



# Midlands Regional Hospital Tullamore

Training and Education Guide for Non-  
Consultant Hospital Doctors

# **Education and Training Guide**

## **Midland Regional Hospital Tullamore**

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# Section 1

## Welcome to Tullamore

# **Welcome of the Midland Regional Hospital Tullamore**

## **Message from Clinical Director**

Our aim is to foster a culture of positive healthcare that is reflected through our compassion, the quality of our services and our constant pursuit of patient satisfaction. We dedicate our resources to support our doctors and all our employees in their daily tasks, helping them reach their potential and develop and maintain service excellence at the highest level. Our Senior Staff understand the importance of sharing our healthcare skills, know-how and experience to help you - the senior staff of the future. I hope you make the most of the unique opportunity you have to grow as a medical professional during your time at MRHT.

*Mr Sean Johnston*

## **Message from Chair of Medical Board**

As Chair of the Medical Board, I would like to welcome you all to the Midland Regional Hospital Tullamore. On behalf of the consultant body, I wish to encourage you all to attend and engage with all the training and educational opportunities that are offered across all specialties. Your clinical education and career advancement are important to us, and we have all been in your position in the past. We remember the difficulty in balancing service provision with our own training and educational needs. The consultant body are available to support you and act as a source of advice if you have specific queries about your current and future career choices. I hope that you enjoy your time here in Tullamore and meet the educational goals you set for yourselves.

*Dr John Doherty*

## **Message from Chair of Medical Academic Committee**

As Chair of the Medical Academic Committee, I would like to welcome you all to the Midland Regional Hospital Tullamore. We are fortunate to have a state of the art education centre with a well-resourced clinical skills and simulation room. The library staff led by Ms Nicola Fay is always available to assist you with your research and library queries. There are regular educational opportunities available in the hospital, both specialties specific and multi-disciplinary. A programme of lunch time clinical skills sessions is available to improve skill acquisition. I would encourage you to attend these training opportunities to maximise the educational benefit of your time in Tullamore. These opportunities should not be taken for granted and instead taken advantage of. Your time in Tullamore will be short, make the most of it to advance your medical education and career.

*Dr Robert Eager*



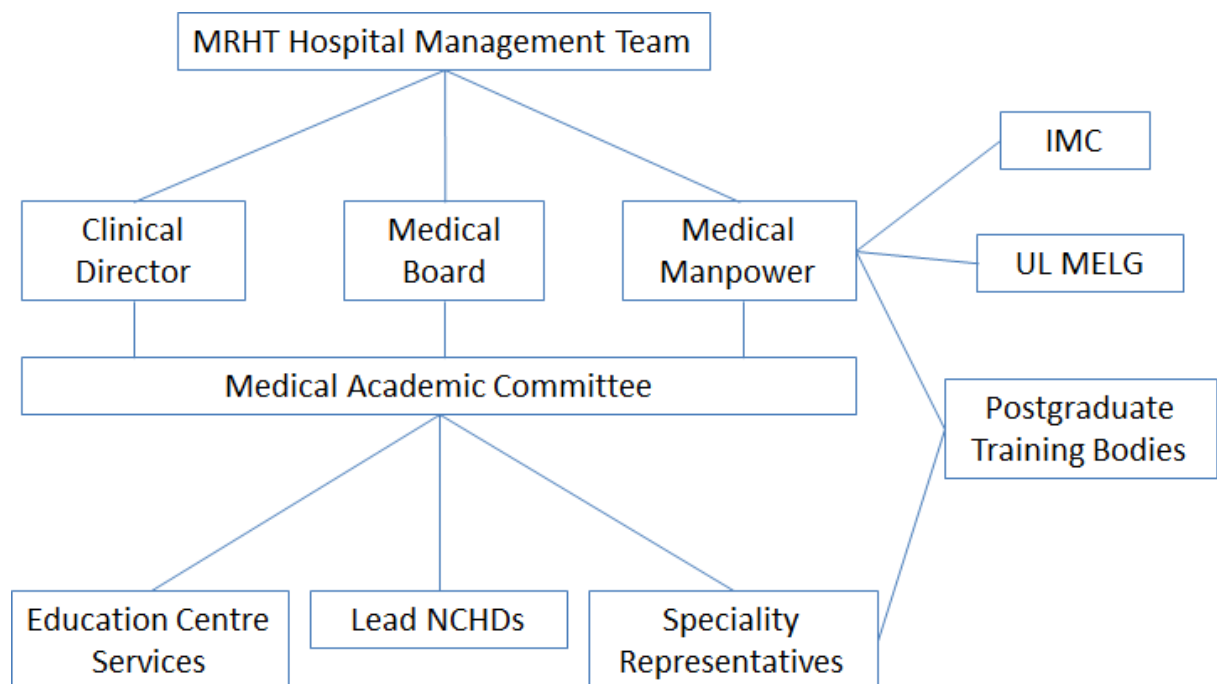
## Section 2

# Governance of Education in MRHT

## Governance of Education and Training Midland Regional Hospital Tullamore

MRHT has a governance structure designed to ensure that all problems that may arise are dealt with at an appropriate level using the correct procedures and protocols. The flowchart below demonstrates the structure through which all issues you may experience during your time here may be addressed.

- The Medical Academic Committee is a multi-disciplinary committee that is charged with the oversight of generic training issues in the hospital.
- Specialty specific issues are dealt with by respective training representatives.
- Undergraduate training issues are overseen by the University of Limerick Medical Education Liaison Group (UL MELG).
- Non--training issues can be discussed at the NCHD Committee meetings and brought to the attention of the Clinical Director via the Lead NCHDs.
- Contractual issues are the responsibility of Medical Manpower working with individual NCHDs.
- An Occupational Health service is available for the health needs of medical staff.



# **TERMS OF REFERENCE**

## **MEDICAL ACADEMIC COMMITTEE,**

### **MIDLANDS REGIONAL HOSPITAL, TULLAMORE (MRHT)**

#### **Background and Rationale**

University of Limerick (UL) and the postgraduate medical training bodies (The Royal College of Physicians in Ireland, The Royal College of Surgeons in Ireland and the Irish College of General Practitioners) are responsible for the education and professional training of both undergraduate medical students and postgraduate NCHDS, but rely on affiliated hospitals such as MRHT to provide the venue and significant resources to meet the learning needs of medical students and non-consultant hospital doctors (NCHDs) on specialty training programs. Undergraduate students from UL spend significant time in MRHT. In the 3<sup>rd</sup>, 4<sup>th</sup> and 5<sup>th</sup> years, UL medical students spend 18 weeks in MRHT rotating between Medicine (including Emergency Medicine) and Surgery. There are a significant number of NCHD staff at MRHT on postgraduate specialty training program. MRHT is responsible for high quality patient care including that provided by medical students and NCHDS, under the supervision of Consultants. In order to facilitate the planning and resource allocation necessary to sustain high quality patient care and excellence of medical education at MRHT, an academic committee comprising clinicians, information scientists and human resources staff is appropriate and necessary.

