

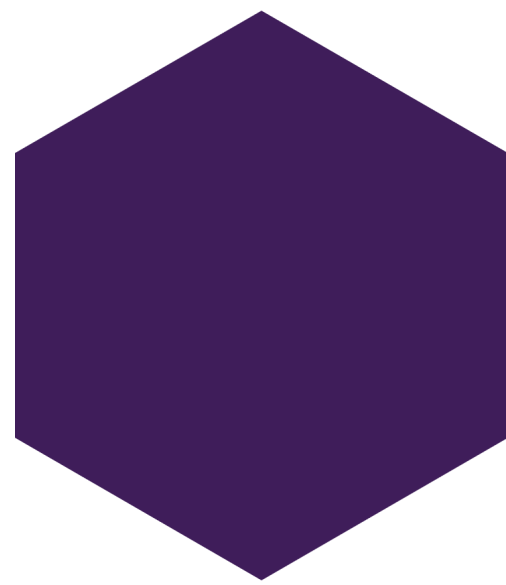


Consultant Application Advisory Committee

Annual Report 2018

The attached report highlights the activities undertaken by CAAC throughout 2018

Compiled by National Doctors Training & Planning (NDTP) Health Service Executive



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1. Introduction

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

The purpose of CAAC is to provide **independent and objective advice** to the HSE on applications for medical 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 all parts of the Health Service. The Clinical Programme Leads have substantial input into the strategic direction of CAAC approvals.

2. Membership

- **CAAC membership**

CAAC membership as at 31 December, 2018 is attached at Appendix A

- **CAAC attendance rate**

CAAC attendance rate for 2018 is attached at Appendix B

3. CAAC Meetings

There were 10 CAAC meetings held during 2018 with an average of 31 applications considered at each meeting.

- **Applications considered at CAAC**

Table 1 below details the number of applications presented to CAAC and considered at CAAC during 2018.

Applications considered at CAAC 2018							
Type of CAP Applications	Approved	Approved 1 year	Deferred	Noted	Subject too	Withdrawn	Grand Total
Contract Change	7		3			1	11
New	122	4	9		14	13	162
Replacement	92		5	1	12	4	114
Replacement/Restructure	5				2	3	10
Restructure	9		3		2	1	15
Grand Total	235	4	20	1	30	22	312

Table 1 Applications to CAAC

A total of 312 applications were assessed by CAAC during the year.

- 22 Posts were withdrawn by the Clinical Sites and in some cases were re-submitted under different application numbers
- Approximately 16 posts were presented to CAAC on more than 1 occasion, including posts due to recruitment difficulties requiring amendments to geographical locations or seeking revised titles/qualifications. Some of these posts had been submitted in previous years.

