 3.4 and 3.5.

3.1.3 COMMUNICATION, COLLABORATION AND INTERPERSONAL SKILLS

Emergency Medicine is practised in difficult and challenging environments. Effective communication is essential for safe care and for building and maintaining good relationships avoiding barriers such as emotions, stress and prejudices. EPs must be able to use both verbal and non-verbal communication skills, as well as information and communication technology. In the case of a patient who is incompetent by virtue of age or mental capacity, communication should be with a parent or other legal representative. EPs must be able to demonstrate communication and interpersonal skills that include the following:

3.1.3.1 Patients and relatives

EPs should give special attention to involving the patient in decision-making, seeking informed consent for diagnostic and therapeutic procedures, sharing information, breaking bad news, giving advice and recommendations on discharge and also communicating with populations with language barriers.

3.1.3.2 Colleagues and other health care providers

Important skills for an EP are sharing information on patient care, working as a member or the leader of a team, referring and transferring patients.

3.1.3.3 Other care providers such as the police, the fire department and social services

EPs must give attention to respecting patient confidentiality.

3.1.3.4 Mass media and the general public

EPs must be able to interact with the mass media in a constructive way, giving correct information to the public and at the same time respecting the privacy of the patient.

3.1.4 PROFESSIONALISM AND OTHER ETHICAL AND LEGAL ISSUES

3.1.4.1 Professional behaviour and attributes

The general professional behaviour and attributes of Emergency Physicians must not be adversely influenced by working in stressful circumstances and with a diverse patient population. They must learn to identify their educational needs and to work within their own limitations. They must be able to self-motivate even at times of stress or discomfort. They must recognize their own as well as system errors and value participation in the peer review process [8,9].

3.1.4.2 Working within a team or as a leader of a team

EPs must understand the role of colleagues in other specialties and must be able to lead or to work effectively even in a new or large team often under considerable stress.

3.1.4.3 Delegation and referral

EPs must understand the responsibilities and potential consequences of delegating, referring to a colleague in another discipline or transferring the patient to another doctor, health care professional or health care setting.

3.1.4.4 Patient confidentiality

EPs must understand the law regarding patient confidentiality and data protection. They must know what confidentiality problems arise when dealing with relatives, the police, EMS communication, telephone discussions and the media.

3.1.4.5 Autonomy and informed consent

EPs must respect the right of competent patients to be fully involved in decisions about their care. They must also value the right of competent patients to refuse clinical procedures or treatment. They must understand how the ethical principles of autonomy and informed consent affect emergency practitioners.

3.1.4.6 The competent/incompetent patient

EPs must be able to assess whether a patient has the competence to make an informed decision. They must also understand the legal rights of a guardian or adult with power of attorney and when they treat minors. They must be familiar with those aspects of mental health legislation which relate to competence.

3.1.4.7 Abuse and violence

EPs must be able to recognize patterns of illness or injury which might suggest physical or sexual abuse or domestic violence to children or adults. They must be able to initiate appropriate child or adult protection procedures. They must also learn to prevent and limit the risks of violence and abuse to staff working in an emergency setting.

3.1.4.8 Do not attempt to resuscitate (DNAR) and limitations of therapeutic interventions

EPs must learn to discuss with colleagues and in a professional and empathic manner with relatives the initiation or possible discontinuation of active interventions when this is considered to be medically appropriate [10]. They must understand when and how they should use advance directives such as living wills and durable powers of attorney.

3.1.4.9 Medico-legal issues

EPs must operate within the legal framework of the country in which they are working.

3.1.4.10 Legislation and ethical issues in Emergency Medicine

EPs should have an understanding of ethics and law, as well as the legal aspects of bioethical issues in Emergency Medicine. They must be able to make a reasoned analysis of ethical conflicts and develop the skills to resolve ethical dilemmas in an appropriate manner. They must also look to the law for guidance, although the law does not always provide the answer to many ethical problems. Ethics in Emergency

Medicine help to prepare EPs to face new ethical dilemmas in their practice [9,11]. The use of ethical analysis provides the framework for determining moral duty, obligation and conduct. EPs must learn to identify, refine, and apply general moral principals to their practice related to:

- Patient autonomy* (informed consent and refusal, patient decision making capacity, treatment of minors, advance directives, the obligations of the Good Samaritan statutes).
- End of life decisions* (limiting resuscitation, futility).
- The physician-patient relationship* (confidentiality, truth telling and communication, compassion and empathy).
- Issues related to justice* (duty, ethical issues of resuscitation, health care rationing, moral issues in disaster medicine, research, resuscitation issues in pregnancy).

3.1.5 ORGANISATIONAL PLANNING AND SERVICE MANAGEMENT SKILLS

This competence is needed to enhance the safety and quality of patient care and work environment. Emergency Physicians must continuously adapt and prioritise existing and available resources to meet the needs of all patients and maintain the quality of care.

3.1.5.1 Case management

EPs must be able to provide and balance the different care processes between the individual patient and the total case-mix. After assessment, they must re-orientate non urgent patients to an adequate point of contact within the health care or social network. They must provide clear guidance to those patients discharged without formal follow up.

3.1.5.2 Quality standards, audit and clinical outcomes

It is important that EPs use evidence-based medicine and recognise the value of quality standards to improve patient care which is effective and safe. They must be

able to undertake audit and use clinical outcomes, including critical incident reporting, as ways of continuously improving clinical practice.

3.1.5.3 Time management

EPs must be able to manage the individual patient as well as the overall patient flow in a timely manner which is dependent upon available resources, accepted medical standards and public expectation. EPs must also learn to manage their own time in an effective way.

3.1.5.4 Information management

EPs often manage patients for whom limited information is available. They may need to communicate with other agencies to obtain relevant information whilst respecting the confidentiality of the patient. Patient data collected during the process of care must be accessible to all involved health care professionals through adequate documentation. EPs need a broad knowledge of the latest advances in medicine and must be able to access and manage information relevant to the specific care of an individual patient.

3.1.5.5 Documentation

EPs are responsible for clear, legible, accurate, contemporaneous and complete records of patient care where the author, date and time are clearly identified.

Documentation is a continuous process and all entries must be made in real time as far as possible.

3.1.6 EDUCATION AND RESEARCH

3.1.6.1 Self education and improvement:

EPs must develop their knowledge and practice in EM by continuous education. They have to identify areas for personal improvement and learn to implement patient care based on scientific evidence.

3.1.6.2 *Teaching skills*

EPs must be involved in teaching undergraduate, graduate and post graduate health care students, and the general population. They must also continuously develop the skills to be effective teachers, through didactic lectures, case reviews and morbidity and mortality review.