#### **Accountability**

The Committee is advisory to the Medical Board and hospital management.

#### **Responsibility**

The Committee serves to enhance the partnership between MRHT and UL and the postgraduate training bodies, respectively. It does this by:

1. Defining joint responsibilities for the education and training of undergraduate medical students and postgraduate medical trainees (NCHDs);
2. Defining lines of responsibility and accountability for delivery of education and training programs;
3. Identify the resources currently provided by UL and postgraduate training bodies within the hospital.
4. Collectively planning for and rationalising appropriate resources to sustain the education and training responsibilities of the hospital.
5. Working with MELG (Medical Education Liaison Group) committee on issues pertinent to medical student education

#### **Membership**

1. Chair
2. Representative of Medical Specialties.
3. Representative of Surgical Specialties.
4. Representative of Diagnostic Specialties.
5. Information Scientist/Representative of Library & Education Centre.
6. Representative of Human Resources department.
7. Representative of MELG
8. NCHD Representative

**Chair**

Designated by Chair of the Medical Board of the hospital

**Observers, Invitees & Alternates**

Observers should be allowed at the discretion of the Chair. Members may designate alternates as required. However, continuity of attendance is strongly encouraged.

**Administration**

Administrative and office support will be provided by hospital Medical Manpower office. Agendas and meeting notes will be circulated electronically. Notice of all meetings of the Committee will be provided to the members at least 5 working days in advance of the date of the meeting. The Chair may call a meeting on less notice with the consent of the majority of the members.

Any members (including corresponding members) of the committee may submit agenda items. The Committee will work by consensus, developing plans and recommendations for decision by the Medical Board and the Hospital Manager. It is understood that some matters may need to be referred to the Hospital Manager and the Medical Board of the hospital.

**Meetings**

The Committee will ordinarily meet quarterly on the 1<sup>st</sup> Tuesday of the month or at the call of the Chair

**Approval**

Chair, Medical Board  
Hospital Manager

## List of Training and Specialty Representatives

| Undergraduate Education                                                                                                                                            |                                                                                               |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|
| <b>University of Limerick Graduate Entry Medical School</b><br>Dean of Education<br>Medical Tutor<br>Simulation Tutor                                              | Professor Dermot Hehir<br>Dr Mary Ward<br>Dr Suranga Senan                                    |
| Postgraduate Education                                                                                                                                             |                                                                                               |
| <b>Emergency Medicine</b><br>Core Training in Emergency Medicine (CSTEM)<br>Advanced Training in Emergency Medicine (ASTEM)                                        | Dr Anna Moore<br>Dr Robert Eager                                                              |
| <b>Haematology</b><br>Higher Specialist Training (HST)                                                                                                             | Dr Kanthi Perera                                                                              |
| <b>Medicine</b><br>Basic Training Scheme (BST) and GIM Higher Specialist Training<br><br>Sub-Specialty SpR Training:<br>Gastro-intestinal Medicine<br>Rheumatology | Dr Geraldine McCormack<br>Dr Paul Shiels<br><br>Dr Geraldine McCormack<br>Dr Killian O'Rourke |
| <b>Surgery</b><br>Core and Higher Specialist Training                                                                                                              | Mr Sean Johnson                                                                               |
| <b>Trauma and Orthopaedics</b><br>Higher Specialist Training                                                                                                       | Mr Eoin Sheehan                                                                               |
| <b>General Practice</b><br>Year 1 and 2 of Speciality Training Scheme<br>Representatives on GP Training Steering Committee                                         | Dr Geraldine McCormack<br>Dr Gerard Crotty<br>Dr Robert Eager                                 |



## Section 3

# Medical Education and Training

## **Accreditation of Medical Training in Ireland**

The Medical Council has a statutory role to set the standards for medical education and training in Ireland. The Council is obliged under section 88 of the Medical Practitioners Act 2007 to inspect all sites where intern and specialist training are provided. A system of inspections and reviews has been put in place to assess and monitor adherence to standards laid down by the council.

The Council has developed structures to oversee the accreditation of medical education and training in the following areas:

Undergraduate Education

Clinical Training sites delivering Intern and Specialist Training

Postgraduate Medical Education and Training

In the case of Midland Regional Hospital Tullamore, our hospital group was inspected in late 2018. The council determined that intern and specialist training should continue in this hospital.

## **Organization of Medical Education and Training in Ireland**

Undergraduate medical education is provided by the six medical schools in Ireland. Entrants enter medical school through the CAO process or via graduate entry. On graduation, a compulsory intern year is administered by means of six intern networks based around each medical school in conjunction with the NDTP.

After internship, doctors have the option of training in multiple specialties. Postgraduate training is delivered by the medical postgraduate training bodies who are accredited by the Medical Council. In most specialties, doctors undergo a period of basic specialty training involving exposure to different areas of medical practice in that field followed by a period of advanced training in their chosen specialty or sub-specialty. Doctors remain on the Trainee Specialist Division of the Medical Council Register from internship to completion of specialist training. Successful completion of advanced training allows independent practice as a specialist and entry onto the Specialist Division of the Medical Council Register. Further information on medical education and specialty choices can be found at [www.medicalcouncil.ie/education/specialty-options](http://www.medicalcouncil.ie/education/specialty-options).

Doctors who have completed internship but are not in recognised training posts are entered in the General Division of the Medical Council Register. Doctors on both the specialist and general divisions are obliged to demonstrate continuing professional development (CPD) by means of professional competence schemes. This requires evidence of completion of 50 hours of continuing professional development activity per year spread across internal (maintenance of knowledge and skills), external (practice evaluation and development), personal learning and research/teaching categories. In addition, each doctor is expected to complete one clinical audit per year.

## National Doctor Training and Planning (NDTP)

The NDTP is the unit of the HSE that is responsible for the organisation of training for doctors in Ireland, in addition to workforce planning for the future employment needs of the health service. It is responsible for the Doctors Integrated Management E-System (DIME), and regulates the number of type of medical consultant posts nationally. It works with its partners across the health sector to improve training for all doctors, whether training or non-training. It co-ordinates the National Intern Programme with the Medical Schools via the six intern networks. It agrees Service Level Agreements with the Postgraduate Medical Training Bodies for the improvement of specialty training in Ireland.

