



Feidhmeannacht na Seirbhíse Sláinte
Health Service Executive

Medical Interns 2016 Additional Information

Reform of the Intern Year

Government policy on undergraduate medical education and postgraduate medical education and training is set out in the “Fottrell” and “Buttimer” reports, respectively. (available www.doh.ie)

The National Committee on Medical Education and Training (NCMET) was established to oversee the implementation of the recommendations of these reports. In 2008, the NCMET made a series of recommendations for the reform of the Intern Year. (report

available www.hse.ie)

Many of the recommendations of the NCMET Report have been implemented.

The reform of the intern year continues to be jointly implemented by the Health Service Executive (HSE), the Intern Training Networks, the Medical Council, the Medical Schools, the Postgraduate Medical Training Bodies, hospital medical workforce management and individual hospitals and community services.

Implementation reports have been published by the HSE which detail the progress which has been made to date. These reports are available at www.hse.ie/eng/services/publications/corporate/etr

In Part 1 of the document:

- > The reform of the Intern Year
- > Principal Reforms
- > Intern Training Networks
- > Clinical Sites
- > Intern Training Programmes
- > Induction
- > Employment Contracts
- > Progression through training and sign-off



Principal Reforms

The principal reforms to intern training which have been implemented include:

- The establishment of intern training networks and the appointment of Intern Network Coordinators
- The development of a National Intern Training programme for internship
- The introduction of a modular structure and new specialties to the intern year
- The establishment of a national application system and matching system for intern posts
- The introduction of a Training Agreement between Intern Training Networks and interns
- The development of e-learning modules to enhance interns' on-site clinical training
- The standardisation of assessment forms
- The introduction of Service Level Agreements for the support of intern training.



HSE Medical Education & Training:
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Intern Training Networks

There are six Intern Training Networks, each based around an existing Medical School. Intern posts are structured so that all modules take place within a single intern network.

Each Intern Network is led by an Intern Network Coordinator who is a consultant doctor with educational experience. This appointment is made by the Medical School in each Network and is supported by the HSE.

The Intern Network Coordinator is responsible for organising and overseeing intern training within

their network and ensuring the provision of appropriate, agreed educational programmes for interns. The Intern Network Coordinators are collaborating collectively and collaboratively through the Intern Networks Executive and with the HSE on a national basis to ensure consistency across the Networks.

Intern Network Coordinators are also expected to meet requirements set by the Medical Council in relation to intern training and sign-off, in order to satisfy the Council's criteria for granting a Certificate of Experience. Medical Council guidelines on this area are available at

www.medicalcouncil.ie.

The Intern Networks bring together, as required, representatives from all parties involved in the intern year, including postgraduate training bodies, intern tutors, Clinical Directors, the medical schools, local medical manpower managers and representatives from clinical sites.

All intern posts are aligned on a geographical basis within Intern Training Networks. Considerations such as health service reform and the changing roles of some hospitals are taken into account in the distribution of intern posts.

The six Intern Training Networks:

West / Northwest (NUIG)

Dublin / Northeast (RCSI)

Dublin / Mid-Leinster (UCD)

Dublin / Southeast (TCD)

South (UCC)

Mid-West (UL)



The table below lists each of the clinical sites in each Intern Training Network

Intern Training Network	Linked Medical School	Hospitals / Clinical Sites in Network 2012	
West / Northwest	National University of Ireland, Galway	<ul style="list-style-type: none"> • University College Hospital Galway • Merlin Park Hospital • Letterkenny General Hospital • Mayo General Hospital 	<ul style="list-style-type: none"> • Portiuncula Hospital • Roscommon General Hospital • Sligo General Hospital • General Practice, Donegal & Galway
Dublin / Northeast	Royal College of Surgeons in Ireland	<ul style="list-style-type: none"> • Beaumont Hospital • Connolly Hospital • Cappagh National Orthopaedic Hospital • Our Lady of Lourdes Hospital Drogheda • Temple Street University Hospital 	<ul style="list-style-type: none"> • Waterford RH (exception, given RCSI training affiliations with site) • General Practice, Dublin • General Practice, Waterford
Dublin / Mid-Leinster	University College Dublin	<ul style="list-style-type: none"> • Mater Misericordiae Hospital • St. Vincent's Hospital, Elm Park • St. Columille's Hospital • General Practice, Dublin & Wicklow • Temple Street University Hospital • Highfield • St. Vincent's Hospital/Holles St. Psych Unit 	<ul style="list-style-type: none"> • Midland Regional Hospital Mullingar • Midland Regional Hospital Tullamore • Midland Regional Hospital Portlaoise • St. Michael's Hospital • Cappagh National Orthopaedic Hospital • St. Vincent's Hospital, Fairview
Dublin / Southeast	Trinity College Dublin	<ul style="list-style-type: none"> • St. James's Hospital • AMiNCH Tallaght Hospital • Naas General Hospital • Linn Dara, Palmerstown 	<ul style="list-style-type: none"> • St. Luke's GH Kilkenny • Wexford General Hospital • General Practices, Dublin
South	University College Cork	<ul style="list-style-type: none"> • Cork University Hospital • Mercy University Hospital • General Practice, Mallow • Kerry General Hospital • South Infirmary-Victoria University Hospital • General Practice, Mallow & Mitchelstown 	<ul style="list-style-type: none"> • South Tipperary Clonmel • Bons Secours (private) • Mallow General Hospital • Bantry General Hospital • St. Stephen's Hospital, Glanmire
Mid-West	University of Limerick	<ul style="list-style-type: none"> • University Hospital Limerick • St. John's Hospital Limerick 	<ul style="list-style-type: none"> • General Practice, Ennis