3.1.6.3 *Critical appraisal of scientific literature*

EPs must be able to investigate and evaluate their own practice. They must learn to use evidence-based medicine and guidelines, where applicable, and become familiar with the principles of clinical epidemiology, biostatistics, quality assessment and risk management.

3.1.6.4 *Clinical and basic research*

EPs must understand the scientific basis of EM, the use of scientific methods in clinical research and the fundamental aspects of basic research. They must be able to critically review research studies and be able to understand, present and implement them into clinical practice. They should understand the process of developing a hypothesis from a clinical problem and of testing that hypothesis. They should also understand the specific aspects of obtaining consent as well as the ethical considerations of research in emergency situations.

3.2 SYSTEM-BASED CORE KNOWLEDGE

This section of the curriculum gives an index of the system-based core knowledge appropriate to the management of patients presenting with undifferentiated symptoms and complaints. This list is mostly given in the following sequence:

- congenital disorders,
- inflammatory and infectious disorders,
- metabolic disorders,
- traumatic and related problems,
- tumors,

- Vascular disorders, ischemic and bleeding disorders.
- These lists cannot be exhaustive.

3.2.1 CARDIOVASCULAR EMERGENCIES IN ADULTS AND CHILDREN

- *Arrhythmias*
- *Congenital heart disorders*
- *Contractility disorders, pump failure*
 - cardiomyopathies, congestive heart failure, acute pulmonary oedema, tamponade, valvular emergencies
- *Inflammatory and infectious cardiac disorders*
 - endocarditis, myocarditis, pericarditis
- *Ischaemic heart disease*
 - acute coronary syndromes, stable angina
- *Traumatic injuries*
- *Vascular and thromboembolic disorders*
 - aortic dissection/aneurysm rupture, deep vein thrombosis, hypertensive emergencies, occlusive arterial disease, thrombophlebitis, pulmonary embolism, pulmonary hypertension

3.2.2 DERMATOLOGICAL EMERGENCIES IN ADULTS AND CHILDREN

- *Inflammatory and Infectious disorders*
- *Skin manifestations of*
 - immunological disorders, systemic disorders, toxic disorders

3.2.3 ENDOCRINE AND METABOLIC EMERGENCIES IN ADULTS AND CHILDREN

- *Acute presentation of inborn errors of metabolism*
- *Adrenal insufficiency and crisis*
- *Disorders of glucose metabolism*
 - hyperosmolar, hyperglycaemic state, hypoglycaemia, ketoacidosis
- *Thyroid disease emergencies*
 - hyperthyroidism, hypothyroidism, myxoedema coma, thyroid storm

3.2.4 FLUID AND ELECTROLYTE DISTURBANCES

- *Acid-Base disorders*
- *Electrolyte disorders*
- *Volume status and fluid balance*

3.2.5 EAR, NOSE, THROAT, ORAL AND NECK EMERGENCIES IN ADULTS AND CHILDREN

- *Bleeding*
- *Complications of tumours*
 - *airway obstruction, bleeding*
- *Foreign bodies*
- *Inflammatory and Infectious disorders*
 - *angio-oedema, epiglottitis, laryngitis, paratonsillar abscess*
- *Traumatic problems*

3.2.6 GASTROINTESTINAL EMERGENCIES IN ADULTS AND CHILDREN

- *Congenital disorders*
 - *Hirschsprung's disease, Meckel's diverticulum, pyloric stenosis*
- *Inflammatory and Infectious disorders*
 - *appendicitis, cholecystitis, cholangitis, diverticulitis, exacerbations and complications of inflammatory bowel diseases, gastritis, gastroenteritis, gastro-oesophageal reflux disease, hepatitis, pancreatitis, peptic ulcer, peritonitis*
- *Metabolic disorders*
 - *hepatic disorders, hepatic failure*
- *Traumatic and mechanical problems*
 - *foreign bodies, hernia strangulation, intestinal obstruction and occlusion*
- *Tumours*
- *Vascular disorders: Ischaemia and Bleeding*
 - *ischaemic colitis, upper and lower gastrointestinal bleeding, mesenteric ischaemia*

- *Other problems*

- complications of gastrointestinal devices and surgical procedures

3.2.7 GYNAECOLOGICAL AND OBSTETRIC EMERGENCIES

- *Inflammatory and Infectious disorders*

- mastitis, pelvic inflammatory disease, vulvovaginitis

- *Obstetric emergencies*

- abruptio placentae, eclampsia, ectopic pregnancy, emergency delivery, HELLP syndrome during pregnancy, hyperemesis gravidarum, placenta praevia, post-partum haemorrhage

- *Traumatic and related problems*

- ovarian torsion

- *Tumours*

- *Vascular disorders: Ischaemia and Bleeding*

- vaginal bleeding

3.2.8 HAEMATOLOGY AND ONCOLOGY EMERGENCIES IN ADULTS AND CHILDREN

- *Anaemias*

- *Complications of lymphomas and leukaemias*

- *Congenital disorders*

- haemophilias and Von Willebrand's disease, hereditary haemolytic anaemias, sickle cell disease

- *Inflammatory and Infectious disorders*

- neutropenic fever, infections in immuno-compromised patients

- *Vascular disorders: Ischaemia and Bleeding*

- acquired bleeding disorders (coagulation factors deficiency, disseminated intravascular coagulation), drug induced bleeding (anticoagulants, antiplatelet agents, fibrinolytics), idiopathic thrombocytopenic purpura, thrombotic thrombocytopenic purpura

- *Transfusion reactions*

3.2.9 IMMUNOLOGICAL EMERGENCIES IN ADULTS AND CHILDREN

- *Allergies and anaphylactic reactions*
- *Inflammatory and Infectious disorders*
 - acute complications of vasculitis

3.2.10 INFECTIOUS DISEASES AND SEPSIS IN ADULTS AND CHILDREN

- *Common viral and bacterial infections*
- *Food and water-borne infectious diseases*
- *HIV infection and AIDS*
- *Common tropical diseases*
- *Parasitosis*
- *Rabies*
- *Sepsis and septic shock*
- *Sexually transmitted diseases*
- *Streptococcal toxic shock syndrome*
- *Tetanus*