It is headed by Dr Frank Murray supported by staff at NDTP offices in Dublin. It initiated and funds the Lead NCHD structure in place across all hospitals in Ireland. Dr Murray is also supported by training leads appointed by each of the hospital groups. For the Dublin Midlands Hospital Group, the NDTP Training Co-Leads are Dr Robert Eager (MRHT) and Professor Greg Swanwick (TUH).

NDTP funds the [medical careers website](#) that provides detailed information on training schemes offered in Ireland. It also organises the Medical Careers Day held each autumn, in conjunction with the Medical Council and the Forum of Irish Postgraduate Medical Training Bodies.

The following initiatives funded by the NDTP may also be of interest

[National Flexible Training Scheme](#)

[Spark Innovation Programme](#)

[Post CSCST Fellowship Programme](#)

[International Medical Graduate Training Initiative](#)

[Financial Supports for Education and Training](#)

[Scholarships](#)



## Section 4

# Education and Training Facilities

## **Education Centre**

The Midland Regional Hospital Tullamore is fortunate to have a large Education Centre for the benefit of staff. This centre located in the Scott Building adjacent to the hospital consists of two lecture theatres, two tutorial rooms, a staff training room, two wifi-enabled study rooms accessible 24/7, a fully equipped clinical skills training room and a well resourced staffed library.

In this education and training guide, there is a list of regular NCHD training opportunities much of which takes place in the education centre.

## **Clinical Skills Training**

There is a fully equipped Clinical Skills training room with a programme of lunchtime drop in sessions throughout the year. University of Limerick students have a UL simulation tutor who provides regular clinical skills training and scenario based education in conjunction with Professor Dermot Hehir, Dean of Undergraduate Education. A Clinical Skills Subcommittee is in place to oversee skills training and education of both undergraduate students and postgraduate medical staff.

Equipment is available to teach the following skills

- Venepuncture and IV Access
- Arterial Blood Gas Sampling
- Basic and Advanced Airway Management
- Urinary Catheterisation
- Chest Aspiration and Drain Insertion
- Cricothyrotomy
- Central Venous and Intra-osseous Access
- Lumbar Puncture and Epidural Insertion
- Joint Injection and Aspiration
- Laparoscopy Training

In addition, scenario based training is provided by use of

- Simman 3G
- Mr Hurt
- Megacode Kid
- ALS Baby and QCPR Baby

## Research and Education Centre Library

The Library service is available to all staff and students. Resources include a wide variety of print and online material. There is an extensive catalogue of material in a wide range of subject areas.

A state-of-the-art Library Service and Education Centre is provided in the Midland Regional Hospital Tullamore.

Located on the first floor of the Scott Building, the Library is open Monday to Friday from 09:30 – 16:30. The Education Centre includes lecture theatres, tutorial rooms and a clinical skills training room.

The Library provides an extensive range of [print resources](#), including:

- Exam books
- Oxford handbooks
- Course materials for mandatory training (e.g. ACLS)

Staff can also use the two Wi-Fi enabled study rooms which are co-located with the Library and are accessible 24/7.

Library staff also provides assistance and training on the use of all Library resources.

Contact Library staff on 057 93 58393 and [LibraryMRHT@hse.ie](mailto:LibraryMRHT@hse.ie)

Online access available at [www.hselibrary.ie/midlands](http://www.hselibrary.ie/midlands), including

- BMJ Best Practice
- UpToDate
- Search E-library
- British National Formulary & BNFC, Stockleys, Martindale
- Medline with a Full Text Collection
- Pubmed, PsychInfo, Health Management etc.



**NATIONAL HEALTH LIBRARY & KNOWLEDGE SERVICE**

Home About HSE Library Services Your Local Library Research & Innovation Evidence Informed Healthcare Events Help

### COVID-19 Clinical Guidance & Evidence Resources

**OpenAthens**  
Use your OpenAthens account to find your resources.  
[Set up an account](#) [Log In](#)  
[I forgot My Password](#) [My account has expired](#)

**Search E-Library**  
Search across all our online resources and knowledge base at once.  
[Search E Library](#)

**COVID-19 Evidence**  
[Submit a Summary of Evidence Request](#)

[Privacy & Terms](#)

## OpenAthens

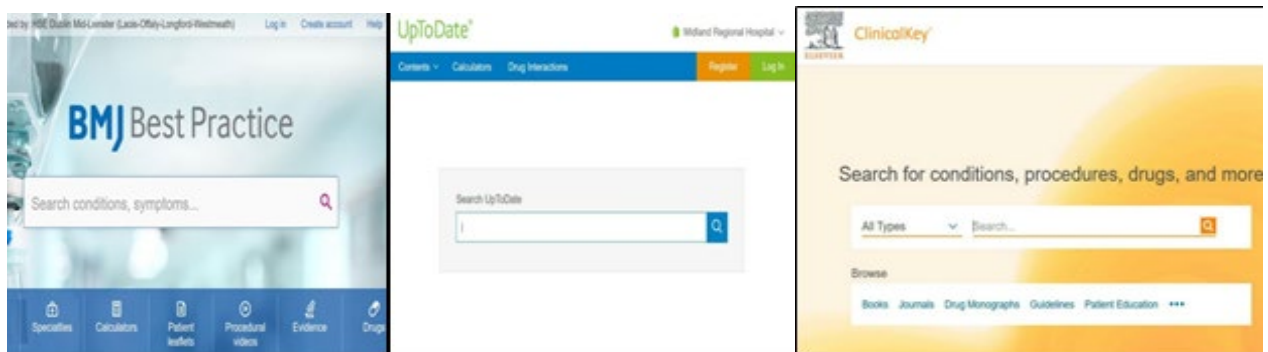
24/7 access to our electronic resources is available using OpenAthens.

