

Editorial

CENTRAL INDUCTION POLICY (CIP) FOR THE POST GRADUATE RESIDENCY

Central Induction Policy (CIP) for the post graduate residency programs in various disciplines has stirred the medical graduates across the province. The uprising number of fresh medical graduates from public and private medical colleges , and mounting interest of the doctors in post graduation have created a constraint on training slots especially the paid seats.

Implementation of the CIP is a new system for medical doctors in Pakistan; however it is already effective in most of developed countries, National Residency Matching Program (NRMP) of USA for example. United Kingdom, Ireland and most of Gulf countries too, impose central induction for the allocation of post-graduate training posts.

It has been claimed that central induction shall streamline the selection criteria by reducing the institutional and candidate,s bias, and prioritizing the medical graduates with a set criteria , duties at peripheral health centers and involvement in the research , for instance.

Although the provincial health authorities & governing bodies of post graduation have accredited many district hospitals as teaching, most of them are not yet in the priority list of post graduate candidates. This is because of a hidden fear that newly accredited training hospitals might not be as equipped and running as the old and renowned institutes are. This fear can be overcome by advising the post graduate students to make obligatory rotations in other teaching hospitals for a specific period during their training, so that all trainees get a chance to have exposure of advanced diagnostic and therapeutic facilities which may not be available at district level teaching hospitals at moment.

So far, most of the postgraduate students belonged to college of physicians and surgeons of Pakistan. However, in CIP, the programs offered by different universities have been given an equal share of training slots and consequent feel of unrest is expected among doctors who have passed FCPS-1 examination.

The provision of paid slots is a further concern at both ends, the government and the trainee doctors. This becomes more of interest with the new policy which will discourage the volunteers who were ready to get training slots even on unpaid seats.

After rising slogans from the doctors community, some more paid seats have been announced by the government, but yet there is an imbalance between the candidates and paid seats.

Some additional or unpaid seats in each department of institution, specified in number should be offered to the candidates who do not want to move to other cities due to unavoidable reasons. Associations of Medics and CPSP should not interfere into this category rather accept this formula.

While most of concerns for fellowship and master degrees programs have been addressed in the CIP, there is silence about induction of membership training (MCPS) by the

CPSP and diplomas by the universities. Same is the case with post graduate training of the regular employees of the government.

Allocation of seats for FCPS and Master Programmers have been made by Punjab Government, however training of Masters (MS/MD) is not being standardized nor their examination systems being improved. Till that time the majority of slots should be given to FCPS-I candidates. In addition Masters Program (MS/MD) are being offered in big cities like Lahore/Islamabad etc. It should be decentralized with affiliation/accreditation of peripheral institutions to make them at par with FCPS training.

In our opinion, CIP should be implemented in letter and spirit as it will be helpful for upholding merit. Masters program (MS/MD) should be standardized in whole country by PMDC to make them at par with FCPS till that time majority of Post graduate slots should be offered to FCPS trainees.

Specified number of unpaid/additional seats should be offered to volunteers who do not want to leave their stations. CPSP and Associations should not exert their pressure by converting these unpaid slots into paid one.

It might take a while, that governing bodies and post graduates doctors shall enter in a comfort zone with the new system.

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