3.2.11 MUSCULO-SKELETAL EMERGENCIES

- *Congenital disorders*
 - dislocated hip, osteogenesis imperfecta
- *Inflammatory and Infectious disorders*
 - arthritis, bursitis, cellulitis, complications of systemic rheumatic diseases, necrotising fasciitis, osteomyelitis, polymyalgia rheumatica, soft tissue infections
- *Metabolic disorders*
 - complications of osteoporosis and other systemic diseases
- *Traumatic and degenerative disorders*
 - back disorders, common fractures and dislocations, compartment syndromes, crush syndrome, osteoarthritis, rhabdomyolysis, soft tissue trauma
- *Tumours:*

pathological fractures

3.2.12 NEUROLOGICAL EMERGENCIES IN ADULTS AND CHILDREN

- *Inflammatory and Infectious disorders*

brain abscess, encephalitis, febrile seizures in children, Guillain-Barrè syndrome, meningitis, peripheral facial palsy (Bell's palsy), temporal arteritis

- *Traumatic and related problems*

complications of CNS devices, spinal cord syndromes, peripheral nerve trauma and entrapment, traumatic brain injury

- *Tumours*

common presentations and acute complications of neurological and metastatic tumours

- *Vascular disorders: Ischaemia and Bleeding*

carotid artery dissection, stroke, subarachnoid haemorrhage, subdural and extradural haematomata, transient ischaemic attack, venous sinus thrombosis

- *Other problems*

acute complications of chronic neurological conditions (e.g. myasthenic crisis, multiple sclerosis), acute peripheral neuropathies, seizures and status epilepticus

3.2.13 OPHTHALMIC EMERGENCIES IN ADULTS AND CHILDREN

- *Inflammatory and Infectious disorders*

conjunctivitis, dacryocystitis, endophthalmitis, iritis, keratitis, orbital and periorbital cellulitis, uveitis

- *Traumatic and related problems*

foreign body in the eye, ocular injuries,

- *Vascular disorders: Ischaemia and Bleeding*

retinal artery and vein occlusion, vitreous haemorrhage

- *Others*

acute glaucoma, retinal detachment

3.2.14 PULMONARY EMERGENCIES IN ADULTS AND CHILDREN

- *Congenital*

cystic fibrosis

- *Inflammatory and Infectious disorders*

asthma, bronchitis, bronchiolitis, pneumonia, empyema, COPD exacerbation, lung abscess, pleurisy and pleural effusion, pulmonary fibrosis, tuberculosis

- *Traumatic and related problems*

foreign body inhalation, haemothorax, tension pneumothorax, pneumomediastinum

- *Tumours*

common complications and acute complications of pulmonary and metastatic tumours,

- *Vascular disorders*

pulmonary embolism

- *Other disorders*

acute lung injury, atelectasis, ARDS, spontaneous pneumothorax

3.2.15 PSYCHIATRIC AND BEHAVIOUR DISORDERS

- *Behaviour disorders*

affective disorders, confusion and consciousness disturbances, intelligence disturbances, memory disorders, perception disorders, psycho-motor disturbances, thinking disturbances.

- *Common psychiatric emergencies*

acute psychosis, anorexia and bulimia complications, anxiety and panic attacks, conversion disorders, deliberate self-harm and suicide attempt, depressive illness, personality disorders, substance, drug and alcohol abuse

3.2.16 RENAL AND UROLOGICAL EMERGENCIES IN ADULTS AND CHILDREN

- *Inflammatory and Infectious disorders*

- Epididymo-orchitis, glomerulonephritis, pyelonephritis, prostatitis, sexually transmitted diseases, urinary tract infections

- *Metabolic disorders*

- Acute renal failure, nephrotic syndrome, nephrolithiasis, uraemia

- *Traumatic and related problems*

- Urinary retention, testicular torsion

- *Tumours*

- *Vascular disorders: Ischaemia and Bleeding*

- *Other disorders*

- Comorbidities in dialysis and renal transplanted patients, complications of urological procedures and devices, haemolytic uraemic syndrome

3.2.17 TRAUMA IN ADULTS AND CHILDREN

- *Origin of trauma:*

- Burns, blunt trauma, penetrating trauma

- *Anatomical location of trauma:*

- Head and neck, maxillo-facial, thorax, abdomen, pelvis, spine, extremities

- *Polytrauma patient*

- *Trauma in specific populations:*

- Children, elderly, pregnant women.

3.3 COMMON PRESENTING SYMPTOMS

This section of the Curriculum lists the more common presenting symptoms of patients in the emergency setting. The differential diagnoses are listed according to the systems involved and then in alphabetical order. The diagnoses requiring immediate attention, in terms of potential severity and need of priority, are highlighted in bold. These lists of possible diagnoses cannot be exhaustive.

3.3.1 ACUTE ABDOMINAL PAIN

- *Gastrointestinal causes*

Appendicitis, cholecystitis, cholangitis, **acute pancreatitis**, complications of hernias, diverticulitis, hepatitis, hiatus hernia, inflammatory bowel disease, **intestinal obstruction**, ischaemic colitis, **mesenteric ischaemia**, peptic ulcer, **peritonitis**, **viscus perforation**

- *Cardiac/vascular causes*

acute myocardial infarction, **aortic dissection**, **aortic aneurysm rupture**

- *Dermatological causes*

herpes zoster

- *Endocrine and metabolic causes*

Addison's disease, **diabetic ketoacidosis**, **other metabolic acidosis**, porphyria

- *Gynecological and Obstetric causes*

complications of pregnancy, **ectopic pregnancy**, pelvic inflammatory disease, rupture of ovarian cyst, ovarian torsion

- *Haematological causes*

acute porphyria crisis, familial mediterranean fever, sickle cell crisis

- *Musculo-skeletal causes*

referred pain from thoraco-lumbar spine

- *Renal and Genitourinary causes*

pyelonephritis, renal stones

- *Respiratory causes*

- pneumonia, pleurisy
- *Toxicology*
 - poisoning
- *Trauma*
 - abdominal**

3.3.2 ALTERED BEHAVIOUR AND AGITATION

- *Psychiatric causes*
 - acute psychosis, depression
- *Cardiac/Vascular causes*
 - hypertension, vasculitis
- *Endocrine and metabolic causes*
 - hypoglycaemia, hyperglycaemia, electrolyte imbalance, hyperthermia, hypoxaemia
- *Neurological causes*
 - cerebral space-occupying lesions, dementia, hydrocephalus, intracranial hypertension, CNS infections
- *Toxicology*
 - alcohol and drug abuse, poisoning

3.3.3 ALTERED LEVEL OF CONSCIOUSNESS IN ADULTS AND CHILDREN

- *Neurological causes*
 - cerebral tumour, epilepsy and **status epilepticus, meningitis, encephalitis, stroke, subarachnoid haemorrhage, subdural and extradural haematomata, traumatic brain injury**
- *Cardiovascular causes*
 - hypoperfusion states, shock**
- *Endocrine and metabolic causes*
 - electrolyte imbalances, hepatic coma, hypercapnia, hypothermia, **hypoxia, hypoglycaemia/ hyperglycaemia, uraemia**

