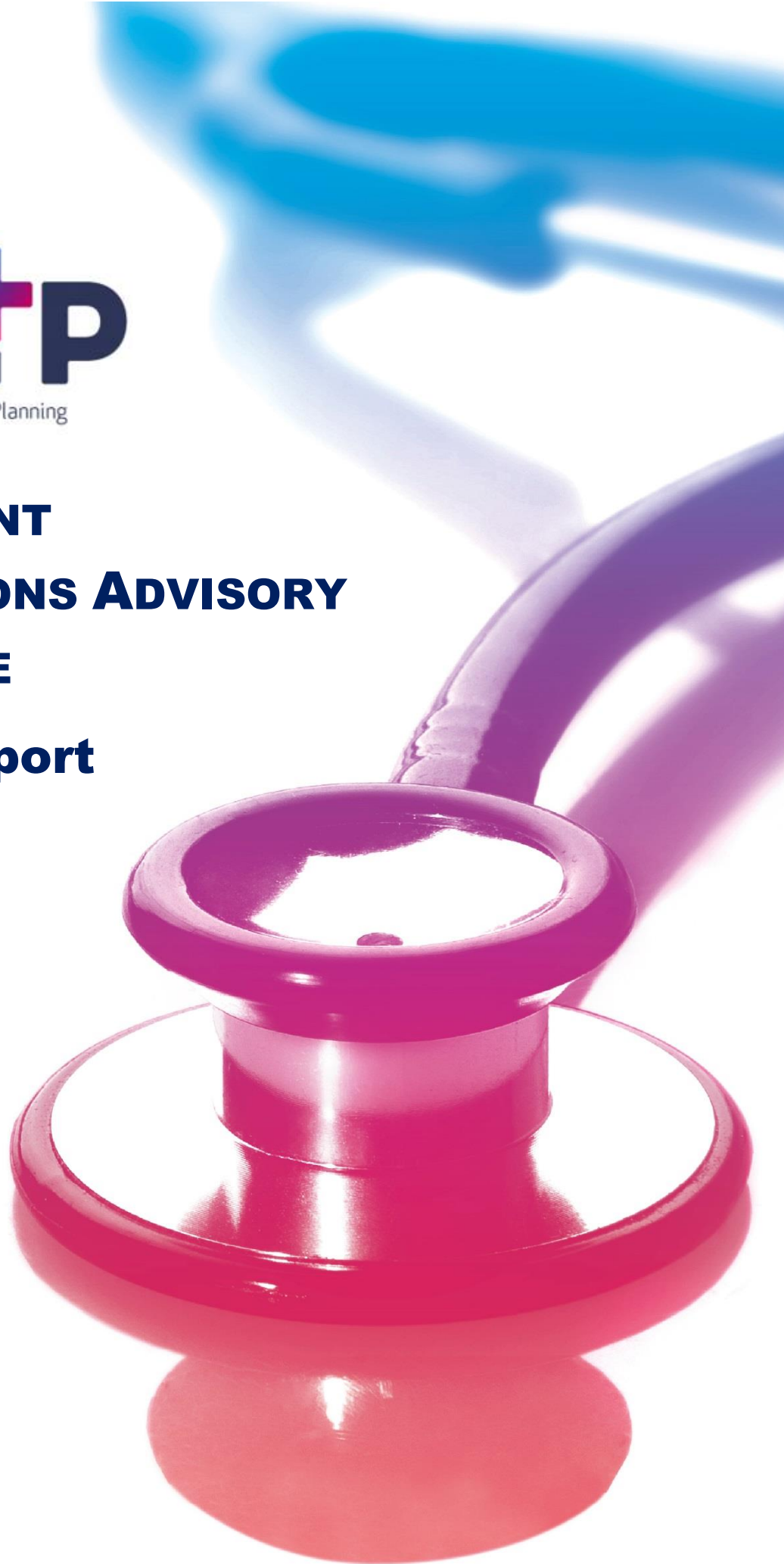




**CONSULTANT
APPLICATIONS ADVISORY
COMMITTEE**

**Annual Report
2022**



"Investing in the career development of doctors"

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1. Introduction

The Consultant Applications Advisory Committee (CAAC) was established by the CEO of the Health Service Executive (HSE) as per the Consultant Contract 2008.

The purpose of CAAC is to provide independent and objective advice to the HSE on applications for consultants, and qualifications for consultant posts.

CAAC provides a significant opportunity for consultants to contribute their expertise and professional knowledge to the decision-making process for the development of consultant services throughout the country. It provides input from many parts of the Health Service, including Clinical Programme Leads who have a substantial input into the strategic direction of CAAC approvals.

• CAAC membership¹

There were a number of changes to the CAAC membership during 2022.

- Professor Trevor Duffy, Director of Healthcare Leadership (replacing Dr Catherine Fleming) joined at the beginning of 2022.
- Mr Mick Molloy joined as an Irish Medical Organisation representative at the beginning of 2022 in place of Dr Clive Kilgallen, who stepped down from the CAAC in December 2021.
- Dr Nóirín Russell joined the Committee as the representative from the Institute of Obstetricians & Gynaecologists in September 2022, replacing Dr Cliona Murphy.
- Ms Rachel Morrough (Irish Cancer Society) and Ms Roisin O’Leary (Sage Advocacy) joined in June 2022, serving as representatives of Patient Advocacy / Public Interest.
- Ms Lucy Nugent, CEO of Tallaght University Hospital, replaced Ms Sandra Daly as the Voluntary Hospitals representative in November 2022.