Registering for an OpenAthens account on our website [www.hselibrary.ie](http://www.hselibrary.ie) gives access to an extensive range of:

### Medical Journals



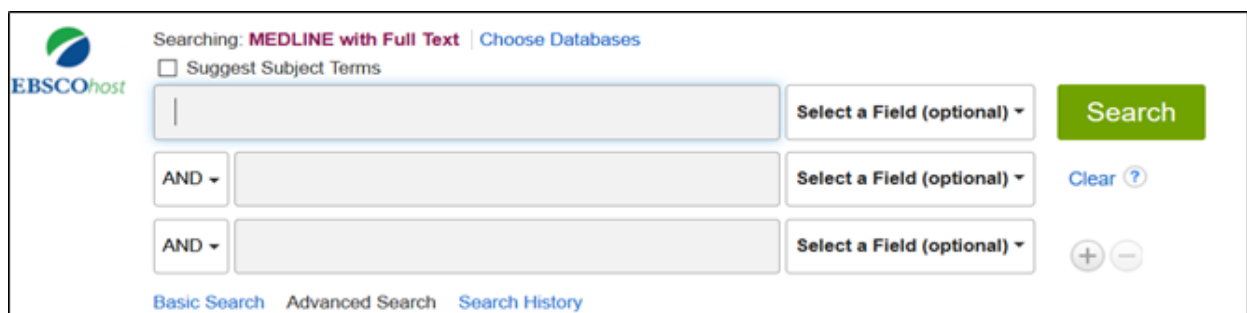
### Point of Care Tools



### Drug Information Resources via Medicine Complete



### Medical Databases





## Section 5

# Education and Training Opportunities

## Protected Teaching Policy

The policy for bleeping doctors is laid out in the Hospital Doctors Bleep Policy. Section 7.4 outlines the policy for bleeping during teaching. Please note this does not cover every teaching opportunity as teaching is incorporated into the normal working day in some departments and thus a bleep policy is not required.

For attendance at designated teaching - times for which are detailed in Table 1 – discretion for bleeping NCHD's should be used and minimised for emergency situations only. Should an NCHD be required the following is the arrangement:

- To call a Medical SHO/Intern - Bleep 296 (Ward SHO Oncall)
- To call a Medical Registrar - Bleep 302 (Registrar on Call)
- To call a Surgical Intern - Bleep Surgical Intern oncall
- To call a Surgical SHO - Bleep Surgical SHO oncall
- To call a Surgical Registrar - Bleep Surgical Registrar oncall
- To call an Orthopaedic Intern - Bleep Ortho Intern oncall
- To call an Orthopaedic SHO - Bleep 382 (Ortho SHO oncall)
- To call an Ortho Registrar - Bleep Ortho Registrar oncall

Teaching times for MRHT are as follows:

| DESCRIPTION                  | DAY       | TIME         |
|------------------------------|-----------|--------------|
| NCHD Teaching – Grand Rounds | Wednesday | 0745 to 0845 |
| NCHD Teaching Thursday       | Thursday  | 1230 to 1330 |
| NCHD Teaching – Journal Club | Friday    | 1230 to 1330 |

The policy has been agreed with the Lead NCHDs and operates such that as few doctors as possible are required to leave teaching to answer bleeps while ensuring patient safety is maintained. The above information has been displayed on all wards. In addition, a series of audits will take place over the course of the year to ensure compliance.

## Regular NCHD Teaching Opportunities MRH Tullamore

| Day of Week | Type of Teaching                                                     | Time Held     | Location                                  |
|-------------|----------------------------------------------------------------------|---------------|-------------------------------------------|
| Monday      | Orthopaedic X-Ray Conference                                         | 0800-0900     | Radiology Conference Room                 |
|             |                                                                      |               |                                           |
|             |                                                                      |               |                                           |
| Tuesday     | Department of Anaesthesia Teaching                                   | 0745-0830 Hrs | Anaes. Office, Hosp 2 <sup>nd</sup> Floor |
|             | Department of Surgery Teaching                                       | 0800-0915 Hrs | Education Centre                          |
|             | Department of Haematology Teaching                                   | 0830-0930 Hrs | Boardroom 2                               |
|             | Emergency Medicine Teaching Programme                                | 1100-1330 Hrs | Education Centre                          |
|             | Radiology Teaching: Dr Hurley                                        | 1230-1315 Hrs | Radiology Conference Room                 |
|             | GI Histology MDT (with Mullingar GI and Surgery): Alternate Tuesdays | 1300-1400 Hrs | Education Centre                          |
|             |                                                                      |               |                                           |
| Wednesday   | Grand Rounds                                                         | 0745-0845 Hrs | Education Centre                          |
|             | Haematology MDT                                                      | 0900-1030 Hrs | Boardroom 2                               |
|             | RCPI Masterclasses (Programme available in Education Centre)         | 1730-1930 Hrs | Lecture Theatre                           |
|             |                                                                      |               |                                           |
| Thursday    | GI Oncology MDT (with St James Hospital)                             | 0730-0830 Hrs | Education Centre                          |
|             | Lymphoma MDT (with St James Hospital)                                | 0830-0945 Hrs | Education Centre                          |
|             | Thursday Teaching: All NCHDs                                         | 1230-1330 Hrs | Education Centre                          |
|             |                                                                      |               |                                           |
|             |                                                                      |               |                                           |
| Friday      | ENT Teaching and Grand Rounds (with RCSI)                            | 0700-0800 Hrs | Education Centre                          |
|             | Oncology Teaching                                                    | 0815-0915 Hrs | Education Centre                          |
|             | Department of Medicine: Journal Club                                 | 1230-1330 Hrs | Education Centre                          |
|             |                                                                      |               |                                           |
|             |                                                                      |               |                                           |
|             |                                                                      |               |                                           |

## *GRAND ROUND & MORBIDITY/MORTALITY 2019/ 2020*

### SEPTEMBER

|                   |                                                              |
|-------------------|--------------------------------------------------------------|
| <i>04 09 2019</i> | <i>Ms S. Geraghty, CIT/Dr G. Crotty (Haematology)</i>        |
| <i>11 09 2019</i> | <i>Dr W. Shah (ED)/Dr M. Mohan (Anaesthesia)</i>             |
| <i>18 09 2019</i> | <i>Mr A. Rayis (Surgical)/ Dr M. Cushen(Palliative Care)</i> |
| <i>25 09 2019</i> | <i>Dr K. O'Rourke(Rheum)/Dr C. O'Sullivan(Micro)</i>         |

### OCTOBER

|                   |                                                                   |
|-------------------|-------------------------------------------------------------------|
| <i>02 10 2019</i> | <i>Dr S. O'Rourke (ED)/ Dr K. Perera(Haematology )</i>            |
| <i>09 10 2019</i> | <i>Dr Rajesh K Jain (Anaesthesia)/ Dr E. Bergin (Nephrology)</i>  |
| <i>16 10 2019</i> | <i>Mr E. Sheehan(Ortho)/Dr M.T . Donnelly (Medicine)</i>          |
| <i>23 10 2019</i> | <i>Ms M. Bergin (Infection Control) /Mr S. Johnston(Surgical)</i> |
| <i>30 10 2019</i> | <i>Mr K. O'Driscoll(ENT)/Dr P. Shiels(Cardiology)</i>             |