- *Gynecological and Obstetric causes*
 - eclampsia**
- *Infectious causes*
 - septic shock**
- *Psychiatric causes*
 - conversion syndrome**
- *Respiratory causes*
 - respiratory failure**
- *Toxicology*
 - alcohol intoxication, carbon-monoxide poisoning, narcotic and sedative poisoning, other substances**

3.3.4 BACK PAIN

- *Musculo-Skeletal causes*
 - fractures, intervertebral disc strain and degeneration, strain of muscles, ligaments and tendons, spinal stenosis, arthritides, arthrosis**
- *Cardiovascular causes*
 - aortic aneurysm, aortic dissection**
- *Infectious causes*
 - osteomyelitis, discitis, pyelonephritis, prostatitis**
- *Endocrine and metabolic causes*
 - Paget's disease**
- *Gastrointestinal causes*
 - pancreatitis, cholecystitis**
- *Dermatological causes*
 - herpes zoster**
- *Gynecological causes*
 - endometriosis, pelvic inflammatory disease**
- *Haematological and Oncological causes*
 - abdominal or vertebral tumours**

- *Neurological cause:*
 - subarachnoid haemorrhage
- *Renal and Genitourinary causes*
 - renal abscess, renal calculi
- *Trauma*

3.3.5 BLEEDING (NON TRAUMATIC)

- *Ear, Nose, Throat causes*
 - ear bleeding (otitis, trauma, tumours), epistaxis
- *Gastrontestinal causes*
 - haematemesis and melaena (acute gastritis, gastro-duodenal ulcer, Mallory Weiss syndrome, oesophageal varices) rectal bleeding (acute diverticulitis, haemorrhoids, inflammatory bowel disease, tumours)
- *Gynecological and Obstetric causes*
 - menorrhagia/ metrorrhagia (abortion, abruptio placentae, tumours)
- *Renal and Genitourinary causes*
 - haematuria (pyelitis, tumours, urolithiasis)
- *Respiratory causes*
 - haemoptysis (bronchiectasia, pneumonia, tumours, tuberculosis)

3.3.6 CARDIAC ARREST

- *Cardiac arrest treatable with defibrillation*
 - ventricular fibrillation, pulseless ventricular tachycardia
- *Pulseless electric activity*
 - Acidosis, hypoxia, hypothermia, hypo/hyperkaliaemia, hypocalcaemia, hypo/hyperglycaemia, hypovolaemia, tension pneumothorax, cardiac tamponade, myocardial infarction, pulmonary embolism, poisoning
- *Asystole*

3.3.7 CHEST PAIN

- *Cardiac/vascular causes*
 - acute coronary syndrome, aortic dissection, arrhythmias, pericarditis, pulmonary embolism**
- *Respiratory causes*
 - pneumonia, pneumomediastinum, **pneumothorax (especially tension pneumothorax)**, pleurisy
- *Gastrointestinal causes*
 - Gastro-oesophageal reflux, **oesophageal rupture, oesophageal spasm**
- *Musculo-Skeletal causes*
 - costosternal injury, costochondritis, intercostal muscle pain, pain referred from thoracic spine
- *Psychiatric causes*
 - anxiety, panic attack
- *Dermatological causes*
 - herpes zoster

3.3.8 CRYING BABY

- *I - Infections*
 - herpes stomatitis, meningitis, osteomyelitis, urinary tract infection
- *T -*
 - testicular torsion, trauma, teeth problems,
- *C - Cardiac*
 - arrhythmias, congestive heart failure
- *R -*
 - reaction to milk, reaction to medications, reflux
- *I -*
 - immunisation and allergic reactions, insect bites
- *E - Eye*
 - corneal abrasions, glaucoma, ocular foreign bodies

- *S – Some gastrointestinal causes*
 - hernia, intussusception, volvulus

3.3.9 DIARRHOEA

- *Infectious causes*
 - AIDS, bacterial enteritis, viral, parasites, food-borne, toxins
- *Toxicological causes*
 - drugs related, poisoning (including heavy metals, **mushrooms, organophosphates, rat poison, seafood**)
- *Endocrine and metabolic causes*
 - carcinoids, diabetic neuropathy
- *Gastrointestinal causes*
 - diverticulitis, dumping syndrome, **ischaemic colitis**, inflammatory bowel disease, enteritis due to radiation or chemotherapy
- *Haematological and Oncological causes*
 - toxicity due to cytostatic therapies
- *Immunology*
 - food allergy
- *Psychiatric disorders*
 - diarrhoea “factitia”

3.3.10 DYSPNOEA

- *Respiratory Causes*
 - airway obstruction**, broncho-alveolar obstruction, parenchymal diseases, pulmonary shunt, pleural effusion, atelectasis, pneumothorax
- *Cardiac/vascular causes*
 - cardiac decompensation, cardiac tamponade, pulmonary embolism**
- *Ear, Nose, Throat causes*
 - epiglottitis, croup and pseudocroup
- *Fluid & Electrolyte disorders*
 - hypovolaemia, shock, anaemia

- *Gastrontestinal causes*
 - hiatus hernia
- *Immunological causes*
 - vasculitis
- *Metabolic causes*
 - metabolic acidosis, uraemia
- *Neurological causes*
 - myasthenia gravis, Guillain Barrè syndrome, amyotrophic lateral sclerosis
- *Psychiatric disorders*
 - conversion syndrome
- *Toxicology*
 - CO intoxication, cyanide intoxication
- *Trauma*
 - flail chest, lung contusion, **traumatic pneumothorax**, haemothorax

3.3.11 FEVER AND ENDOGENOUS INCREASE IN BODY TEMPERATURE

- *Systemic infectious causes*
 - sepsis and septic shock, parasitosis, flu-like syndrome**
- *Organ-specific infectious causes*
 - endocarditis, myocarditis, pharyngitis, tonsillitis, abscesses, otitis, cholecystitis and cholangitis, **meningitis, encephalitis**
- *Non-infectious causes*
 - Lyell syndrome, Stephen-Johnson syndrome**, thyroid storm, pancreatitis, inflammatory bowel disease, pelvic inflammatory disease, toxic shock,
- *Haematological and Oncological causes*
 - leukaemia and lymphomas, solid tumours
- *Immunological causes*
 - arteritis, arthritis, lupus, sarcoidosis
- *Musculo-Skeletal causes*
 - osteomyelitis, fasciitis and cellulitis

- *Neurological causes*
 - cerebral haemorrhage**
- *Psychiatric causes*
 - factitious fever
- *Renal and Genitourinary causes*
 - pyelonephritis, prostatitis
- *Toxicology*