CAAC would like to thank all members for their valued contributions over the course of their membership.

CAAC membership as at 31 December 2022 is attached at Appendix A.

• CAAC attendance rate

CAAC attendance rate for 2022 is attached at Appendix B.

¹ Terms of reference are in place that list the requirements for CAAC membership

2. CAAC Meetings

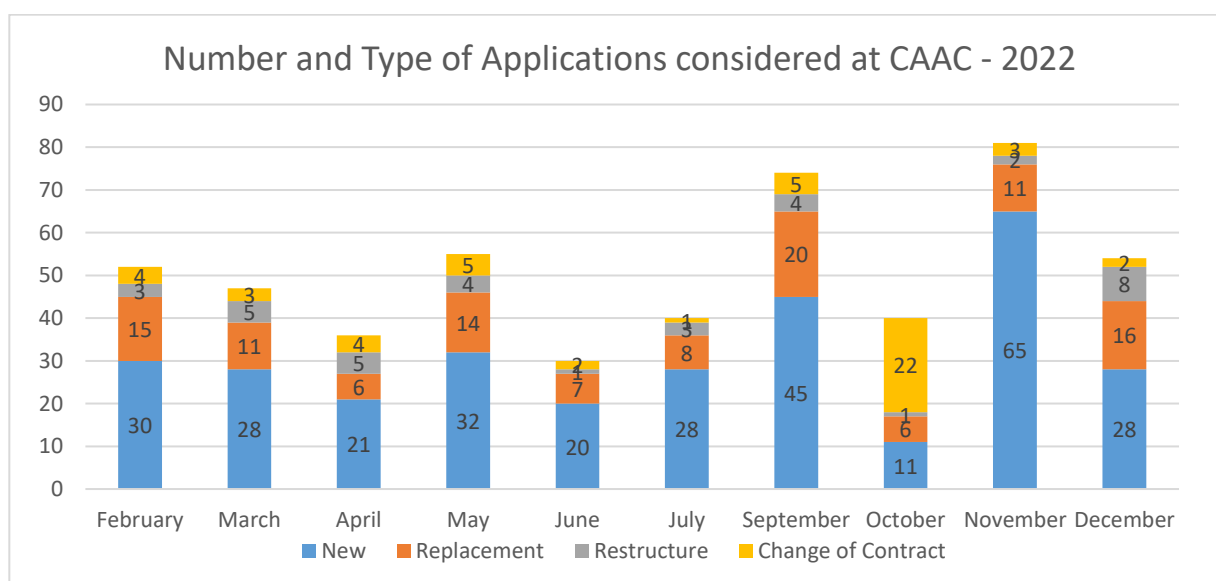
All meetings continue to be held online with 10 meetings taking place during 2022. The Consultants Division NDTP are the secretariat to the CAAC and organise the meetings and content for their consideration each month.

- Applications considered at CAAC**

Table 1 below details the number and type of applications on the Agenda at CAAC meetings during 2022. It is noted that September and November had the highest number of applications.

Table 1 – Number and Type of Applications Considered at CAAC 2022

Applications Considered at CAAC - 2022					
	New	Replacement ²	Restructure ³	Change of Contract	Total
February	30	15	3	4	52
March	28	11	5	3	47
April	21	6	5	4	36
May	32	14	4	5	55
June	20	7	1	2	30
July	28	8	3	1	40
September	45	20	4	5	74
October	11	6	1	22	40
November	65	11	2	3	81
December	28	16	8	2	54
	308	114	36	51	509



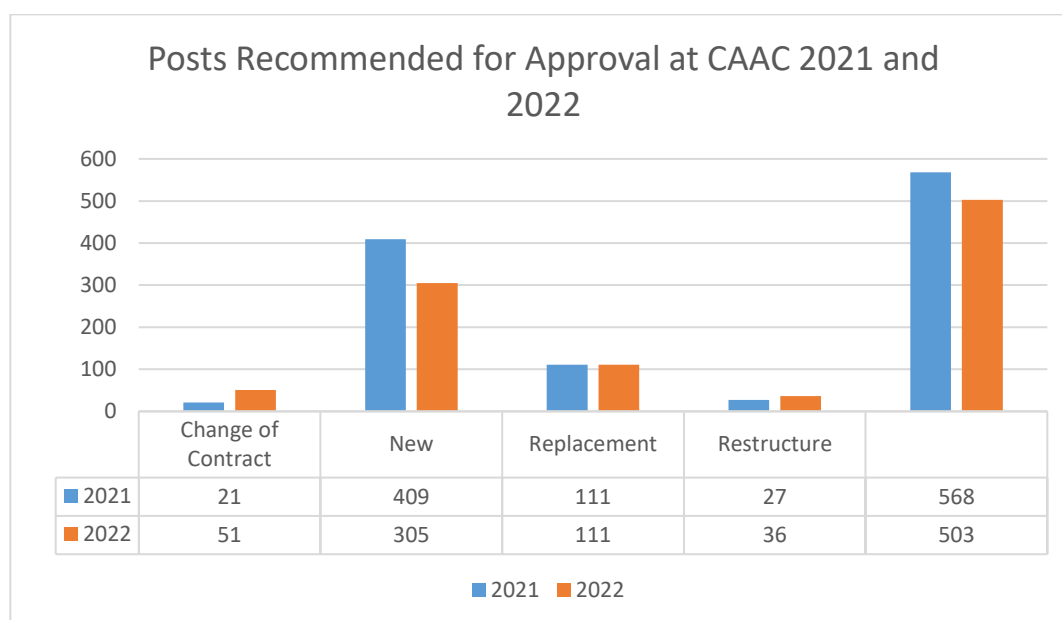
² A replacement post refers to an approved post which has been become, or is due to become, vacant and approval is being sought to refill. Note where a restructure is being undertaken at the time of replacement due to service requirements this is considered a replacement post

³ A restructure post refers to a currently occupied approved post where changes are being proposed to the structure of the post.

