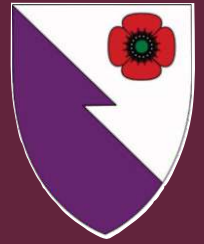




EMERGENCY MEDICINE FOUNDATION PROGRAM



ANNUAL REPORT 2021-2022 2nd Batch



*A collaboration between Rawalpindi Medical University
and
Royal College of Emergency Medicine(UK).*

Message by Vice Chancellor

Rawalpindi Medical University



PROF. MUHAMMAD UMAR

Emergency medicine is newly emerging specialty in Pakistan. Holy family Hospital affiliated with Rawalpindi Medical University is a public sector hospital in Punjab to establish department of emergency medicine. There are few qualified specialists in the field of emergency medicine in Pakistan, a country having a population of over 220 million with extra ordinary burden of both the communicable and non-communicable diseases and trauma cases. Even today, there are only seven hospitals across Pakistan having training

opportunity in field of emergency medicine but most of them are private sector hospitals.

Realizing importance of emergency medicine, Rawalpindi medical university signed a memorandum of understanding with Royal college of emergency medicine (UK) for starting Emergency medicine foundation program (EMFP). It is a great opportunity to develop a trained workforce for our newly established department of emergency medicine. It will be a milestone in history of emergency medicine in Pakistan. It will help to improve care of patients presenting in emergency department. Curriculum for this training program is comprehensive covering all important clinical and professional aspects of emergency medicine. Teaching and assessment methodologies for this program have provided opportunity for our trainees to learn according to international standards. It has also provided an opportunity for capacity building of our faculty. In future this trained faculty will be in better position to develop further training opportunities in this specialty. It will bring great change in knowledge, skills and professional attitude for doctors working in emergency department. Launching this program in Pakistan created awareness among health professionals regarding importance of Emergency Medicine as a specialty. This is an extremely exciting opportunity for our clinicians to further improve their competencies in emergency medicine and standardize care delivery.

Message by Principal

Rawalpindi Medical College



PROF. JAHANGIR SARWAR KHAN

Emergency Medicine is rapidly developing specialty in whole of world. Training of doctors working in emergency department is need of time. It is the specialists in emergency medicine who decide what course of action to be followed for a patient reaching hospital in critical condition and if we want to strengthen emergency healthcare, we must produce specialists in EM. It is need of time to promote this specialty in our health system. In

Pakistan we do not have sufficient number of qualified doctors in this specialty.

Royal College of Emergency Medicine has developed a Curriculum covering professional development, trauma care, and resuscitation for acute medical emergencies. This program will provide a foundation to develop future training opportunities in field of emergency medicine. This training program will enable our young doctors to provide best possible, safe clinical care in emergency department according to international guidelines and standard. Emergency medicine foundation program (EMFP) is a great opportunity for our university to develop trained faculty in field of emergency medicine. RMU is the only site in Pakistan for this training Program by Royal College of Emergency Medicine. It will provide training opportunity according to international standards.

The Emergency Medicine Foundation Program (EMFP) is a one-year course that has a defined and evidence-based curriculum with key competencies, both professional and clinical, that support services to provide care that is safe, effective and responsive to population needs. EMFP provides guidance on methods of learning and assessment, along with additional supportive training tools and resources.

Preface

EM is a relatively new specialty, which has evolved just over the last quarter of a century. In fact, EM is the first specialty to develop directly due to demand by the public. Emergency physicians are first contact providers. EM is a specialty of depth and breadth. EM is the medical specialty with the principal mission of evaluating, managing, treating, and preventing unexpected illness and injury. Quality emergency care is a fundamental right and should be available to all who seek it. There is a rapidly growing interest in EM throughout the world.