3.3.12 HEADACHE IN ADULTS AND CHILDREN

- *Vascular causes*
 - migraine, cluster headache, tension headache, **cerebral haemorrhage**, hypertensive encephalopathy, **ischaemic stroke**
- *Haematological and Oncological causes*
 - brain tumours
- *Immunological causes*
 - temporal arteritis, vasculitis
- *Infectious causes*
 - abscesses, dental infections, **encephalitis**, mastoiditis, **meningitis**, sinusitis
- *Musculo-Skeletal causes*
 - cervical spine diseases, temporomandibular joint syndrome
- *Neurological causes*
 - trigeminal neuralgia
- *Ophthalmological causes*
 - optic neuritis, acute glaucoma
- *Toxicology*
 - alcohol, analgesic abuse, calcium channel blockers, glutamate, nitrates, opioids and caffeine withdrawal
- *Trauma:*
 - head trauma

3.3.13 JAUNDICE

- *Gastrointestinal causes*
 - cholangitis, hepatic failure, pancreatic head tumour, pancreatitis, obstructive cholestasis
- *Cardiac/Vascular causes*
 - chronic cardiac decompensation
- *Haematological and Oncological causes*
 - haemolytic anaemias, thrombotic thrombocytopenic purpura, haemolytic uraemic syndrome, disseminated intravascular coagulation**
- *Infectious causes*
 - malaria**, leptospirosis
- *Gynecological causes*
 - HELLP syndrome**
- *Toxicology*
 - drug induced haemolytic anaemias, **snake venom**

3.3.14 PAIN IN ARMS

- *Cardiac/Vascular causes*
 - aortic dissection**, deep venous thromboembolism, **ischaemic heart disease**
- *Musculo-skeletal causes*
 - peri-arthritis, cervical spine arthrosis
- *Trauma*

3.3.15 PAIN IN LEGS

- *Cardiac/Vascular causes*
 - acute ischaemia, arteritis, deep venous thrombosis, superficial thrombophlebitis
- *Immunological causes*
 - polymyositis

- *Infectious causes*
 - arthritis, cellulites, **necrotising fasciitis**, osteomyelitis
- *Musculo-Skeletal causes*
 - sciatalgia
- *Neurological causes*
 - sciatica
- *Nervous system causes*
 - peripheral nerve compression
- *Trauma*

3.3.16 PALPITATIONS

- *Cardiac/Vascular causes*
 - brady-arrhythmias (including **sinus and AV blocks**), extrasystoles, tachyarrhythmias (including atrial fibrillation, sinus tachycardia, supraventricular tachycardia, **ventricular tachycardia**)
- *Endocrine and metabolic causes*
 - thyrotoxicosis
- *Toxicology*
 - drugs

3.3.17 SEIZURES IN ADULTS AND CHILDREN

- *Neurological causes*
 - generalised epilepsy, partial complex or focal epilepsy, **status epilepticus**
- *Cardiac/Vascular causes*
 - hypertensive encephalopathy**, syncope, **dysrhythmias**, migraines
- *Endocrine and metabolic causes*
 - metabolic seizures
- *Gynaecological causes*
 - eclampsia**
- *Infectious causes*
 - febrile seizures in children

- *Psychiatric causes*
 - narcolepsy, pseudo-seizures
- *Respiratory causes*
 - respiratory arrest**
- *Toxicology*
 - drugs/ toxins

3.3.18 SHOCK IN ADULTS AND CHILDREN

- *Anaphylactic*
- *Cardiogenic*
- *Hypovolaemic*
- *Obstructive*
- *Septic*
- *Neurogenic*
- *Cardiac/Vascular causes*
 - cardiogenic shock, arrhythmias**
- *Endocrine and metabolic causes*
 - Addison's crisis**
- *Fluid and Electrolyte disorders*
 - hypovolaemic shock
- *Gastrontestinal causes*
 - vomiting, diarrhoea
- *Gynecological causes*
 - toxic shock**
- *Immunological causes*
 - anaphylactic shock**
- *Infectious causes*
 - septic shock**
- *Neurological causes*
 - neurogenic shock
- *Trauma*
 - hypovolaemic shock, neurogenic shock.**

3.3.19 SKIN MANIFESTATIONS IN ADULTS AND CHILDREN

- *Dermatological causes*
 - Eczema, psoriasis, skin tumours
- *Immunological causes*
 - Vasculitides, urticaria, **Stevens-Johnson syndrome, Lyell syndrome**
- *Infectious causes*
 - Viral exanthemas, meningococcaemia, herpes zoster/simplex, abscesses of the skin
- *Psychiatric causes*
 - Self-inflicted skin lesions or from abuse
- *Toxicology*
- *Haematological and Oncological causes*
 - Idiopathic thrombocytopenic purpura, thrombotic thrombocytopenic purpura

3.3.20 SYNCOPE

- *Cardiac/vascular causes*
 - Aortic dissection,**
 - cardiac arrhythmias** (including brady-tachy syndrome, Brugada syndrome, drug overdose, long QT syndrome, sick sinus syndrome, torsades de pointes, ventricular tachycardia),
 - Other causes of hypoperfusion** (including ischaemia, valvular, haemorrhage, obstruction: e.g. aortic stenosis, pulmonary embolism, tamponade)
 - Orthostatic hypotension
- *Endocrine and metabolic causes*
 - Addison's disease
- *Fluid and Electrolyte disorders*
 - hypovolaemia
- *Gastrointestinal causes*
 - vomiting, diarrhoea

- *Neurological causes*
 - autonomic nervous system disorder, epilepsy, vasovagal reflex,
- *Toxicology*
 - alcoholic or drug consumption

3.3.21 URINARY SYMPTOMS ((DYSURIA, OLIGO -ANURIA,, POLYURIA)

- *Renal and Genitourinary causes*
 - acute renal failure, acute urinary retention, cystitis and pyelonephritis, prostatitis
- *Cardiac/Vascular causes*
 - cardiac decompensation
- *Endocrine and metabolic causes*
 - diabetes mellitus, diabetes insipidus
- *Fluid and Electrolyte disorders*
 - hypovolaemia

3.3.22 VERTIGO AND DIZZINESS

- *Ear and Labyrinth causes*
 - benign postural vertigo, Meniere's disease, otitis, vestibular neuritis, viral labyrinthitis
- *Cardiac/Vascular causes*
 - arrhythmias, hypotension
- *Endocrine and metabolic causes*
 - hypoglycaemia
- *Haematological and Oncological causes*
 - anaemias
- *Nervous system causes*
 - acoustic neuroma, bulbar or cerebellar lesions, multiple sclerosis, temporal Epilepsy