### NOVEMBER

|                   |                                                                          |
|-------------------|--------------------------------------------------------------------------|
| <i>06 11 2019</i> | <i>Dr A. Mohammad (Rheumatology)/ Dr G. Crotty (Haematology)/</i>        |
| <i>13 11 2019</i> | <i>Mr P. Madhavan (Vascular)/Ms D. Niall (Orthopaedics)</i>              |
| <i>20 11 2019</i> | <i>Dr G. McCormack(Gastro)/Dr Fiona McGuire (Public Health Medicine)</i> |
| <i>27 11 2019</i> | <i>Mr L .O'Keeffe (ENT)/ Dr Anna Moore ( Emergency Medicine)</i>         |

### DECEMBER

|                   |                                                                 |
|-------------------|-----------------------------------------------------------------|
| <i>04 12 2019</i> | <i>Prof E. Sheehan(Ortho) / VACANT</i>                          |
| <i>11 12 2019</i> | <i>Dr M. Cushen (Palliative Care)/ Dr J. McGlynn (Medicine)</i> |
| <i>18 12 2019</i> | <i>Dr A. Moore (ED)/ Dr J. G. Doherty (Medicine)</i>            |

*CHRISTMAS BREAK*

### JANUARY

|            |                                                           |
|------------|-----------------------------------------------------------|
| 08 01 2020 | NCHD Audit Presentations                                  |
| 15 01 2020 | Dr W. Shah (ED)/Prof D. Hehir (Surgical)                  |
| 22 01 2020 | Dr G. Crotty (Haematology); Dr Ina Kelly (Public Health)  |
| 29 01 2020 | Department of Anaesthesia/ Dr C. O'Sullivan(Microbiology) |

### FEBRUARY

|            |                                                         |
|------------|---------------------------------------------------------|
| 05 02 2020 | Dr K. O'Rourke (Rheumatology); Dietetics Department     |
| 12 02 2020 | Pharmacy Department ; SLT Dept/ Mr A . Rayis (Surgical) |
| 19 02 2020 | Dr S. O'Rourke(ED)/ Dr Rajesh K Jain (Anaesthesia)      |
| 26 02 2020 | Dr Gerard Crotty (Haematology) /A. Boukabache, BMJ      |

### MARCH

|            |                                                     |
|------------|-----------------------------------------------------|
| 04 03 2020 | Dr E. Bergin(Nephrology)/Dr P. Martin (Oncology)    |
| 11 03 2020 | Dr R. Eager(ED)/Dr M.T. Donnelly (Medicine)         |
| 18 03 2020 | SALT Department/Mr K. O'Driscoll (ENT)              |
| 25 03 2020 | Mr S. Johnston(Surgical)/Dr T. Bayer (Orthopaedics) |

### APRIL

|            |                                                          |
|------------|----------------------------------------------------------|
| 01 04 2020 | Dr P. Shiels (Cardiology)/ Dr M. Cushen(Palliative Care) |
| 08 04 2020 | Mr M. Kennedy(Ortho)/ /Physio Department                 |
| 15 04 2020 | Dept of Anaesthesia) Dr A. Mohammad(Rheumatology)        |
| 22 04 2020 | Dr A. Elbadri1 (Nephrology)/ Dr J. G. Doherty (Medicine) |
| 29 04 2020 | Mr M. Kennedy(Ortho)/ Dr G. McCormack(Gastro)            |

### MAY

|            |                                                  |
|------------|--------------------------------------------------|
| 06 05 2020 | Dr A. Moore (ED)/Mr L. O'Keefe (ENT)             |
| 13 05 2020 | Dr J. McGlynn (Medicine)/Prof D. Hehir(Surgical) |
| 20 05 2020 | Dr P. J. Murphy (Medicine)/Mr J. Lunn (Ortho)    |
| 27 05 2020 | Dr S. Nasim (Oncology)/Dr J. McGlynn (Medicine)  |

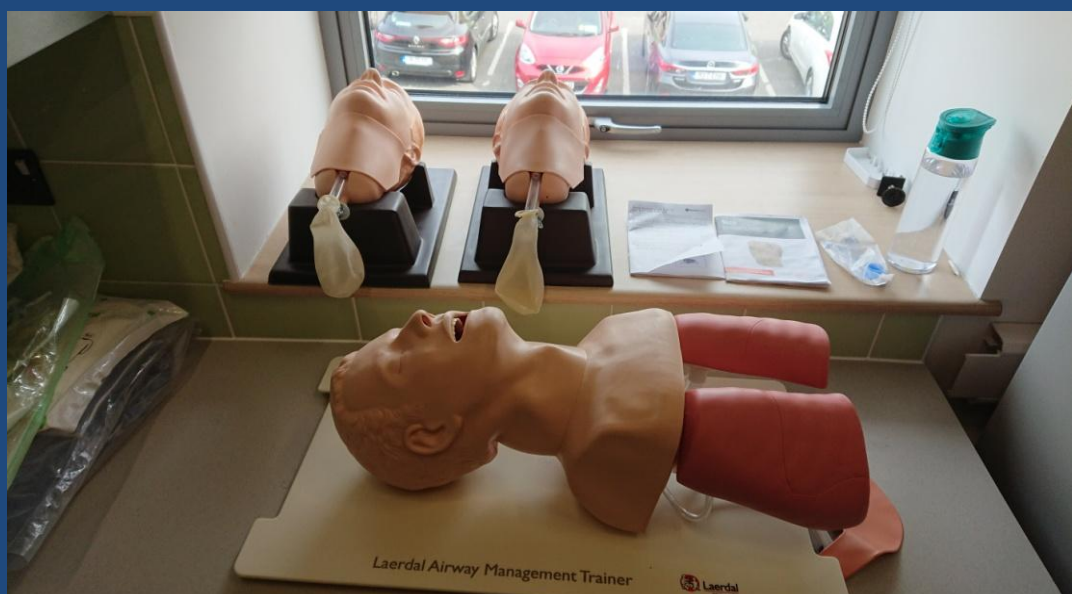
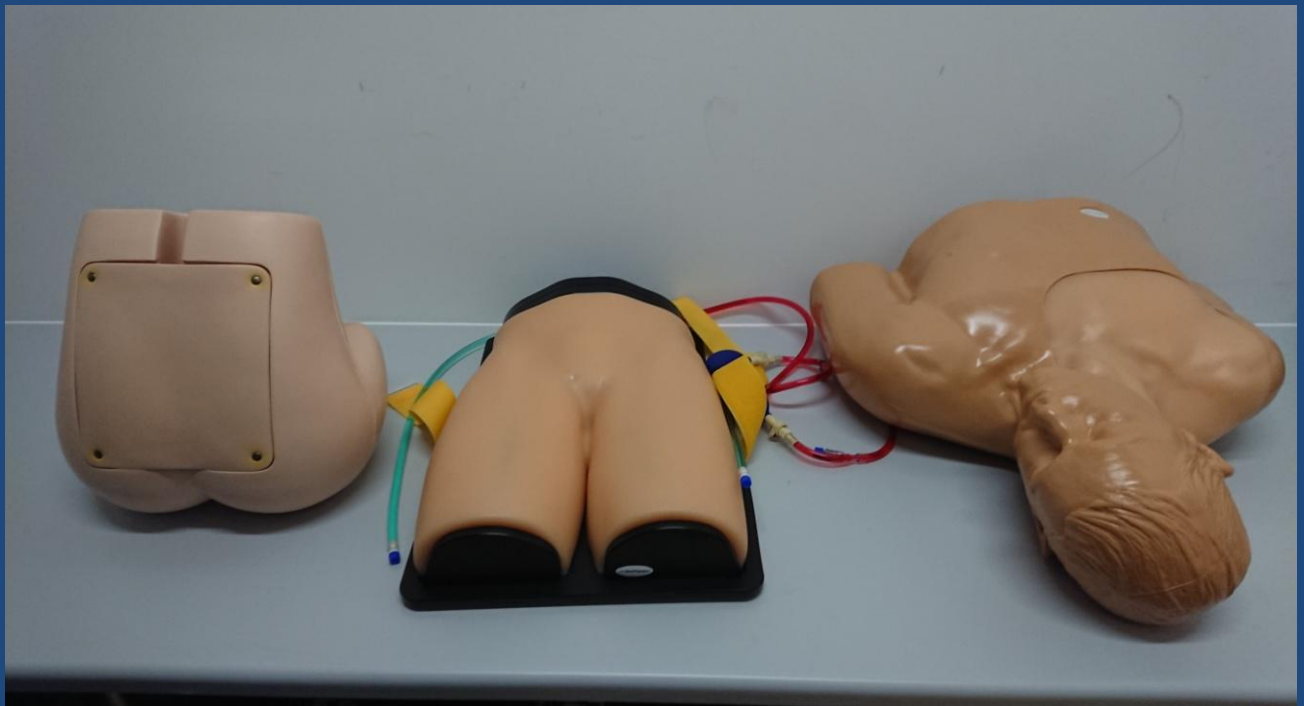
JUNE