EM in Pakistan is a new specialty, and in fact, is not an officially designated specialty. EM is an extremely important component of any health care system and provides a vital service to the public. There are significant benefits in developing training programs in EM. It is need of the time to introduce specialty of Emergency Medicine in all public sector hospitals of the country as trained personnel can save lives of thousands of patients coming to accident & emergency departments of hospitals in critical condition. It is the specialists in emergency medicine who decide what course of action to be followed for a patient reaching hospital in critical condition and if we want to strengthen emergency healthcare, we must produce specialists in EM. Lack of trained EM faculty is an important limiting factor in Pakistan. Despite obstacles, there is a potential for the development of EM. It is hoped that this relatively new specialty will meet the challenges and will grow with time.

Piolet project of EMFP completed in 2020. It was challenging to conduct it in a busy tertiary care hospital where speciality of emergency medicine is in transitional phase of its development. 28 trainees successfully certified for EMFP by Royal College of emergency medicine. Induction of 2nd batch of EMFP in RMU delayed due to COVID-19 pandemic. It started in October 2021 and successfully completed in 2022 according to scheduled time line. Orientation on new software of e-portfolio was a challenge for trainees as well as supervisors. This time we inducted 9 trainees. Most of them were from other institutions. Trainees actively participated in different activities of program. Trainees showed gradual progression in their core knowledge, clinical skills and professional competencies. All trainees successfully completed requirements of EPRP and were certified for EMFP. In my opinion EMFP is not just a certificate course by RCEM but it will open a new era of collaboration and cooperation between two institutions in field of emergency medicine. it has provided an opportunity for capacity building of our doctors working in emergency department.

DR USMAN QURESHI

Lead Educational Supervisor EMFP
Rawalpindi Medical University

TABLE OF CONTENT

1.	Message By Vice Chancellor RMU	1
2.	Message By Principal RMC	2
3.	Preface	3
4.	Faculty From Royal College of Emergency Medicine UK	5
5.	Faculty For Emergency Medicine Foundation Program	6
6.	Clinical Supervisors	7
7.	Assistant Co-Ordinator EMFP	7
8.	2 nd Batch Pictures	8
9.	EMFP Annual Report Session 2021-22	9
10.	Success Story Of Batch-1	10
11.	EMFP 1 st Batch Journey	11
12.	Interviews And Selection of Trainees For 2 nd Batch EMFP	12
13.	EMFP 2 nd Batch Launching Ceremony	13
14.	Introductory Session	14
15.	Hospital Visit During Induction Period	15
16.	Teaching And Training	16
17.	Logistic Support for Teaching and Training Development	19
18.	Orientation Session On E-Portfolio for Supervisors	20
19.	Collaboration Between RMU and PIMS For EMFP	21
20.	Visit By RCEM Representative	22
21.	Life Support Courses and Workshops	23
22.	Disaster Management Workshop & Visit to Rescue 1122	25
23.	Support From RCEM/Webinars	26
24.	RCEM Learning	27
25.	Clinical Audit	28
26.	Local Panel Review Of E-Portfolio Before EPRP	29
27.	End Of Program Review Panel (EPRP)	30