- *Psychiatric causes*
 - anxiety
- *Respiratory causes*
 - hypoxia
- *Toxicology*
 - alcohol abuse, drugs and substances

3.3.23 VOMITING

- *Gastrointestinal causes*
 - appendicitis, cholecystitis, gastroparesis, gastric obstruction and retention, gastroenteritis, hepatitis, pancreatitis, pyloric stenosis, small bowel obstructions
- *Cardiac/Vascular causes*
 - myocardial ischaemia**
- *Ear, Nose, Throat causes*
 - vestibular disorders
- *Endocrine and metabolic causes*
 - diabetic ketoacidosis, hypercalcaemia**
- *Fluid and Electrolyte disorders*
 - hypovolaemia
- *Gynecological and Obstetric causes*
 - pregnancy
- *Infectious causes*
 - sepsis, meningitis**
- *Neurological causes*
 - cerebral oedema or haemorrhage, hydrocephalus, intracranial spaceoccupying lesions**
- *Ophthalmological causes*
 - acute glaucoma
- *Psychiatric causes*
 - eating disorders

- *Renal and Genitourinary causes*
 - renal calculi, uraemia
- *Toxicology*

3.4 SPECIFIC ASPECTS OF EMERGENCY MEDICINE

3.4.1 ABUSE AND ASSAULT IN ADULTS AND CHILDREN

- Abuse in the elderly and impaired
- Child abuse and neglect
- Intimate partner violence and abuse
- Sexual assault
- Patient safety in emergency medicine
- Violence management and prevention in the emergency department

3.4.2 INJURY PREVENTION AND HEALTH PROMOTION

- Collection and interpretation of data related to prevention and health promotion
- Epidemiology of Accidents and Emergencies
- Formulation of recommendations

3.4.3 ANALGESIA AND SEDATION IN ADULTS AND CHILDREN

- Pain transmission (anatomy, physiology, pharmacology)
- Pain assessment
- Pharmacology of sedative and pain relieving drugs
- Psychological and social aspects of pain in paediatric, adult and elderly patients

3.4.4 DISASTER MEDICINE

- Disaster preparedness
- Major incident planning/procedures/practice
- Disaster response
- Mass gatherings
- Specific medical topics (triage, bioterrorism, blast and crush injuries, chemical agents,

radiation injuries)

- Debriefing and mitigation

3.4.5 ENVIRONMENTAL ACCIDENTS IN ADULT AND CHILDREN

- Electricity (electrical and lightening injuries)
- Flora and Fauna (injuries from exposure, bites and stings)
- High-altitude (medical problems)
- NBCR (nuclear, biological, chemical and radiological: decontamination, specific aspects)
- Temperature (heat and cold related emergencies)
- Travel medicine
- Water (near-drowning, dysbarism and complications of diving, marine fauna)

3.4.6 FORENSIC ISSUES

- Basics of relevant legislation in the country of practice
- Recognise and preserve evidence
- Provide appropriate medical documentation (including forensic and clinical photography, collection of biological samples, ballistics)
- Appropriate reporting and referrals (e.g. child abuse or neglect, gunshot and other forms of penetrating wounds, elder abuse, sexual assault allegations)
- Medico legal documentation

3.4.7 PATIENT MANAGEMENT ISSUES IN EMERGENCY MEDICINE

- Emergency department organisation (administration, structure, staffing, resources)
- Management of specific populations:
 - children in special circumstances including child protection
 - geriatric patients
 - homeless patients
 - mentally incompetent adults
 - psychiatric patients

3.4.8 TOXICOLOGY IN ADULTS AND CHILDREN

- General principles of toxicology and management of poisoned patients
- Principles of drug interactions
- Specific aspects of poisoning
 - drugs (including, acetaminophen, amphetamine, anticholinergic, anticonvulsivants, antidepressants, antihypertensive, benzodiazepine, digitalis, monoamino oxidase inhibitors, neuroleptics)
 - industrial, chemicals
 - plants & mushrooms
 - alcohol abuse and alcohols poisoning
- Organisation and information (e.g. poison centres, data bases)

3.4.9 PRE-HOSPITAL CARE

- Emergency Medical Services organisation (administration, structure, staffing, resources)
- Medical transport (including neonates and children, air transport)
- Paramedic training and function
- Safety at the scene
- Collaboration with other emergency services (e.g. police, fire department)

3.4.10 PSYCHO-SOCIAL PROBLEMS

- Social wellbeing of specific populations (see 3.4.7)
- Patients with social issues
- Frequent visitors
- Social care following discharge

3.5 CORE CLINICAL PROCEDURES AND SKILLS

3.5.1 CPR SKILLS

- Cardio-pulmonary resuscitation procedures in a timely and effective manner according to the current ILCOR guidelines for adults and children
- Advanced CPR skills (e.g. therapeutic hypothermia, open chest CPR)

3.5.2 AIRWAY MANAGEMENT SKILLS

- Open and maintain the airway in the emergency setting (insertion of oropharyngeal or nasopharyngeal airway)
- Endotracheal intubation
- Alternative airway techniques in the emergency setting (e.g. laryngeal mask insertion, surgical airway)
- Difficult airway management algorithm
- Use of rapid sequence induction of anaesthesia in the emergency setting

3.5.3 ANALGESIA AND SEDATION SKILLS

- Assessment of the level of pain and sedation
- Monitor vital signs and potential side effects during pain management
- Provide procedural sedation and analgesia including conscious sedation (including testing of life support equipment)
- Use of appropriate local, topical and regional anaesthesia techniques

3.5.4 BREATHING AND VENTILATION MANAGEMENT SKILLS

- Assessment of breathing and ventilation
- Oxygen therapy
- Interpretation of blood gas analysis, pulse oximetry and capnography
- Bag-mask-valve ventilation
- Thoracocentesis
- Chest tube insertion, connection to under-water drainage and assessment of functioning

- Non-invasive ventilation techniques
- Invasive ventilation techniques

3.5.5 CIRCULATORY SUPPORT AND CARDIAC SKILLS AND PROCEDURES

- Administration of fluids including blood and substitutes
- Monitoring of ECG and the circulation
- Defibrillation and pacing (e.g. cardioversion, transcutaneous pacing)
- Emergency pericardiocentesis
- Vascular access (peripheral venous, arterial, and central venous catheterisation, intraosseous access)

3.5.6 DIAGNOSTIC PROCEDURES AND SKILLS

- Interpretation of ECG
- Appropriate request and interpretation of laboratory investigations (blood chemistry, blood gases, respiratory function testing and biological markers)
- Appropriate request and interpretation of imaging (e.g. x-rays, ultrasound, CT/MRI)
- Performance of focused assessment of sonography