• **Applications considered at CAAC by speciality**

Figure 1.1 highlights the numbers of applications per speciality

2018 Consultant Approvals per Speciality

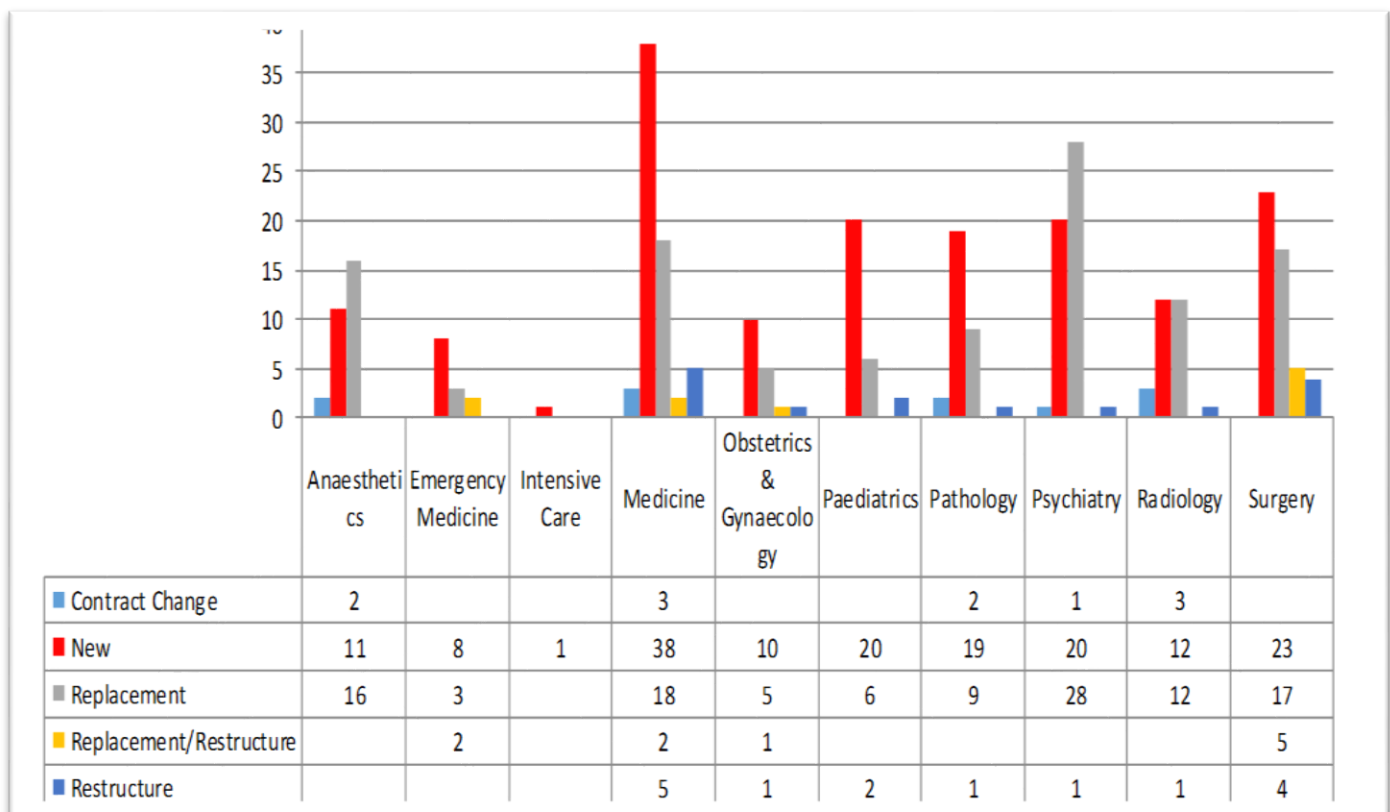


Figure 1.1 Applications per speciality

Type of Posts Approved at CAAC

Figure 1.2 indicates the type of posts considered at CAAC. 3% of replacement posts also requested changes to the existing structure.

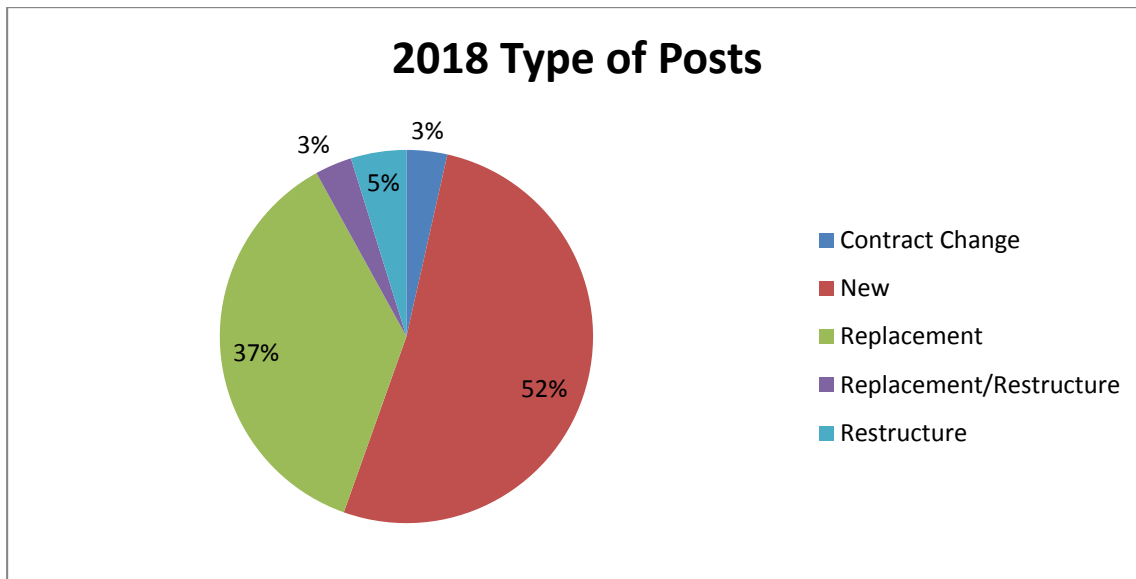


Figure 1.2 Types of post

4. Posts Approved

There were in excess of 250 letters of approval issued during 2018. A breakdown of those letters per specialty is in the table below.

2018 Letters of Approval Issued						
Medical Discipline	New		Replacement/ Restructure		Total Nos	
	Nos	%	Nos	%		
Anaesthesia	7	30%	16	70%	23	
Emergency Medicine	12	86%	2	14%	14	
Intensive Care Medicine	2	100%		0%	2	
Medicine	26	52%	24	48%	50	
Obstetrics & Gynaecology	2	29%	5	71%	7	
Paediatrics	16	70%	7	30%	23	
Pathology	13	68%	6	32%	19	
Psychiatry	16	35%	30	65%	46	
Radiology	10	43%	13	57%	23	
Surgery	11	24%	35	76%	46	
Grand Total	115	45%	138	55%	253	

Table 2 : -Letters of approval issued per speciality

Note The replacement/restructure figures includes restructures and contract change requests.

Letters of approval relating to December, 2018 applications were issued in January, 2019

5. Consultant numbers in Republic of Ireland

On 31st December 2018, there were **3,234** approved¹ permanent consultant posts, an increase of 5% as at 31st December 2017 (**3080**) . This is an overall increase of **1,287** consultant posts since the introduction of the HSE in 2005. These figures are based on DIME (Doctors Integrated Management E-System). The Chart below shows the trend in Consultant post numbers since 1984.