3. Posts Recommended for Approval

There was a slight decrease (11%) in the number of posts recommended for approval at CAAC when compared to 2021 as shown in Figure 1 below.

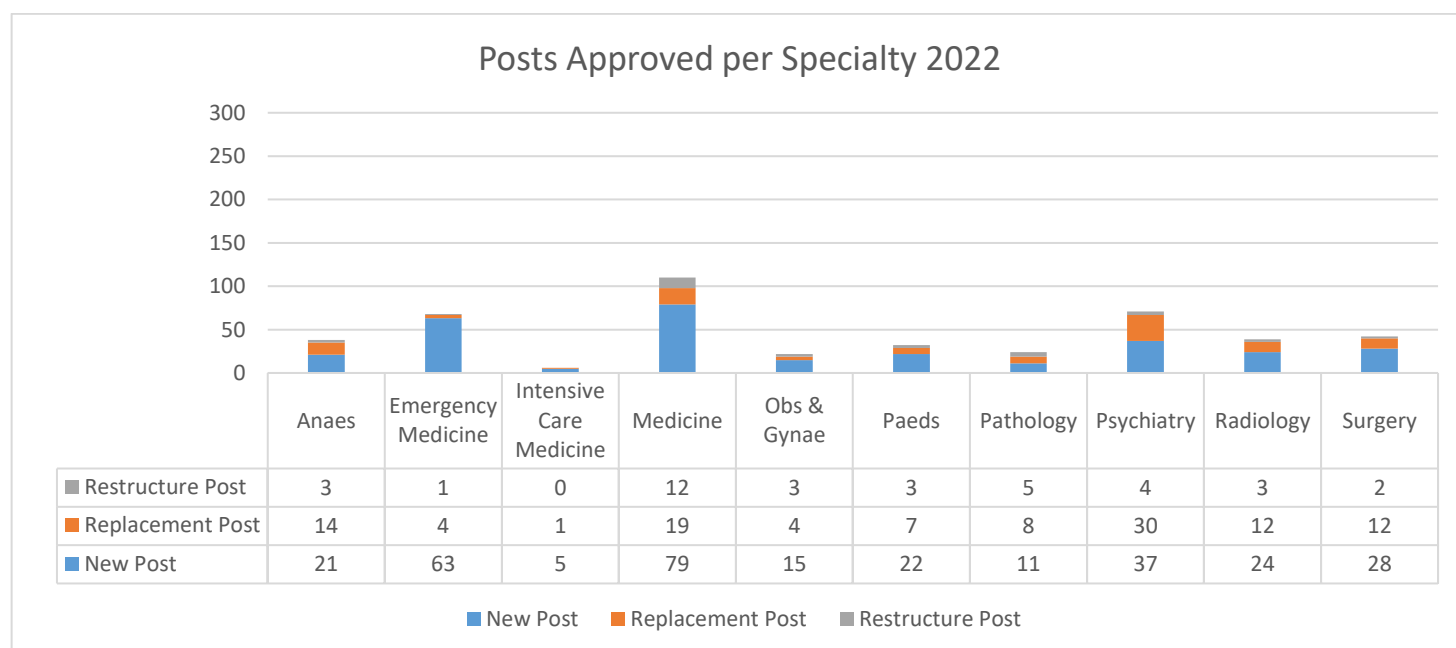
Figure 1 – Number of Posts Recommended for Approval 2021 and 2022



Breakdown of posts approved per specialty

Further analysis of approvals shows which specialties posts were approved in with the largest number of posts approved in the discipline of general medicine (n=110) with 79 new posts, 19 replacement and 12 restructure posts. Figure 2 below sets out the details of posts approved for each specialty. These figures do not include Change of Contract approvals.