Faculty from Royal College of Emergency Medicine UK



DR. ADRIAN BOYLE
PRESIDENT RCEM
ADDENBROOKE'S HOSPITAL CAMBRIDGE, UK



JASON LONG
CONSULTANT EMERGENCY MEDICINE
QUEEN ELIZABETH UNIVERSITY, UK



DR. AYAZ ABBASI
CONSULTANT EMERGENCY MEDICINE
ROYAL ALBERT EDWARD INFIRMARY, UK



DR. SUNDARARAJ MANOU
CONSULTANT IN EMERGENCY MEDICINE
LEEDS GENERAL INFIRMARY, UK



DR. D VIJAYASANKAR
CONSULTANT EMERGENCY MEDICINE
PETERBOROUGH HOSPITAL, UK



DR. ASIM IJAZ
CONSULTANT EMERGENCY MEDICINE
UNIVERSITY HOSPITALS OF MORECAMBE, UK



ANDREW FRYER
INTERNATIONAL MANAGER
RCEM, UK



VICTORIA DE WITT
INTERNATIONAL TRAINING COORDINATOR
RCEM, UK

**Faculty for Emergency Medicine Foundation Program
Rawalpindi Medical University**



DR. USMAN QURESHI
LEAD EDUCATIONAL SUPERVISOR
EMFP, RMU



DR. SAIMA AMBREEN
EDUCATIONAL SUPERVISOR
EMFP, RMU



DR. AIMEN MALIK
EDUCATIONAL SUPERVISOR
& COORDINATOR EMFP, RMU

CLINICAL SUPERVISORS



Dr. Madiha



Dr. Nida Anjum



Dr. Syed Waqas Hasan



Dr. Humaira Naseem



Dr. Hannia Zehra

ASSISTANT CO-ORDINATOR EMFP

2nd Batch EMFP



Dr Maria Arshad



Dr Abdul Sami



Dr Mariam Mukhtar



Dr Sidra Jahangir



Dr Mariam Ejaz



Dr Haseeb-ur-Rehman



Dr Muhammad Azam



Dr Asma Bibi



Dr Sohaib Iftikhar

EMFP ANNUAL REPORT SESSION 2021-2022

Emergency Medicine Foundation Program (EMFP) is a joint venture of Royal college of Emergency Medicine (RCEM), UK and Rawalpindi Medical University (RMU), Pakistan. Main objective of the foundation program is to improve the standards of Emergency Department by providing quality training to emergency physician. EMFP Batch 2 was inducted in October 2021. 9 trainees were selected after an interview for this one year training program. Training site was decided to be Emergency Department of Holy Family Hospital, Rawalpindi. 7 supervisors were nominated from the faculty of RMU. Two train-the-trainers workshops for supervisors were conducted by RCEM.

EMFP curriculum for trainees and their assessment guidelines were provided by RCEM. Supervisor's course guidelines and assessment methodologies were accessible. With the launched of program, teaching and training was started. NHS e-portfolio (KAIZEN) was activated for EMFP trainees and supervisors. RCEM learning resources were accessible to trainees for updated and integrated learning. Many webinars were conducted by RCEM for trainees and supervisors to discuss their difficulty in the teaching and learning.

EMFP (2nd batch) completed its one year training according to its guidelines even in era of COVID-19 pandemic. We achieved all targets and our trainees achieved competencies as per required EPAs. Continues support by RCEM regarding e-portfolio and knowledge delivery through webinars and RCEM learning was an amazing. Mr Andrew, Manager for international education always responded immediately to all queries of RMU team.

On 28th October 2022 all trainees appeared in EPRP and all of them were successfully certified for EMFP.

SUCCESS STORY OF BATCH -1



SUCCESS STORY-EMFP



Emergency Medicine Foundation Program (EMFP) was launched (2019) in Rawalpindi Medical University (RMU), Holy Family Hospital. It is a Collaboration between Rawalpindi Medical University (RMU) & Royal College of Emergency Medicine RCEM (UK). 28 Candidates Participated and Successfully completed this one year Certificate Course

RCEM (UK) Acknowledged teaching & training delivered by RMU & Selected 3 Candidates for further Emergency Medicine training in UK (Mch/MMed Program) along with PLAB exemption and Placement in Trust Grade Hospital

It is a milestone and proud moment for RMU that RCEM (UK) granted such an amazing opportunity for certified trainees of EMFP.



Dr. Mehreen



Dr Irum



Dr Arooj

EMFP 1ST BATCH JOURNEY

Journey of EMFP in Pakistan started in early 2019. After initial ZOOM meeting with RCEM representative regarding basic orientation of program and availability of logistics regarding smooth running of program, a MOU was signed between RMU and RCEM to start pilot program of EMFP in RMU. Emergency department of Holy Family Hospital was selected as site of training. Department of medical education in RMU was decided as Educational Hub for this program. Dr Usman Qureshi was nominated as Lead Educational Supervisor. Dr Abdul Naem was coordinator. In pilot program 28 candidates were selected for training.