3.5.7 ENT SKILLS AND PROCEDURES

- Anterior rhinoscopy
- Insertion of nasal pack
- Inspection of oropharynx
- Otoscopy
- Removal of foreign body if airway is compromised
- Insertion and replacement of tracheostomy tube

3.5.8 GASTROINTESTINAL PROCEDURES

- Insertion of nasogastric tube
- Gastric lavage
- Peritoneal lavage
- Abdominal hernia reduction

- Abdominal paracentesis
- Measurement of abdominal pressure
- Balloon tamponade for oesophageal varices
- Proctoscopy

3.5.9 GENITOURINARY PROCEDURES

- Insertion of indwelling urethral catheter
- Suprapubic cystostomy
- Testicular torsion reduction
- Evaluation of patency of urethral catheter

3.5.10 HYGIENE SKILLS AND PROCEDURES

- Decontamination of patient and the environment
- Patient isolation and staff protection

3.5.11 MUSCULOSKELETAL TECHNIQUES

- Aseptic joint aspiration
- Fracture immobilisation
- Joint-dislocation reduction
- Log roll and spine immobilisation
- Splinting (plasters, braces, slings, tapes and other bandages)
- Management of compartment syndrome
- Fasciotomy, escharotomy

3.5.12 NEUROLOGICAL SKILLS AND PROCEDURES

- Evaluation of consciousness including the Glasgow Coma Scale
- Fundoscopy
- Lumbar puncture
- Interpretation of neuro-imaging

3.5.13 OBSTETRIC AND GYNAECOLOGICAL SKILLS AND PROCEDURES

- Emergency delivery
- Vaginal examination using speculum
- Assessment of the sexual assault victim

3.5.14 OPHTHALMIC SKILLS AND PROCEDURES

- Removal of foreign body from the eye
- Slit lamp
- Lateral canthotomy

3.5.15 TEMPERATURE CONTROL PROCEDURES

- Measuring and monitoring of body temperature
- Cooling techniques (evaporative cooling, ice water or slush immersion)
- Internal cooling methods
- Warming techniques
- Monitoring heat stroke patients
- Treatment and prevention of hyper- and hypothermia

3.5.16 TRANSPORTATION OF THE CRITICALLY ILL PATIENT

- Telecommunication and telemedicine procedures
- Preparation of the EMS vehicle
- Specific aspects of monitoring and treatment during transportation

3.5.17 WOUND MANAGEMENT

- Abscess incision and drainage
- Aseptic techniques
- Treatment of lacerations and soft tissue injuries
- Wound irrigation and wound closure

4. STRUCTURE OF TRAINING OF EMERGENCY MEDICINE SPECIALISTS

This part of the document is based on the standards of the World Federation for Medical Education (WFME) for *Quality Assurance for Postgraduate Medical Education*.

The curriculum seeks to guide learning, teaching, and experience [4] and specifies standards using two levels of attainment [12].

- *Basic standard* which is a minimum accreditation requirement to be met from the outset. Basic standards are expressed by a “**must/ shall**”.
- *Standard for quality development* which means that the standard is in accordance with international consensus about best practice for postgraduate medical education. Standards for quality development are expressed by a “**should**”.

4.1 TRAINING PROCESS

Recognised specialist training in Emergency Medicine **must** conform to national and institutional regulations and **must** take into account the individual needs of trainees. It **must** encompass integrated and updated practical, clinical and theoretical instruction. It **must** be based on clinical participation and responsibilities in patient care. The trainee **must** attain the core competencies described in the sections 3.1 and 3.5 of this document.

4.1.1 TRAINING STRUCTURE

The Training Programme (TP) **must** be recognised at national level by the Ghana College which has the responsibility and authority for organising, coordinating and assessing the individual training centre. The training process **must** be clearly identified and supervised in each centre by the management of the accredited institution.

4.1.2 DURATION OF TRAINING

The Training duration of training of medical specialists **must** be sufficient to ensure training for independent practice of the specialty after the completion of training [13]. The programme is set at a minimum of three years of full-time training. Within the 3 years of Emergency Medicine training *a minimum of 21 months* **must** be spent inside an

Emergency Department accredited for the training. Training **must** take place in a full-time appointment or the equivalent length for a flexible part-time appointment according to the Ghana College regulations.

4.1.3 WORKING CONDITIONS

The working conditions and responsibilities of trainers and trainees **shall** be defined and made known. The educational goals of the Training Programme and learning objectives of trainees **shall** not be compromised by excessive reliance on trainees to fulfill institutional service obligations. The overall structuring of duty hours and on-call schedules **shall** focus on the needs of the patient, continuity of care, and the educational needs of the trainee.

4.1.4 ASSESSMENT METHODS AND TOOLS

A portfolio based on the core curriculum **shall** be used for assessment. In the portfolio the trainee documents the theoretical, clinical and practical experience. The acquired competencies must be validated by the trainers in an annual basis. The standard assessment methods must be formative and summative as previously defined [14,15,16,17].

4.1.4.1 Formative assessment and Documentation

Formative assessment is used as part of an ongoing learning or developmental process in giving feedback and advice. It **shall** provide benchmarks to orient the trainee. It **must** evaluate the trainee's progress and identify the strengths and weaknesses of that individual. The evaluation and any recommendations **must** be fully shared with the trainee.

The following **should** be part of formative assessment:

- Formal Documentation of trainee's development and progress
- Workplace based Assessment:
 - Observed clinical care of unselected patients during working time.
 - Video or observed operating of the trainee within a team.
 - Mini Clinical Examination (or Direct Observation of Procedural Skills), to

assess the knowledge, procedural and practical skills and attitudes of the trainee's interaction with a patient.

Case-Based Discussion, to explore clinical reasoning on a recent case.

- Non-workplace based Assessment

It includes processes such as case presentations, review of research in progress, review of critical incidents, review of teaching by trainee, role play/ scenario teaching.

4.1.4.2 Summative assessment

Summative assessment is usually a test that takes place after a specified training period with the purpose of deciding whether the trainee has reached a standard to proceed to the next level of training or to be awarded a certificate of Completion of Training. The methods of summative assessment **shall** include:

- Written examinations (multiple choice questions, short answered questions, essays).
- Oral and practical examinations (clinical vignettes and objective structured clinical examinations, stations to assess medical knowledge, clinical, communication and ethical skills in short predetermined scenarios).
- Evaluation of trainee's Portfolio.

4.2 FACULTY

All physicians **shall** participate in practice-based training as emphasised by the Ghana College. The faculty for Emergency Medicine **must** include a Training Programme Director, (TPD) and an appropriate number of trainers. Trainers **should** devote a large proportion of their professional efforts to training and **should** be given sufficient time to meet the educational requirements of the programme.