Figure 2 – Breakdown of posts approved per specialty

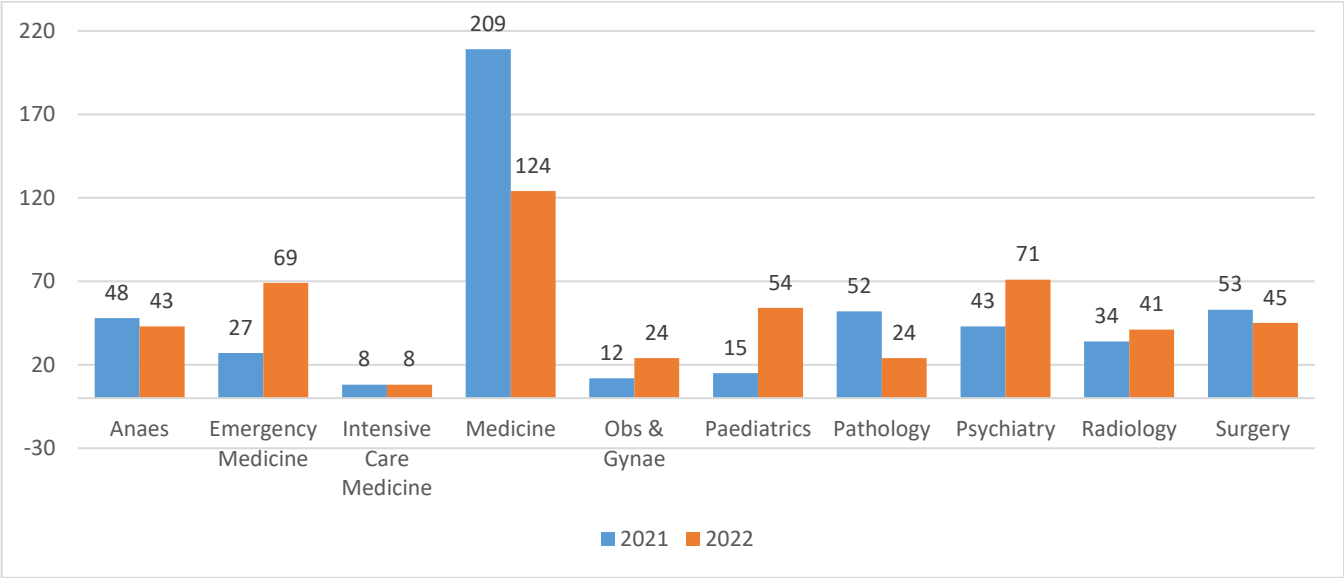


A Letter of Approval (LoA) is issued by National Director of Human Resources on foot of recommendations received with regard to applications considered and recommended by CAAC. Letters of Approval were issued for all posts recommended for approval by CAAC during 2022. In 2022 503 Letters of Approval were issued.

Following the December 2022 CAAC Meeting there were 5 applications which were recommended for approval subject to clarification on queries. These posts are awaiting issue of a Letter of Approval pending clarification on queries raised.

As of 31st December 2022 there was 1 post deferred. This will be brought back to the CAAC for consideration when queries raised have been addressed. Figure 3 shows a comparison of number of Letters of Approval issued in 2021 and 2022.

Figure 3 – Comparison of Number of Letters of Approval Issued



4. Consultant Establishment in Republic of Ireland

On 31 December 2022, there were 4,190 approved⁴ Consultant posts representing an increase of approximately 9% when compared to 31 December 2021, when there were 3,847 approved Consultant posts.

This is an overall increase of 2,243 in approved Consultant posts since the introduction of the HSE in 2004.

Table 1 below shows the trend in approved consultant post numbers since 2004 per specialty. This table includes data from 2004 which was when Comhairle was replaced by HSE to approve Consultant posts, 2010 which reflects the commencement of data collation and 2018 onwards which is the date from which DIME data is being used.

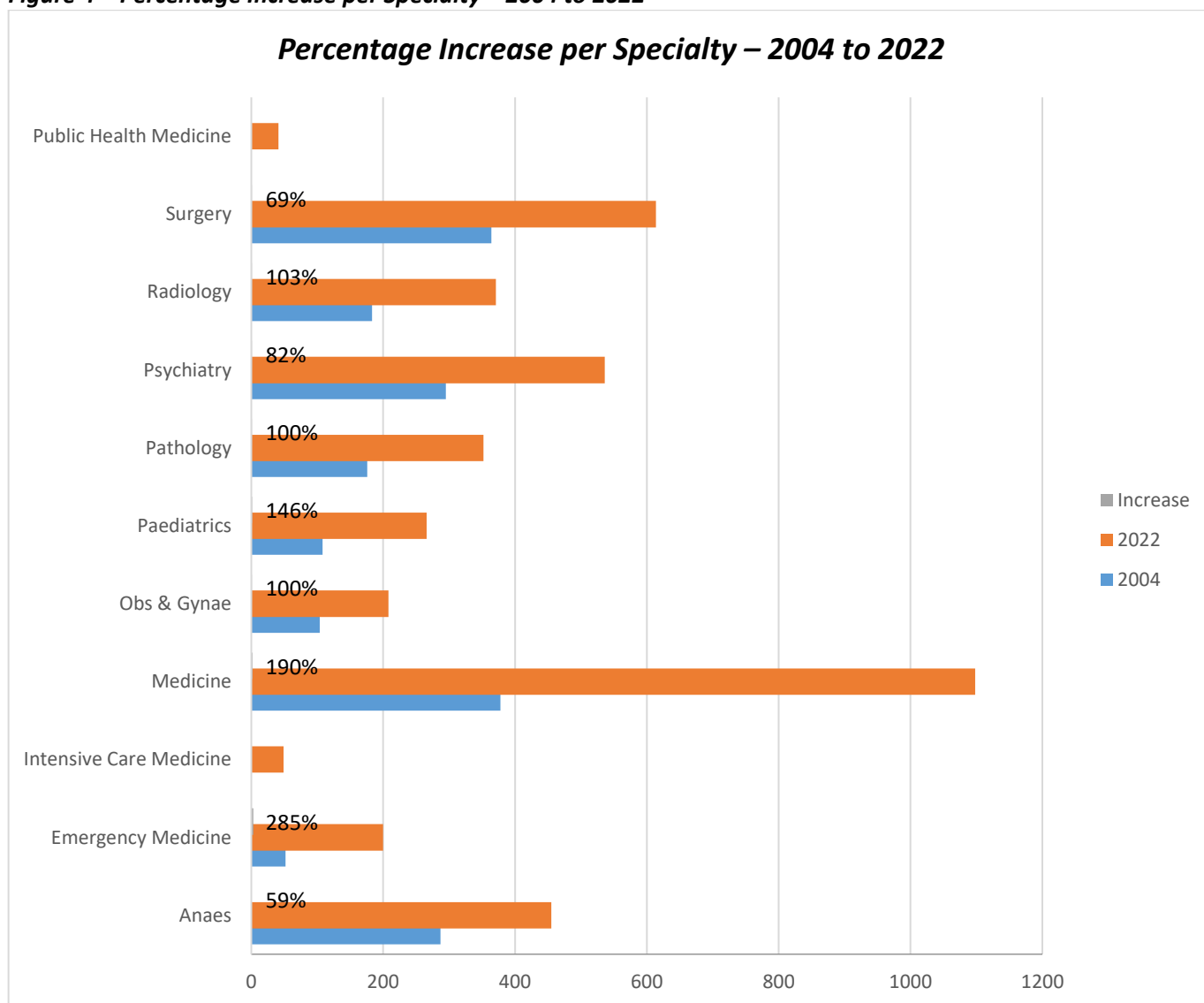
⁴ Approved posts denotes posts that have been recommended for approval through the CAAC process and have an approved Post Reference Number