During course year RCEM provided full support for trainees and supervisors. RCEM representative visited twice for train the trainer workshops. In addition to these visits multiple online sessions were arranged for orientation of Curriculum, e-portfolio, work place-based assessments. After completion of one year of training, EPRP was done and all 28 trainees were certified for EMFP. Certificate distribution ceremony was held in New Teaching Block on 22nd September 2021.



INTERVIEWS AND SELECTION OF TRAINEES FOR 2nd BATCH EMFP

After advertisement on electronic and print media, for induction in 2nd batch we received 52 applications. Short listing was done on bases of predetermined selection criteria. 28 applicants were called for interview. Interviews were conducted by a selection board announced by Rawalpindi Medical University. During interview, applicant's aptitude and enthusiasm for training in emergency medicine were main concerns along with academic qualification and basic core knowledge of subject. After interviews, a merit list was prepared. First 9 candidates on merit list were selected for 2nd batch of emergency medicine foundation program in Rawalpindi Medical University.

Collaboration Between Rawalpindi Medical University & Royal College of Emergency Medicine, UK

Emergency Medicine Foundation Program (EMFP)



After the successful completion of the first batch, now applications are invited for **Batch 2: 2021-2022**

Starting Date: 3rd Week of Oct	Last date for Application: 02nd October 2021	Course Fee by RCEM: 750 £	University Fee by RMU: Rs. 20,000/-
--------------------------------	--	---------------------------	-------------------------------------

Limited Seats available, short listed candidates will be called for final interview

Salient Features

- One year certificate course by Royal College of Emergency Medicine, UK
- Certificate will be awarded by Royal College of Emergency Medicine, UK
- Module Based Training
- No Entry or Exit Exam
- Supervised Quality Training in Emergency Medicine
- Work-Place Based Assessments
- Online NHS e-portfolio by Royal College of Emergency Medicine, UK
- Course Based on Curriculum designed by RCEM, UK

Course Benefits

- Emerging Specialty in Pakistan
- Better Training/Job Opportunity in Pakistan
- Job Priority / Training Opportunities in UK

3 Candidates from Batch-1 have been Selected for further Emergency Medicine training in UK, along with exemption from PLAB

Program Director
Prof. Jahangir Sarwar Khan
Head of Department Surgery, UMI-H
Holy Family Hospital
Rawalpindi

Lead Educational Supervisor
Dr. Usman Qureshi
Associate Professor of Surgery, UMI-H
Head of Department Emergency Medicine
Holy Family Hospital, Rawalpindi

Educational Supervisor & Coordinator
Dr. Ameer Malik
Senior Registrar
Emergency Medicine
Holy Family Hospital
Rawalpindi

Contact: Dr. Usman Qureshi: 033-3590044, Dr. Ameer Malik: 033-3590071
Address: Department of Emergency Medicine, Holy Family Hospital, Rawalpindi
Download Application form RMU Website: <http://www.rmuc.edu.pk>
Email: denr@rmuc.edu.pk
Submit application in Department of Emergency Medicine Holy Family Hospital



EMFP 2nd BATCH LAUNCHING CEREMONY

Formal launching ceremony was arranged for 2nd batch of EMFP in new teaching block. Vice chancellor Professor Muhammad Umar was chief guest. Program director, Professor Jagangir Sarwar Khan and Lead Educational Supervisor Dr Usman Qureshi along with educational supervisors, clinical supervisors and new selected trainees attended this session. Vice Chancellor gave welcome address to participants of 2nd batch of EMFP. Session was concluded with group photo of Department of Emergency Medicine along with chief guest and trainees.



INTRODUCTORY SESSION

Program Director Prof. Jahangir Sarwar Khan gave introductory lecture on first day of training. Later on, an orientation session was conducted by Dr Usman Qureshi, Lead Educational supervisor regarding scope of program, curriculum, training system, work place-based assessments and e-portfolio. First meeting with educational supervisors was part of this session. At end of this session PDPs were made and guidance was provided regarding achievement of these targets.



