



30 MARCH
2024

A message from
National Doctors Training & Planning on

National Doctors Day

#DoctorsDay2024



NATIONAL
DOCTORS
TRAINING
& PLANNING

FRI
14
JUNE

A Date for Your Diary!

The inaugural National NCHD Conference takes place on Friday 14th of June 2024

Join the Inaugural National NCHD Conference in Croke Park on June 14th 2024! Hosted by National Lead NCHDs, Dr Seán Casey and Dr Daniel Creegan.

Throughout their tenure, Drs Casey and Creegan have hosted a series of workshops attended by Lead NCHDs. On the 14th of June they will expand their workshop to welcome NCHDs from outside the Lead NCHD programme. This first-of-its-kind Conference will feature keynote talks and panel discussions with senior HSE decision makers, leaders in Healthcare and fellow NCHDs.

More information about the event to come via email.

Limited number of tickets available so book early to avoid disappointment!



Dear Doctors,

We celebrate National Doctors Day this year on 30th March. We recognise, celebrate and take the time to appreciate the valuable role doctors play in healthcare. Thank you for all that you do to keep patients and our community healthy.

NDTP is committed to supporting the training, professional development, and working experience of doctors in the Irish healthcare system.

Inside this leaflet, you will find important information for doctors about financial and educational supports, consultant roles, research and pilot schemes that are underway, as well as some dates to add to your diary.

This leaflet also highlights new improvements to the NER App and E-Portfolio including the Employment Summary and the ability to generate E-Portfolio Logbook and Logbook Summary PDFs.

NDTP have ambitious plans for the future, outlined in our own NDTP Strategy 2022-27, launched in 2022. The challenges to doctors are complex and many. But the reward of being able to make a difference in patients' lives is huge. And we are determined that the potential for a fulfilling career in Irish healthcare will improve year on year.

Yours,

Prof. Brian Kinirons, NDTP Medical Director

Dr Seán Casey & Dr Daniel Creegan, NDTP National Lead NCHDs



NER on the Go!



NER, the National Employment Record App

The NER App, is an extension of the web portal of the same name, enabling NCHDs to interact with Medical HR and Occupational Health Departments nationally and offering a more accessible and user friendly option when uploading pre-employment documentation prior to commencing a new post.

The App allows NCHDs to update their Hire Form, submit applications for funding reimbursement (for the TSS and CCERS Schemes), upload training certificates, and log training and career development via the E-Portfolio module.

There have been new enhancements to the NER App and E-Portfolio:

- **Employment Summary outlines the current post occupied by an NCHD and their registration status with the Irish Medical Council. NCHDs can view and download their employment history as captured on DIME.**
- **Generate Logbook Summary PDF via E-Portfolio.**

The NER app is available to download on Playstore and App Store



E-Portfolio in your Pocket

NCHDs can keep track of all their training and learning achievements with the award-winning E-Portfolio

The E-Portfolio module gives doctors access to a standard document to record their training and career development, and includes a function whereby supervising Clinicians or Consultants can validate the experience of NCHDs.

Find the E-Portfolio by downloading the NER App today.

For more information regarding the E-Portfolio scan QR code:



TSS/CCERS Funding for NCHDs

Both the Training Support Scheme (TSS) and Clinical Course & Exam Refund Scheme (CCERS) offer funding reimbursement for eligible courses, conferences and exams.

The individual TSS allowance for each NCHD grade was increased last year, and now includes a contribution of up to €1,000 towards the purchase of a laptop or tablet as well as other additions including:

- Annual Registration fee for Professional Memberships
- Online Subscriptions to relevant medical publications as deemed appropriate, provided such publications are not available to NCHDs via other sources such as local, university or HSE Library
- Microsoft Office
- Computer Software that has a CME/CPD Component e.g. Statistical Software such as SPSS or alternative

For more information regarding TSS and CCERS scan QR code:



More Training Posts in Ireland than ever before

The number of training posts is increasing year on year

There are now over **5,400** doctors enrolled in training programmes in Ireland and there continues to be a steady annual increase in recognised postgraduate training posts in line with workforce planning projections.

In 2023 the Minister for Health confirmed a significant increase in the number of GP training places. For July 2024 there will be 350 new GP training places available, a **23%** increase to the July 2023 intake of 285.

Key increases in training places over the last 5 years include:

- **20%** increase in intern posts
- **23%** increase across Basic Specialist Training Intakes
- **26%** increase across Higher Specialist Training Intakes
- **25%** increase in the number of doctors enrolled in training programmes
- **72%** increase in new GP training places (inc July 2024)





New Consultant Posts

Increase of 1,053 Consultant Post Approvals Since 2020

On 31 December 2023, there were 4,506 approved Consultant posts among all the specialties, which was an increase of 316 posts on the previous year.