4.2.1 TRAINING PROGRAMME DIRECTOR

The Training Programme Director **shall** be a full time physician in the ED and **must** be

either a specialist in Emergency Medicine or a specialist who has been practicing Emergency Medicine for at least 5 years. The Director **must** be approved by the Ghana College and fully direct the Training Programme [13]

4.2.2 TRAINERS

Trainers **shall** be either accredited by the Ghana College or selected by the TPD and accept responsibility for the day to day supervision and management of trainees as delegated by the TPD.

4.2.3 TRAINER TO EM TRAINEE RATIO

There **must** be a sufficient number of trainers in the ED to ensure adequate clinical instruction and supervision of trainees as well as efficient, high quality clinical care. The ratio of trainers to the number of trainees **must** be sufficient to allow training to proceed without difficulty and to ensure close personal interaction and monitoring of the trainee during their training [1]. The recommended optimal trainer/emergency medicine trainee ratio is **1 to 2** during clinical work in the Emergency Department.

4.3 TRAINEES

All trainees **must** share responsibility with their trainers for their education. The trainees **must** be pro-active in identifying their own knowledge gaps and **must** take advantage of all the formal and informal learning opportunities offered.

4.3.1 SELECTION PROCEDURE OF TRAINEES

The selection and appointment of trainees **must** be in accordance with recognized selection procedure and agreed entry requirements of the Ghana College of Physicians and Surgeons.

4.3.2 TRAINING POSTS PER TRAINING PROGRAMME

Trainees **must** be in appropriately remunerated positions [1]. To ensure training and teaching of high quality the Ghana College **must** approve the maximum number of trainees per year and/or per Training Programme for accreditation purposes. The number

of training posts must be proportionate to established criteria, including clinical/practical training opportunities based on case mix and volume, supervisory capacity and educational resources.

4.3.3 SUPERVISION

Trainees **must** be supervised by trainers in such a way that the trainees assume progressively increasing responsibility according to their level of education, ability and experience. Schedules for trainers **must** be structured to ensure that supervision is readily available to trainees on duty. The level of responsibility accorded to each trainee **must** be determined by the TPD.

4.3.4 EXPERIENCE

The trainee **must** learn through exposure to a full range of clinical cases and be able to appreciate the issues associated with the delivery of safe, high quality and cost effective health care. The trainee **must** be involved in the treatment of a sufficient number of patients and perform an adequate number of procedures of sufficient diversity [13]. Administrative, teaching, and leadership skills **must** also be included in the Training Programme.

4.4 TRAINING CENTRES

A Training Centre is defined as a hospital or group of hospitals which together receive an appropriate case-mix and therefore offer the trainee experience in the full range of the specialty of Emergency Medicine [13]. Within the Training Centre there **should** be an ED with a patient load not less than 30.000-35.000 visits/year and which provides care at all hours. Each Training Centre **must** encompass relevant specialties in order to give the trainee the opportunity of developing their clinical skills and fulfilling the curriculum and their portfolio. It **must** provide both space and opportunities for practical and theoretical study as well as for research activities and critical appraisal of medical literature [1]. Trainees **should** have the opportunity to be trained for specified periods in recognized training centres within or outside the country approved by the Ghana College. Training Centres **must** be approved and recognised and accredited by the Ghana College.

4.5 EVALUATION OF TRAINING

The Ghana College and the appropriate professional bodies/faculty **must** establish a mechanism for evaluation of the training process that monitors each of the following areas [1,5].

4.5.1 EVALUATION OF TRAINING CENTRES

Accredited Training Centres shall be evaluated in accordance with the Ghana College accreditation criteria. Evaluation shall also take into account the spectrum of services within the hospital. Repeated negative evaluations can result in the withdrawal of accreditation of a Training Centre [1,13].

4.5.2 EVALUATION OF TRAINING PROGRAMME

Regular internal and external evaluation of the Training Programme shall be assured in a systematic manner both as regards adherence to the curriculum and the attainment of educational goals. Both trainees and trainers **must** have the opportunity to evaluate the programme confidentially and in writing at least annually. External evaluation shall be made by visiting representatives of the Ghana College. The TPD shall use the results of all evaluations to improve the Training Programme.

4.5.3 EVALUATION OF TRAINERS

The TPD shall evaluate trainer performance at least annually. This appraisal **shall** include evaluation of clinical teaching ability, clinical knowledge, professional attitude and academic activities [15].

4.5.4 EVALUATION OF TRAINEES

Specialist education and training include continuous assessment which tests whether the trainee has acquired the requisite knowledge, skills, attitudes and professional qualities to practise in the specialty of Emergency Medicine. This shall

include formal annual and final evaluations. The annual evaluation **must** formalise the assessment of a trainee's competence to promote the trainee's improvement. Upon completion of the Training Programme the trainee **shall** submit his/her portfolio. The TPD **shall** provide an overall judgment about the trainee's competence and fitness to practice as an independent specialist in Emergency Medicine. The individual assessment **should** include a final formal examination conducted by the Ghana College (written, oral and practical).

4.5.5 RE -ACCREDITATION OF EMERGENCY PHYSICIANS

All emergency physicians **must** follow national regulations for re-accreditation.

5.0 Rotations In Emergency Medicine Residency Program

| Month | Year 1 | Year 2 | Year 3 |
|-------|--------------------------------|----------------------|----------------------|
| 1 | Emergency Medicine/orientation | Emergency Medicine | Emergency Medicine |
| 2 | Emergency Medicine | Emergency Medicine | Emergency Medicine |
| 3 | Emergency Medicine | Emergency Medicine | Emergency Medicine |
| 4 | Emergency Medicine | Emergency Medicine | Emergency Medicine |
| 5 | Emergency Medicine | Emergency Medicine | Emergency Medicine |
| 6 | Emergency Medicine | Emergency Medicine | Emergency Medicine |
| 7 | Pediatric EM | Emergency Medicine | Emergency Medicine |
| 8 | Orthopedics | Toxicology | Emergency Medicine |
| 9 | OB/GYN | Pediatric ICU | Pediatric EM |
| 10 | Trauma | Trauma | Trauma |
| 11 | Anesthesia/ Ultrasound | Medical/Surgical ICU | Medical/Surgical ICU |
| 12 | Medical/Surgical ICU | EMS | Elective |

6.0 Fellowship

Fellowships for consideration after successful completion of three year membership:

EMS/Community Pre-hospital care

Toxicology

Pediatric Emergency Medicine

Critical Care

7. REFERENCES

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