HOSPITAL VISIT DURING INDUCTION PERIOD

During induction time trainees were given orientation regarding emergency department, SOPs of ER, triaging system, disaster management, and logistics of ER along with duty rosters. Visit of rest of hospital was also part of this induction time. Trainees actively participated in induction sessions with 100% attendance.



TEACHING AND TRAINING

EMFP is an organized, structured training program under direct supervision of the clinical and educational supervisors. During the course year trainees were monitored and assessed by EMFP supervisors. Trainee's capabilities were graded according to EPAs (Entrustable Professional activities). WPBA (Formative and summative) were carried out throughout training period. Trainees showed gradual progression in their competencies. Trainees were encouraged for self-directed learning. Formal teaching sessions were also arranged in department of emergency medicine to cover curriculum of EMFP. Providing feedback and reflective learning are major components of EMFP. Trainees also completed different courses from RCEM learning. 360° degree evaluation of trainees was done by Multi Source Feedback. Structured training report by educational and clinical supervisors was generated for each trainee at end of training before EPRP. During course year trainees were encouraged to focus on core professional competencies including communication skills, teamwork, group dynamics, leadership, clinical reasoning and judgement.

Clinical Supervision

24 hours clinical supervision was provided to EMFP trainees. All clinical supervisors were trained by RECM in train the trainer workshops. A schedule was formulated keeping in view local logistics and requirements. Trainee's clinical skills and professional development was assessed and recorded according to competency level. Clinical supervisors provided feedback during the daily WPBAs and identified the trainees who need extra support. Training issues were discussed with respective educational supervisors to sort out trainee's issues and difficulties. In case of difficulty for CS and ES lead Educational Supervisor looked into the matter to solve the issue.

Patient Safety

In our emergency department, patient safety is given prime importance. Trainees are also provided safe working environment. EMFP trainees are bound to discuss each case with seniors fellows before discharge. End of shift handover is mandatory step to ensure continuity of care. 24 hours consultant supervision in ED is available for smooth and safe working.

TEACHING AND TRAINING



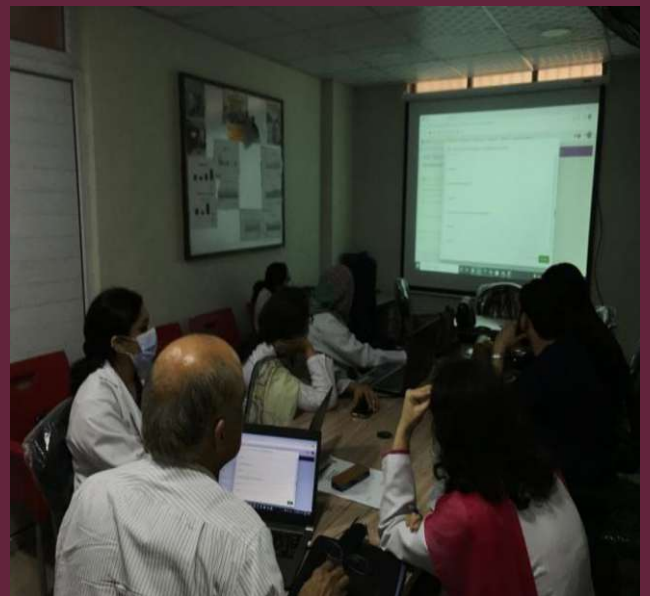
LOGISTIC SUPPORT FOR TEACHING AND TRAINING DEVELOPMENT OF LEARNING RESOURCE CENTRE

As already mentioned, that RMU was first center in Pakistan to start EMFP in collaboration with RCEM. Development of emergency medicine is in transitional phase. Providing comfortable educational environment in busy emergency department of a tertiary care hospital was a great challenge. RMU addressed this concern and developed EMFP Learning Resource center in emergency department of Holy Family Hospital. Center is equipped with internet, computers and facility for online meetings.