To see the Consultant posts that were approved following the most recent monthly CAAC meeting scan the code:



World-Class Fellowships & Scholarships Available to NCHDs

NDTP and the Department of Health have confirmed an ongoing commitment to the funding of 40 Post-CSCST Fellowships on an annual basis

The NDTP Aspire Fellowships are 12 month Post-CSCST Fellowships based in Ireland. Aspire incorporates a structured educational experience with a personal supervisor, opportunities for audit and research, and an enhanced salary. *As of March, 2024, 69% of trainees who completed an Aspire Post CSCST Fellowship between 2018 and 2022 are now in Consultant posts here in Ireland.*

The Dr Richard Steevens's Scholarships are awarded each year to Specialist/Senior Registrars with strong records of accomplishment and excellence. These are fully funded training opportunities in overseas centres of excellence in novel areas of medicine, which are limited or unavailable in Ireland. *As of March, 2024, 66% of our previous cohort, from 2013 to 2022, who were awarded the Dr. Richard Steeven's Scholarships are now in Consultant posts in Ireland.*

Through the annual Leadership & Management Scholarships, 24 NCHDs and future leaders in our health service will be part-funded to pursue a Master's degree in Management and Leadership skills.

If you or someone you know wants to apply, visit our website for more information (scan below):



(FELLOWSHIPS)



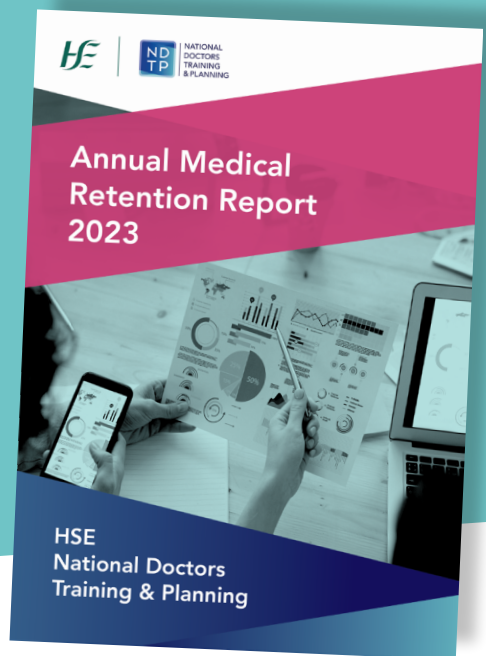
(SCHOLARSHIPS)

Annual Retention Report 2023

The Annual Retention Report 2023 is now available on our website. This report provides an update and additional information on previously published retention statistics.

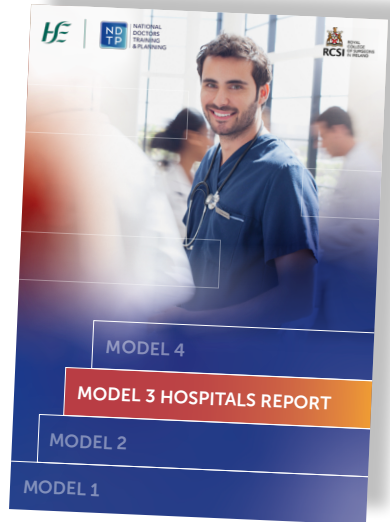
While there have been concerns about the retention of Irish trained doctors from many years, there has been a paucity of data for accurately describing the flows of doctors moving in and out of Ireland as they progress through the various stages of training and on to consultant posts. This report aims to track these complex flows and the evolution of retention rates over time. Approaches to improve retention have also been highlighted within this report, including measures such as increasing the CAO medical school intake and expanding Post-CSCST Fellowships in Ireland.

This report will be published on an annual basis going forward and the 2023 report can be viewed by scanning:



Publication of the Model 3 Hospital Report

The Model 3 hospital project was established by NDTP, in association with Royal College of Surgeons in Ireland (RCSI), to investigate challenges in the recruitment and retention of consultants across all specialties in Model 3 hospitals and to make recommendations to address the issues identified.



Minister for Health, Stephen Donnelly TD, launched the Model 3 report at the NDTP Medical Workforce conference in November 2023.

In his foreword, Dr Colm Henry, Chief Clinical Officer, HSE states he is *“pleased to see that the report makes several key recommendations to mitigate these impending challenges”*.

While Prof Brian Kinirons, Medical Director, NDTP notes *“this report shines a light on the fragility of the Model 3 network. “Also, Mr. Paddy Kenny, Council Member, RCSI advises that “it is now incumbent on us all to work towards implementation in the short and medium term”*.

The report makes 27 key recommendations and implementation planning has commenced at national level, with an implementation clinical lead due to be appointed shortly.

To download and view the full report:



HSE has launched the new NCHD Hub

The NCHD Hub provides a workplace health and wellbeing service for non-consultant hospital doctors, offering support in both your role and overall wellbeing.

As a NCHD, you face unique pressures and challenges that can impact your health and wellbeing. The NCHD Hub was established to provide you with support and guidance to manage these challenges effectively and maintain a healthy and fulfilling career.

The NCHD Hub offers support with occupational health assessments to NCHDs. Their services are available to those who have an NCHD contract with the HSE or a Section 38 service.