|            |                                                            |
|------------|------------------------------------------------------------|
| 03 06 2020 | <i>Dr E. Berin (Nephrology)/ Department of Anaesthesia</i> |
| 10 06 2020 | <i>Dr G. Crotty (Haematology)/ Ms D. Niall (Ortho)</i>     |
| 17 06 2020 | <i>NCHD's Prize Presentations (5 presentations)</i>        |
| 24 06 2020 | <i>NCHD's Prize Presentations (5 presentations)</i>        |

## 2020 Timetable

**Thursday NCHD Teaching 12.30 -13.30 Lecture Theatre 1- Scott Building (please check Digital Display Board on the day)**

| Date                   | Consultant Team / Department                                            |  |
|------------------------|-------------------------------------------------------------------------|--|
| 16 <sup>th</sup> Jan   | Radiology MDM Meeting - Dr. C Meehan Medical consultant imaging reviews |  |
| 23 <sup>rd</sup> Jan   | Haematology - Dr Kanthi Perera                                          |  |
| 30 <sup>th</sup> Jan   | Rheumatology – Dr. Killian O’Rourke                                     |  |
| 6 <sup>th</sup> Feb    | Ortho- Mr. Refaat Zaki                                                  |  |
| 13 <sup>th</sup> Feb   | Geriatric Medicine - Dr Teresa Donnelly                                 |  |
| 20 <sup>th</sup> Feb   | Rheumatology-Dr. Ausaf Mohammed                                         |  |
| 27 <sup>th</sup> Feb   | Radiology MDM Meeting – Dr C Meehan Medical consultant imaging reviews  |  |
| 5 <sup>th</sup> Mar    | Palliative Care- Dr Michael Cushen                                      |  |
| 12 <sup>th</sup> Mar   | Orthopaedic Surgery- Mr Muir Kennedy                                    |  |
| 19 <sup>th</sup> Mar   | Emergency Medicine – Dr Sean O’Rourke                                   |  |
| 26 <sup>th</sup> Mar   | Radiology MDM Meeting – Dr C Meehan Medical consultant imaging reviews  |  |
| 2 <sup>nd</sup> Apr    | Care of Elderly- Dr Patrick Murphy                                      |  |
| 9 <sup>th</sup> Apr    | Haematology – Dr Gerard Crotty                                          |  |
| 16 <sup>th</sup> Apr   | Surgery- Mr Eadhbhard Mulligan                                          |  |
| 23 <sup>rd</sup> Apr   | Gastro - Dr. Geraldine McCormack                                        |  |
| 30 <sup>th</sup> April | Radiology MDM Meeting – Dr C Meehan Medical consultant imaging reviews  |  |
| 7 <sup>th</sup> May    | Emergency Medicine- Dr Waqar Syed Shah                                  |  |
| 14 <sup>th</sup> May   | Microbiology - Dr. Cathal O’Sullivan Microbiologist                     |  |
| 21 <sup>st</sup> May   | Pharmacy Dept – Joan Peppard                                            |  |
| 28 <sup>th</sup> May   | Radiology MDM Meeting – Dr C Meehan Medical consultant imaging reviews  |  |
| 4 <sup>th</sup> June   | ENT – Mr Kieran O’Driscoll                                              |  |
| 11 <sup>th</sup> June  | Surgery- Mr Sean Johnston                                               |  |
| 18 <sup>th</sup> June  | Oncology- Dr Saira Nasim                                                |  |
| 25 <sup>th</sup> June  | Radiology MDM Meeting – Dr C Meehan Medical consultant imaging reviews  |  |
| 2 <sup>nd</sup> July   | ENT- Mr Leonard O` Keeffe                                               |  |
| 9 <sup>th</sup> July   | Emergency Medicine- Dr Robert Eager                                     |  |
| 16 <sup>th</sup> July  | Orthopaedic Surgery- Mr John Lunn                                       |  |
| 23 <sup>rd</sup> July  | SUMMER BREAK                                                            |  |
| 30 <sup>th</sup> July  | SUMMER BREAK                                                            |  |
| 6 <sup>th</sup> Aug    | Renal - Dr. Abdalla Elbadri                                             |  |
| 13 <sup>th</sup> Aug   | Anaesthetics - Dr Rajesh Kumar Jain                                     |  |
| 20 <sup>nd</sup> Aug   | Medical Manpower – Caroline Farrell (Open Disclosure)                   |  |
| 27 <sup>th</sup> Aug   | Radiology MDM Meeting – Dr C Meehan Medical consultant imaging reviews  |  |
| 3 <sup>rd</sup> Sept   | Emergency Medicine- Dr Anna Moore                                       |  |
| 10 <sup>th</sup> Sept  | Oncology- Dr Petra Martin                                               |  |
| 17 <sup>th</sup> Sept  | Orthopaedics - Mr Thomas Bayer                                          |  |
| 24 <sup>th</sup> Sept  | Surgery; Ms. Paula Loughlin                                             |  |
| 1 <sup>st</sup> Oct    | Radiology MDM Meeting – Dr C Meehan Medical consultant imaging reviews  |  |
| 8 <sup>th</sup> Oct    | Care of Elderly - Dr John Doherty                                       |  |
| 15 <sup>th</sup> Oct   | Surgery- Professor Dermot Hehir                                         |  |
| 22 <sup>nd</sup> Oct   | Care of Elderly- Dr. Joanna McGlynn                                     |  |
| 29 <sup>th</sup> Oct   | Radiology MDM Meeting – Dr. C Meehan Medical consultant imaging reviews |  |
| 5 <sup>th</sup> Nov    | Renal - Dr Eoin Bergin                                                  |  |
| 12 <sup>th</sup> Nov   | Orthopaedics- Mr Khalid Merghani                                        |  |
| 19 <sup>th</sup> Nov   | Pathology- Dr Margaret Lynch                                            |  |
| 26 <sup>th</sup> Nov   | Radiology MDM Meeting – Dr C Meehan Medical consultant imaging reviews  |  |
| 3 <sup>rd</sup> Dec    | Anaesthetics- Dr Cara Egan                                              |  |
| 10 <sup>th</sup> Dec   | Orthopaedic Surgery- Mr Eoin Sheehan                                    |  |
| 17 <sup>th</sup> Dec   | Radiology MDM Meeting - Dr C Meehan Medical consultant imaging reviews  |  |
| 24 <sup>th</sup> Dec   | CHRISTMAS BREAK                                                         |  |
| 31 <sup>st</sup> Dec   | NEW YEARS EVE BREAK                                                     |  |