ORIENTATION SESSION ON e-PORTFOLIO FOR SUPERVISORS

As RCEM changed its software of e-portfolio and shifted to KAIZEN. Using new version of e-portfolio was a challenge for our trainees as well as for supervisors. Due COVID pandemic, online orientation sessions were arranged by RCEM. Later on few sessions were also arranged by lead educational supervisor, Dr Usman Qureshi to facilitate trainees and supervisors regarding working on e-portfolio. Learning resource center in department of emergency was equipped with necessary logistics to provide facility for working on e-portfolio.



COLLABORATION BETWEEN RMU AND PIMS FOR EMFP

This year Zulfiqar Ali Bhutto University, Islamabad started EMFP in Pakistan Institute of Medical Sciences (PIMS). RMU arranged an orientation session for supervisors of EMFP in PIMS. Session was arranged in conference room of Surgical Unit-I, Holy Family Hospital, Rawalpindi. This session covered different aspects of EMFP including curriculum, teaching and training, workplace based assessment, EPRP and use of e-portfolio.



VISIT BY RCEM REPRESENTATIVE

Dr. Ayaz Abbasi

RCEM always provided help regarding smooth running of EMFP. During pilot year of program, two RCEM teams visited RMU to meet trainees and supervisors. They also conducted two train the trainer workshops during these visits in 2019-2020. Due to COVID-19 pandemic and restrictions on journey during 2021 – 2022, most of assistance by RCEM was online. Train the trainer workshops were also conducted through Webinars. Fortunately, **Dr Ayaz Abbasi**, consultant Emergency Medicine UK visited RMU and had a meeting with trainees and supervisors. He also conducted a train the trainer workshop and addressed different concerns of trainees and supervisors.



LIFE SUPPORT COURSES AND WORKSHOPS

In December 2021, RMU arranged its 5th international scientific conference. Department of emergency medicine actively participated in conference. Department arranged 5 pre-conference workshops and presented 3 posters on clinical audits. Our trainees attended 16 workshops and master classes during this conference. They also attended different scientific sessions and essential life support courses. It provided them an opportunity to improve their core knowledge and clinical skills.



Sr. No	Date	Topic	Venue
1	9-12-2021	Master Class (Research & Prudent)	MU-I, HFH (10:00 am-12:00 pm)
2	9-12-2021	Master Class (Antibiotic in Covid-19)	MU-I, HFH(10:00 am-12:00 pm)
3	11-12-2021	Required Role of First Level Healthcare Providers in Identification of Epidemics	CPC Hall, NTB, (9:30 am-12:30 pm)
4	13-12-2021	Work Shop On Basic Cardiac Life Support	Skill Lab (Adjacent to VC Office,RMU) (9:00 am)
5	14-12-2021	BiPAP& Mechanical Ventilation	MU-II , HFH, Rwp
6	14-12-2021	NIV for Medicine Resident	MU-II, HFH, Rwp (11:30 am to 12-30 pm)
7	15-12-2021	Rational Prescription Writing & Pharmacovigilance	DME Conference Room, NTB (08:00 am-02:00 pm)
8	16-12-2021	ECG Workshop	Library, BBH(08:00 am-02:00 pm)
9	16-12-2021	Management of Head Injury	Conference Room, SU1, HFH (09:00 am)
10	17-12-2021	Workshop on Microbiology, AMR & Biosafety	Department of Pathology (08:00 am-02:00 pm)
11	17-12-2021	Infection Prevention & Control & Hand Hygiene	Sugra Diabetic Center, BBH (9:00 am-12:00pm)
12	18-12-2021	Mastering the Art of Time Management in a Distracted World	Conference Room, MU-I (9:30 am)
13	21-12-2021	Artificial Intelligence in Healthcare Symposium & Workshop	RMU (10:00 am-01:00pm)
14	22-12-2021	Special Symposium, Career Counseling & Mentoring	Latif Auditorium (02:00pm-04:00pm)
15	26-9-2022	Disaster Management	SU-1 HFH (9:00AM- 2:00 PM)
16	1-10-2022	BLS rescue 1122	RESCUE 1122 HEADQUARTER (8:00AM-2:00PM)