Table 1 – Consultant Establishment – 2004 to 2022

Trend in Approved Consultant Establishment in selected years 2004 to 2021 (as at 31st December of each year)							
Year	2004	2010	2018	2019	2020	2021	2022
Anaesthesiology	287	336	381	395	402	436	455
Emergency Medicine	52	63	109	112	113	134	200
Intensive Care		6	25	27	34	44	49
Medicine	378	512	770	791	836	1014	1098
Obstetrics/Gynaecology	104	125	163	174	182	193	208
Paediatrics	108	141	212	223	232	246	266
Pathology	176	227	285	294	303	344	352
Psychiatry	295	369	472	493	483	504	536
Radiology (Inc. Radiation Oncology)	183	248	298	311	318	347	371
Surgery	364	419	518	533	550	585	614
Public Health Medicine ⁵							41
Total	1947	2446	3234	3353	3453	3847	4190

Figure 4 below sets out the percentage increase per specialty in approved Consultant posts since 2004.

Figure 4 – Percentage Increase per Specialty – 2004 to 2022



⁵ Public Health – Introduction of new grade of Consultant in Public Health Medicine for the implementation of new model for Public Health. Under the Health Act 2004 the HSE has specific statutory functions in relation to the regulation of the number and type of Consultants employed in the health system. The HSE has put in place, on an interim basis subject to legislative amendment, a process which mirrors the steps involved in the standard consultant approval process for Consultants in Public Health Medicine. The Consultant Establishment Table therefore reflects the total number of Approved Consultant posts in the public health system.

5. Amendments to Medical Qualifications

All qualifications specified by the HSE for consultant posts require that consultants are registered as a specialist in their relevant specialty on the Specialist Division of the Register of Medical Practitioners maintained by the Irish Medical Council.

A schedule of the qualifications applicable to the different types of consultant posts is held by CAAC, and can be accessed on the HSE National Doctors Training & Planning (NDTP) website by clicking [here](#). Any amendments or additions to this list must be submitted to and approved by CAAC.

During 2022 the following requests for changes to titles / qualifications were received and consultation with the relevant stakeholders commenced.

1. Consultant Physician with a special interest in stroke medicine – consultation ongoing.
2. Consultant Neonatologist – this qualification was added as follows

4.16 Consultant Neonatologist (updated Dec 2022)

Registration as a specialist in the Specialist Division of the Register of Medical Practitioners maintained by the Medical Council in Ireland in the specialty of Neonatology

OR

(a) Registration as a specialist in the Specialist Division of the Register of Medical Practitioners maintained by the Medical Council in Ireland in the specialty of Paediatrics
and

(b) Two years certified postgraduate training in neonatology.

6. CAP (Consultant Applications Portal) Module

All applications for new, replacement and restructures for consultant posts are submitted online via the CAP.

The introduction of CAP in 2018, has resulted in greater overall transparency with regards to the application submission and approval process as well as greatly reducing processing time. In 2022, 58% of applications submitted were processed within 4 weeks of receipt.

2022 saw further completed work around plans to enhance the existing CAP Module within DIME. The aim is to automate further manual elements and to extend access to relevant Stakeholders, including CAAC. Implementation of the enhancement is planned for 2023.