# Section 6

## Training Supports

## NCHD Training Support

A Training Support Funding has been made available to NCHDs from July 2019 onwards. This scheme is in addition to existing financial supports such as the Clinical Course and Exam Refund Scheme and the Higher Specialist Training Fund. Funding is allocated based on Grade and the table below indicates the amount available under the TSS for each registration training year, July – July. Funding is available pro-rata for doctors employed on shorter contract duration.

| Grade                                                  | Amount per Registration Year |
|--------------------------------------------------------|------------------------------|
| Intern                                                 | €750                         |
| SHOs and Registrars                                    | €1250                        |
| SPRs/GP Registrars/Psychiatry SRs on a training scheme | €2000                        |

A list of approved clinical courses, conferences and examinations that can be claimed for under the TSS are listed here. <https://www.hse.ie/eng/staff/leadership-education-development/met/ed/fin/>

Claims for this Training Support Fund are submitted via your National Employment Record. Please log on to the NER for further information on how to claim.

### **NCHD's should also be aware of the following educational support available to them:**

#### **Clinical Course & Examination Refund Scheme for NCHDs**

This scheme is open to all NCHDs. There is an approved list of clinical courses & examinations qualifying for this refund scheme contained in the guidance document

<https://www.hse.ie/eng/staff/leadership-education-development/met/ed/resources/clinical-course-examination-refund-scheme-policy-8th-july-2019.pdf>

Please complete the application form to apply for this refund.

#### **Specialist Training Fund for Higher Specialist Trainees**

This scheme is open to higher specialist trainees and 3rd/4th year GP trainees only. The funding available to each trainee is €500 per year of training and the fund rolls over if not claimed in a particular year. The Specialist Training Fund for Higher Specialist Trainees (2017) guidance document contains a detailed explanation of the Scheme should be completed and submitted to your Postgraduate Medical Training Body to claim your refund.

## Continuing Professional Development Support Scheme

Professional Competence Schemes are offered by the training bodies to support doctors to meet their CPD requirements. The appropriate body for your specialty can be found [here](#). To support NCHDs in meeting these requirements a support scheme has been put in place. The Continuous Professional Development Support Scheme (CPD-SS) is an educational programme open to all NCHDs working in the public health service who

- are in non-training posts
- hold a 2010 NCHD contract with the HSE
- are registered on a Professional Competence Scheme.

The CPD-SS is funded by the HSE. It helps you enhance your clinical knowledge and skills and fulfil some of your Professional Competence Scheme requirements in line with Medical Council requirements. Enrolment is free of charge. The closing date for enrolment on the scheme in your respective training body is usually at the end of September.

## Occupational Health Department

Occupational Health examines the relationship between health and work - it looks at how work and work surroundings may affect health. It also looks at how health may affect one's ability to do their job. The emphasis of the services provided is to:

- Promote optimum health (physical, mental and social wellbeing) of all employees in their place of work
- Protect employees from possible ill effects of work related activity

Occupational Health provides information, advice and medical services to monitor and protect employees from possible adverse health effects of work.

Services provided include;

- Protection and immunisation of staff (including hepatitis B, influenza vaccine, TB screening and vaccination)
- Pre-employment health assessments
- Advice on rehabilitation and return to work assessments
- Assessment of workplace injuries, workplace inspections, advice on health and safety legislation
- Advice on physical, chemical and biological hazards and means of reducing the risk from these, assessment and treatment following exposure to blood or body fluids (e.g. needle stick injuries, bites, scratches),
- General health promotion.

There are two pathways to availing of the Occupational Health Service;

1. SELF-REFERRAL - you have the option to refer yourself directly to the local service by contacting the local office directly (details below)
2. MANAGEMENT REFERRAL - you may be referred by your Line Manager

### Occupational Health Contact Details

The Occupational Health Service is located on Arden Rd, Tullamore – at the main entrance to Midlands Regional Hospital, Tullamore. The service is available to all HSE employees working in the Midlands area, including staff from acute hospitals, community services and mental health services.

You can contact Occupational Health at:

E: [occ.healthreception@hse.ie](mailto:occ.healthreception@hse.ie)

P: 057 3959140

## **Practitioners Health Matters Programme**

This Programme provides appropriate care and support for health professionals in Ireland who may have mental health issues such as stress, anxiety or burnout or who may have a substance misuse problem. It is fully independent and separate from the regulatory bodies and employers. It has been endorsed by Memorandum of Understanding by the relevant professional councils and is supported by representative organisations and training bodies. The Practitioner Health Matters Programme operates on a not-for-profit basis and is funded primarily by voluntary contributions and professional associations

Any doctor in Ireland who has a concern about stress, burnout, mental health difficulties or who may have an alcohol or drug misuse problem can receive confidential help from experts at the Practitioner Health Matters Programme (PHMP).