Note: the above list represents the current clinical sites where intern training takes place; these sites may change and other clinical sites may be added for intern training in advance of intern post details being finalised, subject to approval by the De-



Intern training is provided in over 50 acute hospitals, specialist hospitals and General Practices in Ireland



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Intern Training Programme

The National Intern Training Programme (NITP) for Education and Training in the Intern Year was initially devised by the Intern Network Coordinators, building on previously published Medical Council guidelines for intern competencies and was approved by the Medical Council in May 2011. Training is now delivered in line with this Programme.

Online learning modules have been developed, which complement the on-site training provided to interns in hospitals and general practices. A range of modules will be available for interns commencing in July 2016. In addition, an e-portfolio is under development, which will allow interns to record their training and experience and will allow trainers to sign-off on intern training.

All Intern Training Networks must provide clinical skills training, life support training and formal educational events.



All intern training provided must be in line with the NITP, although the precise content of the educational elements will vary across individual Networks. Examples of training that may be provided include grand rounds, journal clubs, multidisciplinary

nary case presentations, "Human Factors" training, and specialty / topic-specific study days.

The HSE has formal Service Level Agreements in place with the Universities / Medical Schools for the provision of intern training. The Intern Training Programme is led by the Intern Network Coordinator in each Network.

Each intern will be required to sign a Training Agreement, which sets out the training that will be provided to the intern by their Network and the intern's responsibilities, such as minimum attendance rates.

Intern Training Posts

Intern training posts will commence on July 11th 2016. Internship training must comprise a minimum of 12 months, during which interns must complete a minimum of three months in each of medicine in general and surgery in general and may complete two to four months in other specialties which have been recognised by the Medical Council for intern training. Details of posts available in July 2016 will be provided to applicants who are deemed eligible after Stage 1 of the application process.



NUIG Interns 2011/12 in Clinical Skills Training

Induction

All incoming interns are required to complete a mandatory induction course prior to commencement of employment. The induction course will ordinarily take place at the location of the intern's first training module or another specified site within the Intern Training Network.

The duration of the induction course, which may be up to two weeks, depends on the

clinical site to which the intern has been allocated. Following assignment to a post, successful applicants will be notified of the time and location of the induction course.



Employment Contract

Interns will receive the Contract of Employment for Non-Consultant Hospital Doctors.

The contract will be provided by the employing authority after the applicant has successfully been allocated to an intern post and received an offer of employment from the employing au-

thority, subject to relevant satisfactory clearances. The required clearances will be notified to the successful applicant by the employing authority when the offer of employment is made. In some cases, where an individual intern is employed by more than one employ-

ing authority (e.g. a voluntary hospital and a HSE hospital), separate contracts may be issued. The total duration of internships commencing in July 2016 will be 12 months, from July 11th 2016 to July 10th 2017. Interns should return their signed contract to their employer.

Progression through training & Sign-off

The Intern Training Programme for posts commencing July 2016 is for a defined period of 12 months and interns will be employed in each training rotation for a finite period. Interns are expected to complete their training within this period. The Intern Training Network is required to ensure that all interns under their remit are progressing in a manner which ensures patient safety and may assign remedial action on an individual basis. If the Intern Training Network considers that an intern's progress in the programme is unsatisfactory, the intern may be required to undertake additional training or assessment. Failure to meet these additional requirements may result in removal from the Intern training programme and/or employment. Where remedial training is required, the Intern Training Network will inform the employer and/or the HSE and/or the Medical Council of any concerns regarding the intern's



continued practice.

Additional training will usually be required to be undertaken within the period of the rotation or a subsequent scheduled rotation. If a recommendation for additional training remains at the completion of the 12 month period, applicants should note that there is no commitment to employment beyond the standard 12 month period. Such matters will be handled on a case-by-case basis and are subject to agreement from the Employer.

In such circumstances, interns may be assigned to a different training site and/or different specialty areas. The usual contractual arrangements will apply in relation to employment matters. Applicants should consult the NCHD Contract 2010, on http://www.hse.ie/eng/staff/Jobs/Job_Search/Medical_Dental/nchd/Interns/ for more information on employment matters.

The Medical Council (of Ireland) is statutorily responsible for granting Certificates of Experience to medical practitioners who have successfully completed a period of internship. Information on the criteria and process for the sign-off of the intern year Certificate of Experience are available from the Medical Council at www.medicalcouncil.ie