7. Appendices

Appendix A – CAAC Membership 2022

CONSULTANT APPLICATIONS ADVISORY COMMITTEE – MEMBERSHIP 2022	
INDEPENDENT CHAIR	
Prof Áine Carroll	Professor of Integrated Care and Improvement Science/Consultant in Rehabilitation Medicine
SENIOR HSE OFFICIALS FROM RELEVANT DIRECTORATES	
Acute Hospitals/Social Care/Health & Wellbeing/Mental Health/Primary Care/Clinical Programmes	
Dr Mike O'Connor	National Clinical Advisor and Group Lead, Acute Hospitals
Dr Siobhán Ní Bhriain	National Lead for Integrated Care
Dr Amir Niazi	National Clinical Advisor, Mental Health
Dr Ciara Martin	National Clinical Advisor and Group Lead for Children and Young People
Corporate Human Resources, HSE	
Ms Sonia Shortt	Director of Human Resources, Dublin Midlands Hospital Group (DMHG)
Ms Pat O'Boyle	Assistant National Director HR, Leadership & Education
Nursing Services Director	
Dr Geraldine Shaw	Nursing & Midwifery Services Director & Assistant National Director
National Doctors Training & Planning (NDTP)	
Dr Brian Kinirons	Director of NDTP
National Cancer Control Programme (NCCP)	
Ms Marie Cox	Cancer Services Manager
CONSULTANT REPRESENTATIVES	
Anaesthesiology	Dr Therese O'Connor, Consultant in Anaesthesiology & Pain Medicine
Emergency Medicine	Mr Fergal Hickey, Consultant in Emergency Medicine
Medicine	Prof Trevor Duffy, Director Healthcare Leadership
Pathology	Prof Breida Boyle, Consultant Microbiologist
Paediatrics	Dr Carol Blackburn, Representative of the Board Paediatrics
Psychiatry	Dr Mary O'Hanlon, Consultant Psychiatrist
Obstetrics & Gynaecology	Dr Noirin Russell, Consultant Obstetrician & Gynaecologist
Radiology	Dr Niall Sheehy, Dean of the Faculty of Radiologists
Surgery	Mr Paddy Kenny, Consultant Orthopaedic Surgeon
ADDITIONAL REPRESENTATIVES	
Patient Advocacy / Public Interest	
Ms Rachel Morrogh	Irish Cancer Association
Mr Stephen McMahon	Irish Patients Association
Ms Roisin O'Leary	Sage Advocacy
Voluntary Hospital representative	
Ms Lucy Nugent	CEO, Tallaght Hospital
Irish Hospital Consultants Association	
Dr Roy Browne	Consultant Psychiatrist
Dr Paul Browne	Consultant Haematologist
Irish Medical Organisation	
Dr Matthew Sadlier	Consultant Psychiatrist
Dr Mick Molloy	Consultant in Emergency Medicine

Appendix B – CAAC Attendance Record 2022

CAAC Attendance Record February to December 2022														
Representing	Name	Organisation	Feb	March	Apr	May	June	July	Sept	Oct	Nov	Dec	Attended	%
Chair	Prof Aine Carroll	Prof of Integrated Care & Improvement Science / Consultant in Rehabilitation Medicine	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	10	100%
Senior HSE Official - NDTP	Prof Brian Kinirons	President of College of Anaesthesiologists of Ireland	✓	✓	✓	x	✓	✓	✓	✓	✓	✓	9	90%
Senior HSE Official Clinical Programme	Dr Michael O'Connor	National Clinical Advisor & Group Lead Acute Hospitals	✓	✓	x	✓	x	x	✓	x	✓	✓	6	60%
Senior HSE Official Clinical Programme	Dr Siobhán NíBhriain	National Clinical Director for Integrated Care	✓	✓	✓	✓	✓	✓	x	x	x	✓	7	70%
Senior HSE Official Clinical Programme	Dr Amir Niazi	National Clinical Advisor, Mental Health	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	10	100%
Senior HSE Official - Corporate HR	Ms Sonia Shortt	Director of Human Resources (DMHG)	✓	✓	✓	✓	✓	✓	✓	✓	✓	x	9	90%
Senior HSE Official - Corporate HR	Ms Pat O'Boyle	AND HR, Leadership & Education	x	✓	x	✓	✓	✓	✓	x	x	✓	6	60%
Senior HSE Official - Nursing Services Director	Dr Geraldine Shaw	Nursing & Midwifery Services Director & Assistant National Director	✓	x	✓	✓	x	x	✓	x	✓	x	5	50%
Senior HSE Official - NCCP	Ms Marie Cox	Cancer Services Manager	✓	✓	✓	✓	x	✓	✓	✓	✓	✓	9	90%
Anaesthesiology	Dr Therese O'Connor	Consultant Anaesthesiologist	✓	✓	✓	✓	✓	✓	x	✓	✓	✓	9	90%
Emergency Medicine	Mr Fergal Hickey	Consultant in Emergency Medicine	✓	✓	✓	✓	x	x	x	✓	✓	✓	7	70%
Emergency Medicine	Dr Ciara Martin	Consultant in Paediatric Emergency Medicine						✓	✓	✓	✓	✓	5	100%
Pathology	Professor Breida Boyle	Consultant Microbiologist	x	✓	✓	✓	✓	✓	x	✓	x	✓	7	70%
Paediatrics	Dr Carol Blackburn	Consultant Paediatrician	✓	x	x	✓	x	✓	✓	✓	✓	✓	7	70%
Psychiatry	Dr Mary O'Hanlon	Consultant Psychiatrist	✓	x	x	✓	x	✓	x	x	x	✓	4	40%