The NCHD Hub provides services that include:

- **Advice on workplace adjustment for psychological and medical issues**
- **Disability and work advice**
- **Work-related stress support**
- **Fitness for work assessments**
- **Psychological support relating to your role as an NCHD**

You can access the NCHD Hub by self-referral or via a referral from your local Occupational Health Service, Medical Manpower, National Specialty Director (NSD) or your relevant training body. Contact NCHD Hub at nchd.hub@hse.ie.

If you need urgent medical attention contact your local GP or emergency department.

Scan QR code to access the website:

<https://healthservice.hse.ie/staff/benefits-and-services/nchd-hub/>



Lead NCHD Programme

Happy National Doctors Day from your National Lead NCHDs. We have had the pleasure of working with over 100 Lead NCHDs across the country over the past 9 months. With 3 National Workshops completed and plans coming together for our Inaugural National NCHD Conference on June 14th, it has been a busy and successful year.

The Lead NCHD programme provides an opportunity for NCHDs to gain invaluable management and leadership experience at hospital level, providing essential skills for the future consultant workforce. In addition, Lead NCHDs act as a liaison between hospital management and the NCHD workforce. We would encourage all of you to consider applying for Lead NCHD positions following changeover.

This year, Lead NCHDs were divided into cohorts based on their hospital groups. This was to facilitate collaboration across sites. There are many valuable QI projects ongoing and we look forward to seeing the final results.

As always, we would encourage you to link in with the Lead NCHDs in your hospital and get involved in your NCHD Committee. Please feel free to get in touch with us here in NDTP if you have any suggestions or queries.

Dr Daniel Creegan and Dr Seán Casey

National Lead NCHDs

Enhancing the NCHD Experience

National Taskforce on the NCHD Workforce

Established by the Minister for Health in September 2022, the purpose of the Taskforce is to put in place sustainable workforce planning strategies and policies to improve the NCHD experience and to support present and future retention of NCHDs in Ireland. The Taskforce seeks to improve the NCHD experience/work-life balance through the development and implementation of improved NCHD structures and supports in hospital sites. It aims to further develop and foster a culture of education and training at clinical site level and plan for future configuration of the medical workforce to support delivery of healthcare in Ireland.

The Taskforce published an Interim Recommendations Report in April 2023 and a Final Report in February 2024. Implementation of recommendations of the Interim Report commenced for the July intake of NCHDs. Implementation of the Final Report will commence in 2024.

Dr Colm Henry, Chief Clinical Officer, HSE welcomes the introduction of the Taskforce, which will be focused on improving NCHD experience:

“Our NCHDs are a critical part of the health service, and the establishment of this taskforce recognises the commitment to supporting and retaining high quality doctors in Ireland”.

Download and view the Recommendations Reports:



(INTERIM REPORT)



(FINAL REPORT)

Medical Education & Training (E&T) Model Pilot

A Medical E&T model pilot commenced in September 2022 with the South/South-west (SSW) and Children's Health Ireland (CHI) hospital groups. The pilot was extended in July 2023 with the inclusion of the Saolta hospital group.

Under the new Medical E&T model funding is provided by NDTP for Clinical Directors for Medical E&T in each Group/Region with backfill, site E&T consultant leads for large healthcare sites with backfill, an E&T bursary for smaller sites and project management & administrative support for each Group/Region & site. This is a huge step up in funding from the previous Training Lead (TL) model which largely provided an allowance for one or two TLs in each group with no back-fill.

The pilot teams, who are now largely in place most for over a year, initial focus has included:

- Greater profile for Education & Training and governance
- Enhanced induction for NCHDs, including international NCHDs
- Integration with Grand Rounds, simulation and other training activities
- Short-term infrastructure improvements, supplemented by NCHD Taskforce funding
- Highlighting structures for supervision, well-being & mentoring
- Hosting or promoting online and in-person E&T related events
- Better use of technology such as Hospital Buddy for trainees
- Support and monitor implementation of interim and final recommendations of NCHD Taskforce.

Joint NDTP/Pilot Steering Group site visits to each pilot in 2023/2024 and regular reporting against Key Performance Indicators (KPIs) indicates, while each pilot is at a different stage as part of their three-year programme, progress has been made to date. Therefore, an accelerated transition to the new Medical E&T model for the remaining Health Regions is being planned in 2024 and 2025.



Can We Help?

The Practitioner Health Matters Programme provides independent, confidential care, external to the HSE, for doctors, dentists and pharmacists facing mental health and addiction difficulties. They offer support to those experiencing stress, burnout, depression or anxiety. You can find user testimonials on their website.

If you need support, phone them on 085 760 1274 or 01 278 9369.

Email: confidential@practitionerhealth.ie

Scan QR code to access the website:



Let's Stay Connected!

Visit our website and subscribe to our social media channels to find out more about NDTP, including:

- Fellowships
- Financial Supports Schemes such as Training Supports Scheme (TSS), Clinical Course Exam Refund Scheme (CCERS) and Specialist Training Fund for Higher Specialist Trainees (HST Fund)
- Leadership and Management Scholarship
- Continuous Professional Development Support Scheme (CPD-SS)
- National Employment Record (NER) App
- Lead NCHD Programme
- Medical Workforce Planning
- Type C Committee and Consultants Contract



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