DISASTER MANAGEMENT WORKSHOP & VISIT TO RESCUE 1122

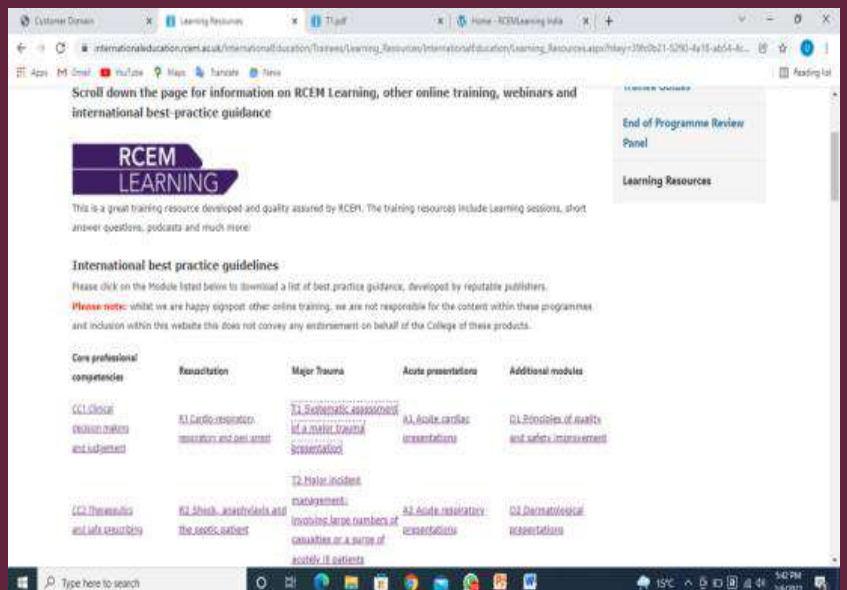
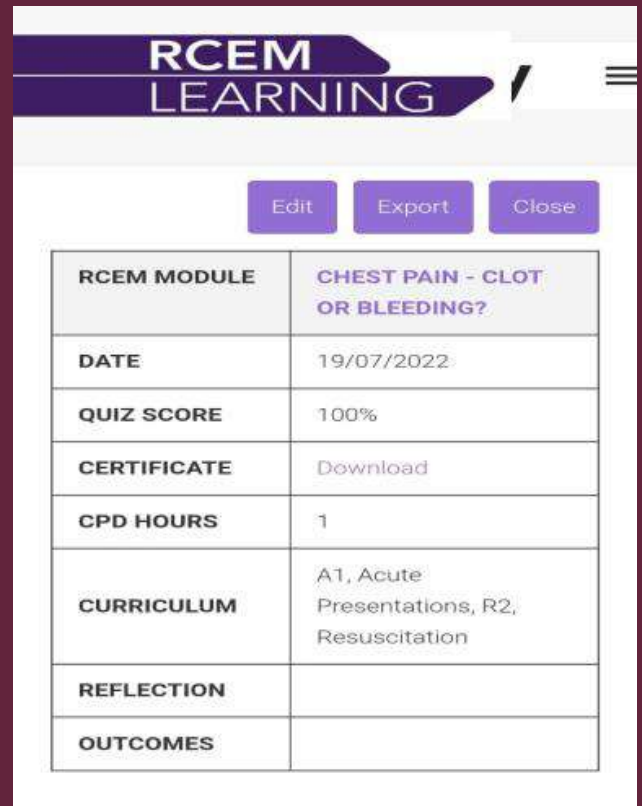
Training on disaster management is an important component of emergency medicine. Similarly orientation of pre hospital rescue services also important for working in emergency department. A workshop was arranged for orientation on disaster management. During this workshop different scenarios on training and disaster management were discussed and on table disaster drill was also done.

For better orientation on pre-hospital rescue services, a one day visit was arranged in training center of RESCUE- 1122. During this visit officials of RESCUE -1122 gave them detail orientation regarding working of RESCUE services and provided hands on training on BLS. Trainees of EMFP actively participated in this workshop and were certified for BLS.



