

Appendix 4. Needs Assessment

Needs assessment (analysis) is a foundational process for curriculum development and it is considered a critical stage in the complex process of curriculum design. Needs assessment provides direction for determining the competency standards by which trainees should be assessed and how a curriculum should be delivered.

Expressed Needs

Expressed needs are identified when trainees or professionals are in action through observation. Information has been collected over the last two years from direct contact of trainees with the curriculum development group.

Felt Needs

A national survey of the trainees is conducted, with direct questions addressing different needs.

Normative Needs

Members of the curriculum development team have conducted several meetings/focus group meetings with different stakeholders: trainers, local training coordinators, trainee representatives, examiners and regulatory representatives, such as National Doctors Training and Planning (NDTP). The curriculum development team has also reviewed different related documents such as, the *National Cancer Strategy 2017-2026*, published by the Department of Health in 2017; the *Radiation Oncology Work Force Plan*, published by NDTP in 2017; and the *Development of Radiation Oncology Services in Ireland* document, published in 2003.

Legislative Needs

Legislative needs are those stated by healthcare, regulatory or governing bodies. At the national level, the current regulations and standards of the Irish Medical Council (IMC) and the National Doctors Training and Planning (NDTP), have been considered and integrated into this current version. The HSE NCHD contract has also been reviewed.

At the European level, European regulations such as the *European Society of Therapeutic Radiation Oncology (ESTRO) Core Curriculum for Radiation Oncologists Recommendations*,



4th Edition published in April 2019, has been reviewed and all recommendations have been considered in this version.

Comparative Needs

Comparing our curriculum to other similar training programmes identifies these needs. Currently, many of our trainee graduates are working as consultants in North America. In this revised version of the curriculum, all the standards in both North America and Australia have been considered.