Obstetrics & Gynaecology	Dr Cliona Murphy	Consultant Obstetrician & Gynaecologist	✓	x	✓	x	x	x					2	33%
Obstetrics & Gynaecology	Dr Noirin Russell	Consultant Obstetrician & Gynaecologist							✓	✓	✓	✓	4	100%
IMO	Dr Mick Molloy	Consultant Emergency Medicine	✓	✓	✓	✓	x	✓	x	✓	x	✓	7	70%
RCPI	Professor Trevor Duffy	Consultant Rheumatologist	x	x	x	✓	x	✓	x	x	x	✓	3	30%
Radiology	Dr Niall Sheehy	Consultant Radiologist	✓	✓	x	✓	x	x	✓	✓	✓	✓	7	70%
Surgery	Mr Paddy Kenny	Consultant Orthopaedic Surgeon	✓	x	✓	✓	x	✓	x	x	✓	✓	6	60%
Patient Advocacy / Public Interest	Mr Stephen McMahon	Irish Patients Association	x	x	✓	x	x	✓	x	x	✓	x	3	30%
Patient Advocacy / Public Interest	Ms Rachel Morrogh	Irish Cancer Society					✓	x	✓	✓	✓	x	4	67%
Patient Advocacy / Public Interest	Ms Roisin O'Leary	Sage Advocacy					x	✓	x	✓	✓	x	3	50%
Voluntary Hospitals	Ms Sandra Daly	CEO Mercy Hospital Cork	✓	✓	✓	✓	x	✓	✓	✓			7	88%
Voluntary Hospitals	Lucy Nugent	CEO Tallaght University Hospital									✓	✓	2	100%
IHCA	Dr Roy Browne	Consultant Psychiatrist	✓	x	x	✓	x	x	x	✓	x	x	3	30%
IHCA	Dr Paul Browne	Consultant Haematologist	x	x	x	✓	x	✓	x	x	x	x	2	20%
IMO	Dr Matthew Sadlier	Consultant Psychiatrist	x	✓	x	✓	✓	x	x	✓	x	x	4	40%

Appendix C – Terminology Explanations

CAAC Recommendation	Explanation
RFA	when an application has been considered and discussed at CAAC and is recommended for approval
RFA subject to	when an application has been considered and discussed at CAAC and is recommended for approval subject to a request for additional information which must be forwarded to NDTP prior to any letter of approval being issued
Deferred	when an application has been discussed at CAAC and a decision has been made to defer consideration. The CHO/HG will withdraw the application until such a time that it is appropriate to re-initiate the application with additional information
Rejected	when an application has been considered and discussed at CAAC and is not recommended for approval
Withdrawn	when an application has been considered and discussed at CAAC and is subsequently withdrawn by the CHO/HG

Application Type	Explanation
New	a post which has not been previously approved and is a new role or an additional post for an established department
Replacement	an approved post which has been become or is due to become vacant and approval is being sought to refill
Restructure	an approved post where changes are being proposed to the structure of the post – e.g. working hours, location of post
Change in Contract	an application submitted by the site on behalf of the consultant where they wish to change their contract from one contract type to another (excluding Type C as these applications are considered separately by the Type C Committee)

Appendix D – Approved Consultant Establishment as of 31 December 2022

Medical Discipline	Specialty	Sub Specialty	Special interest	Total
Anaesthesiology	Anaesthesiology	Anaesthesiology	Intensive Care Medicine	52
			None	345
			Paediatric Anaesthesiology	5
			Pain Medicine	9
		Paediatric Anaesthesiology	None	41
		Pain Medicine	Pain Medicine	3
Anaesthesiology Total				455
Emergency Medicine				
	Emergency Medicine	Emergency Medicine	None	172
			Paediatric Emergency Medicine	2
Emergency Medicine Total		Paediatric Emergency Medicine	None	26
				200
Intensive Care Medicine				
	Intensive Care Medicine	Intensive Care Medicine	None	34
		Paediatric Intensive Care Medicine	None	15
Intensive Care Medicine Total				49
Medicine	Cardiology	Cardiology	None	87
	Clinical Genetics	Clinical Genetics	None	7
	Clinical Pharmacology	Clinical Pharmacology	None	4
	Dermatology	Dermatology	None	47
			Paediatric Dermatology	9
	General Medicine	Cardiology	None	19
		Clinical Pharmacology	None	1
		Endocrinology & Diabetes Mellitus	None	82
		Gastroenterology	Liver Disease	13
			None	85
		General Medicine	None	81
		Nephrology	None	52
		Respiratory Medicine	Cystic Fibrosis	14
			None	98

			Thoracic Organ Transplantation	3
			Tuberculosis	2
		Rheumatology	None	46
	Genito-Urinary Medicine	Genito-Urinary Medicine	None	5
	Geriatric Medicine	Geriatric Medicine	None	176
	Infectious Diseases	Infectious Diseases	Intensive Care Medicine	1
			None	42
	Medical Oncology	Medical Oncology	None	64
	Medical Ophthalmology	Ophthalmology	None	14
	Metabolic Diseases	Metabolic Diseases	None	2
	Neurology	Neurology	None	58
	Neurophysiology	Neurophysiology	None	15
	Palliative Medicine	Palliative Medicine	None	48
	Rehabilitation Medicine	Rehabilitation Medicine	None	18
	Rheumatology	Rheumatology	None	4
	Unspecified	Unspecified	Unspecified	1
Medicine Total				1098
Obstetrics & Gynaecology	Obstetrics & Gynaecology	Obstetrics & Gynaecology	Gynaecological Oncology	13
			Maternal-Fetal Medicine	13
			None	171
			Reproductive Medicine	6
			Uro-Gynaecology	5
Obstetrics & Gynaecology Total				208
Paediatrics	Paediatrics	Cardiology	None	10
		Endocrinology	None	9
		General Paediatrics	Community Child Health	32
			Developmental Paediatrics	1
			Gastroenterology	6
			Infectious Diseases	4
			Metabolic Diseases	4
			None	94
			Paediatric Cardiology	3
			Paediatric Neurodisability	13
			Paediatric Palliative Medicine	2
			Respiratory Medicine	14