RCEM LEARNING

Access to RCEM learning was an amazing feature of this program. It helped a lot to improve core knowledge of trainees. Trainees actively availed this opportunity and completed different courses on RCEM learning. It helped to promote self-directed learning. They uploaded certificates of RCEM learning in their e. portfolio. Linkage of RCEM modules with EMFP curriculum was an excellent feature. On survey by RCEM regarding this learning resource all trainees were fully satisfied. They considered RCEM learning resource was the best achieving 100% satisfaction level.



CLINICAL AUDITS

Clinical audits are important for quality improvement of clinical care. Trainees of 2nd batch of EMFP actively participated in ongoing clinical audits and helped a lot in data collection. Finally three clinical audits were presented in 5th international scientific conference and later on these audits were accepted for poster presentation in international conference of emergency medicine in IRELAND and UK.

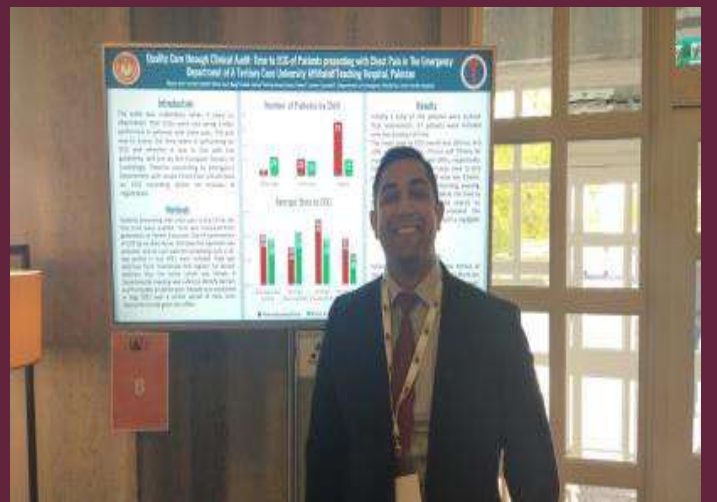
Trainees of 2nd batch also started 2 clinical audits. Projects are in final stages of data collection and analysis.



Triaging in Emergency (Clinical Audit)
By Mariam Ejaz, Maria Arshad, Mariam Mukhtar and Sohaib Iftikhar

Discharge summary audit with a quality improvement initiative

Dr Sidra jahangir, Dr Asma Bibi, Dr Azam, Dr sami, Dr Haseeb



LOCAL PANEL REVIEW OF e-PORTFOLIO BEFORE EPRP

Trainee in difficulty" is one of the important concerns and it has been incorporated in EMFP. After completion of training time, our main focus was on preparation for end of program review panel (EPRP). We arranged different sessions regarding completion of requirements of EPRP. End of program report (EPR) was generated by clinical supervisors and send to trainees after final comments by educational supervisors. Trainees was also provided continous support regarding their issues and concerns for EPRP. Multiple sessions were arranged individually and in groups. Finally, a local panel review was done to identify deficiencies in e-portfolio of trainees and quality of uploaded evidence in support of achieved competencies. During this panel review, guidance was provided regarding deficiencies in e-portfolio. This session provided great help for preparation of final EPRP by RCEM.



END OF PROGRAM REVIEW PANEL (EPRP)

EPRP is the final authority to decide for EMFP certification. Decision of awarding the certificate depends upon the ES and CS annual report, multi-source feedback, achievement of personal development plans along with evidence, reflection, trainee's progression and achievement of desired EPA levels.

EPRP meeting was jointly conducted by RCEM & RMU team through zoom link on 28th October 2022. Before EPRP session, Vice Chancellor RMU, Professor Muhammad Umar and Principal RMC, Professor Jahangir Sarwar Khan addressed candidates of EPRP. According to decision after EPRP, eight out of nine trainees were declared successful and one trainee was advised to fulfil some deficiencies in next 4 weeks before certification.