The Practitioner Health Matters Programme (PHMP) in Ireland offers a strictly confidential service to doctors, dentists and pharmacists. We have a confidential telephone line and email contact point for an expert clinical advice service. We welcome contact from any individual whether you are the person in need of help, a family member, a colleague or a friend.

Practitioners can go through difficult periods in their lives and may experience stress, burnout, depression, anxiety or other conditions such as alcohol or drug misuse. Seeking confidential medical help is the most appropriate way to deal with these conditions.

Adverse incidents or complaints can also be very stressful for practitioners. They can impact negatively on mental health with feelings of incompetence, isolation, and guilt to name but a few. In some instances the practitioner can become the second victim and can feel isolated and alone. Often these are temporary feelings but talking with a professional in a confidential setting can help with processing these understandably distressing emotions. PHMP can offer support in these

**To make an enquiry or seek support please email us on [confidential@practitionerhealth.ie](mailto:confidential@practitionerhealth.ie) or call us on (01) 297-0356**

## **Training Body Doctor Wellbeing Programmes**

In addition to the above, doctors also have access to the physician wellbeing programmes of their training bodies. The principal ones in this respect are those offered by the RCSI and ICGP.

Further information for the RCPI programme can be found at [www.rcpi.ie/physician-wellbeing/](http://www.rcpi.ie/physician-wellbeing/)

The ICGP programme can be found at [www.icgp.ie/go/in\\_the\\_practice/doctors\\_health](http://www.icgp.ie/go/in_the_practice/doctors_health)

# Guidance on dealing with a poorly performing doctor

## General Principles

- Safety of the public must be the chief consideration in dealing with a poorly performing doctor
- A balanced approach should be taken to ensure fairness to the doctor and transparency of process
- At all times, confidentiality should be maintained and restricted to those involved in the process or to those with information pertinent to the process
- The supervising consultant should be involved from the outset with the involvement and guidance from the parent training body, medical manpower manager or clinical director when appropriate. In the case of consultants, the Clinical Director will need to be involved from the outset.
- This guidance does not preclude other separate processes occurring simultaneously eg patient complaining to the Medical Council
- Doctors in training may have alternative processes applied to those not in training via their parent training body.
- Anyone can make a complaint about a doctor who is registered in Ireland. This includes members of the public, employers and other healthcare professionals.
- All steps in the process should be documented for the protection of all particularly the doctor involved.

## General Guidance

Poor Performance by a doctor can arise as a consequence of issues of

- Conduct
- Competence
- Confidence
- Health

Different approaches may be required for these different types of problems. In some circumstances, a number of different issues may overlap, for example, poor conduct due to alcohol addiction. Early referral to occupational health should be considered where appropriate.

### Conduct

The Medical Council defines professional misconduct as conduct *that experienced, competent and reputable doctors consider disgraceful or dishonourable; conduct that falls short of the standards of conduct expected of doctors*. Allegations of misconduct should be dealt with under the HSE Code of Conduct for Health and Social Service Providers which may or not may include HSE Disciplinary Procedures. This does not preclude referral to the Medical Council if deemed appropriate. For doctors in training, involvement of their training programme at an early stage is appropriate. If health issues are deemed significant, management of that issue may be the most appropriate means of dealing with issues of conduct.

## Competence and Confidence

Issues of competence and confidence may be inter-related. Issues of competence can arise from a lack of knowledge or a lack of clinical skills. Issues of confidence may arise for doctors who cannot translate their knowledge and skills into clinical practice. Issues of competence may be remediable by means of targeted training and issues of confidence by support and positive reinforcement of the doctor. Alternatively, issues of (over) confidence can arise in doctors who perceive their clinical abilities to be greater than those observed by others in that doctor. The degree to which this is remediable will vary. Issues of competence and confidence in trainees should include engagement with the training body if deemed appropriate by the supervising consultant. For non-training doctors, the supervising consultant may seek support from Medical Manpower and Clinical Director if appropriate. Use of the Continuous Professional Development Support Scheme of that speciality parent college may be appropriate for non-training doctors.

Referral to the Medical Council may be appropriate in certain circumstances. This may arise from a serious single event or a recurrent pattern of clinical issues. The Medical Council defines poor professional performance as *a failure by the doctor to meet the standards of competence (whether in knowledge and skill, the application of knowledge and skill or both) that can reasonably be expected of doctors practising the kind of medicine practised by the doctor*. Referral should be considered if this standard is applicable.

## Health

The Medical Council defines a medical disability as *a physical or mental disability (including addiction to alcohol or drugs) that may impair the doctor's ability to practise medicine or a particular aspect of medicine*. Doctors with health issues need to be supported to enable treatment and management of the health problem while also protecting the public. Involvement of Occupational Health services will be essential. Other alternatives will include doctor wellbeing programmes of parent colleges and the Practitioner Health Matters Programme. Confidentiality must be protected at all times as doctors with health issues are thus patients, and require the same level of confidentiality as all other patients. Referral to the Medical Council may be required if patient safety is deemed to be at risk. This may arise due to a failure to engage with occupational health services or recurrent issues despite attempts to resolve the health issue.

## Referral to Medical Council

Notwithstanding the right of any individual to make a complaint to the Medical Council, if as a consequence of dealing with a poorly performing doctor, patient safety remains an issue despite the approaches outlined above, a decision to refer to the Medical Council may be made after consultation between Clinical Director, Medical Manpower Manager and supervising consultant (where involved).

### *Notes on this guidance*

- *It is not possible to predict all possible circumstances that this guidance may apply. This guidance aims to assist decision making but it is not a policy to be used in every instance.*
- *Alternative approaches may be equally effective depending on the circumstances.*



# Section 7

## Medical Council

## The Medical Council



Good professional practice is based on a shared understanding between the profession and public of the principles and values that underpin good care. These principles and values use the three pillars of professionalism as a framework.

### Partnership

Good care depends on doctors working together with patients and colleagues toward shared aims and with mutual respect.

### Practice

This describes the behaviour and values that support good care. It relies on putting the interests and well-being of patients first.

### Performance

This describes the behaviours and processes that provide the foundation for good care.

The Pillars of Professionalism of the Medical Council are detailed in the [Guide to Professional Conduct and Ethics for Registered Medical Practitioners](#).