			Rheumatology	3
		Immunology	None	3
		Neonatology	None	47
		Nephrology	None	6
		Neurology	None	10
		Oncology	None	5
Paediatrics Total				266
Pathology				
	Biochemistry	Biochemistry	None	5
	Chemical Pathology	Chemical Pathology	None	9
		Paediatric Chemical Pathology	None	2
	Haematology	Haematology	None	75
			Paediatric Haematology	13
			Transfusion Medicine	5
	Histopathology	Histopathology	Cytology	15
			Neuropathology	2
			None	116
			Ocular Pathology	1
			Oral Pathology	2
			Perinatal Pathology	3
		Paediatric Histopathology	None	5
	Immunology	Immunology	None	8
			Transplant Immunology	1
	Microbiology	Microbiology	None	80
			Virology	2
	Neuropathology	Neuropathology	None	5
	Unspecified	Unspecified	Unspecified	3
Pathology Total				352
Psychiatry				
	Child & Adolescent Psychiatry	Child & Adolescent Psychiatry	None	116
			Psychiatry of learning disability	2
			Substance Misuse	2
		Child Forensic Psychiatrist	None	1
	Psychiatry	Forensic Psychiatry	Learning Disability	2
			None	17
		General Psychiatry	Forensic Psychiatry	2
			Learning Disability	2
			Liaison Psychiatry	33

			None	227
			Psychotherapy	2
			Rehabilitation	23
			Substance Misuse	8
	Psychiatry of Learning Disability	Adult Psychiatry	None	34
		Child & Adolescent Psychiatry	None	10
	Psychiatry of Old Age	Psychiatry of Old Age	None	55
Psychiatry Total				536
Public Health Medicine				
	Public Health Medicine	Public Health Medicine		41
Public Health Medicine Total				41
Radiology				
	Radiation Oncology	Radiation Oncology	None	26
			Paediatric Radiation Oncology	5
	Radiology	Neuro-Radiology	None	10
		Paediatric Radiology	None	26
		Radiology	Breast Radiology	49
			Interventional Radiology	29
			Musculo-Skeletal Radiology	4
			None	207
			Nuclear Medicine	5
			Paediatric Radiology	9
			Vascular Radiology	1
Radiology Total				371
Surgery				
	Cardiothoracic Surgery	Cardiothoracic Surgery	None	14
			Paediatric Cardiothoracic Surgery	3
			Thoracic Surgery	2
			Transplantation	4
	General Surgery	General Surgery	Breast & Endocrine Surgery	7
			Breast Surgery	28
			Colo-Rectal Surgery	37
			Emergency Surgery	2
			Gastrointestinal Surgery	39
			Hepatobiliary Surgery & Liver Transplantation	6
			None	45
			Paediatric Surgery	4

			Upper Gastrointestinal Surgery	5
			Vascular Surgery	30
		providing general paediatric services	None	1
		Vascular Surgery	None	1
	Neurosurgery	Neurosurgery	None	13
			Paediatric Neurosurgery	6
	Ophthalmic Surgery	Ophthalmic Surgery	Medical Ophthalmology	3
			neuro-ophthalmic surgery	1
			None	32
			Paediatric Ophthalmic Surgery	4
			Vitreo-Retinal Surgery	10
	Oral & Maxillofacial Surgery	Oral & Maxillofacial Surgery	None	13
	Orthopaedic Surgery	Orthopaedic Surgery	None	105
			Paediatric Orthopaedic Surgery	17
			Spinal Surgery	11
	Otolaryngology	Otolaryngology	None	57
			Paediatric Otolaryngology	10
	Paediatric Surgery	Paediatric Surgery	None	7
			Urology	3
	Plastic Surgery	Consultant Plastics, Reconstructive and Aesthetic	Cleft Lip & Palate	14
			None	23
	Urology	Transplant Surgery	None	2
		Urology	None	50
			Transplant Surgery	5
Surgery Total				614
Total				4190

Appendix E – Consultant Trend 2004 – 2022

Trend in Approved Consultant Establishment in selected years 2004 to 2022 (as at 31st December of each year)														
Year	2004	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Anaesthesiology	287	336	336	338	347	348	361	366	370	381	395	402	436	455
Emergency Medicine	52	63	78	78	79	80	88	95	96	109	112	113	134	200
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Medicine	378	512	558	600	621	641	686	708	735	771	791	836	1014	1098
Obstetrics/Gynaecology	104	125	125	126	127	133	142	147	155	163	174	182	193	208
Paediatrics	108	141	143	149	153	159	173	183	194	212	223	232	246	266
Pathology	176	227	228	230	238	248	255	264	271	285	294	303	344	352
Psychiatry	295	369	376	378	392	406	425	440	451	472	493	483	504	536
Radiology (Inc. Radiation Oncology)	183	248	250	255	258	261	274	282	285	298	311	318	347	371
Surgery	364	419	425	430	441	453	467	487	500	518	533	550	585	614
Public Health Medicine														41
Total	1947	2446	2527	2593	2670	2747	2891	2993	3080	3234	3353	3453	3847	4190