Trend in Approved Consultant Establishment in selected years 1984 to 2018 (as at 31st December of each year)												
Year	1984	1994	2004	2010	2011	2012	2013	2014	2015	2016	2017	2018
ANAESTHESIA	153	184	287	336	336	338	347	348	361	366	370	381
EMERGENCY MEDICINE	1	13	52	63	78	78	79	80	88	95	96	109
INTENSIVE CARE				6	8	9	14	18	20	21	23	25
MEDICINE	177	201	378	512	558	600	621	641	686	708	734	770
OBSTETRICS/GYNAECOLOGY	89	83	104	125	125	126	127	133	142	147	155	163
PAEDIATRICS	48	62	108	141	143	149	153	159	173	183	194	212
PATHOLOGY	83	95	176	227	228	230	238	248	255	264	271	285
PSYCHIATRY	196	194	295	369	376	378	392	406	425	440	451	472
RADIOLOGY	93	99	168	222	224	229	232	235	248	256	259	272
RADIATION ONCOLOGY			15	26	26	26	26	26	26	26	26	26
SURGERY	245	255	364	419	425	430	441	453	467	487	500	518
Unspecified											1	1
Total	1,085	1,186	1,947	2,446	2,527	2,593	2,670	2,747	2,891	2,993	3,080	3,234

Table 3 Approved Consultant Posts

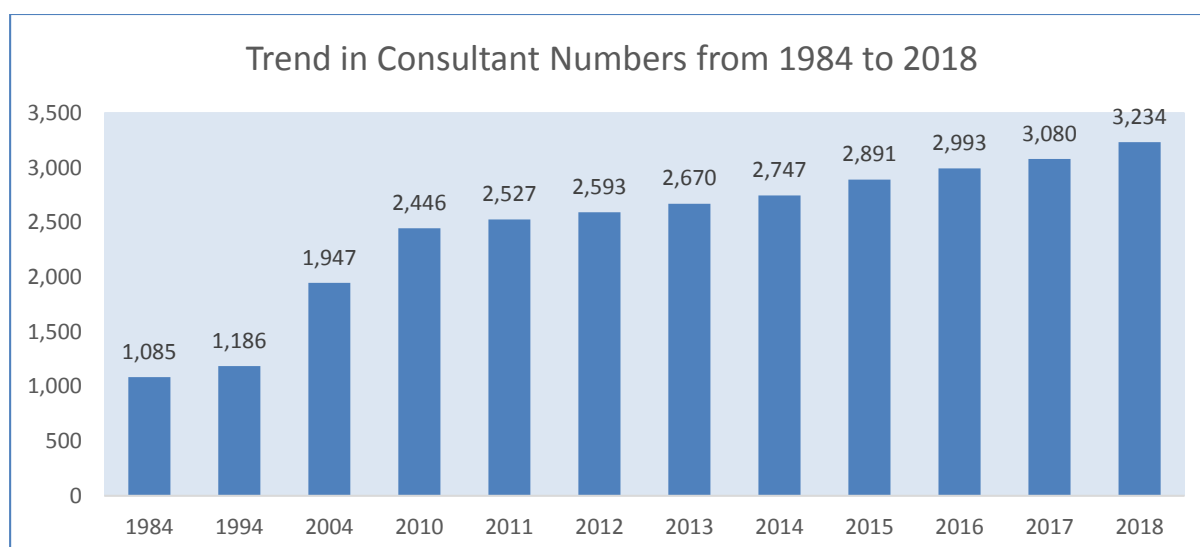


Table 4 Trend in Consultant Numbers

¹ Approved Posts denotes posts that have been approved through the CAAC process

Appendix C - The Consultant Establishment as at 31/12/2018 (page 13) identifies the numbers of approved posts per speciality and Hospital Group as at 31 December, 2018.

6. Consultant Contract Types

There are a number of different Consultant Contract types in operation. The types of contracts can be seen below (based on approved posts).

Medical Consultant Approved Posts by Contract Types as per 31 December, 2018

Contract type	Anaesthesia	Emergency Medicine	Intensive Care Medicine	Medicine	Obstetrics & Gynaecology	Paediatrics	Pathology	Psychiatry	Radiology	Surgery	Unspecified	Radiation Oncology	Grand Total
Category 1	18	10		25	26	2	15	40	13	40		1	190
Category 2	26			36	4		3	2	13	64		3	151
Geographical Wholetime without fees								2					2
Type A	12	79		50	2	7	3	407	2	4		1	567
Type A Academic 50%+				3				1					4
Type B	236	19	21	552	120	202	234	18	176	255		17	1850
Type B Academic 30% - <50%										1			1
Type B Academic 50%+				9			2			3	1		15
Type B*	69	1	3	67	7	1	23	2	46	73		2	294
Type C	20		1	28	4		5		22	78		2	160
Grand Total	381	109	25	770	163	212	285	472	272	518	1	26	3234

Table 5 Consultant Contract Type

7. Amendments to Medical Qualifications

All qualifications specified by the HSE for Consultant posts require that Consultants be registered as a specialist in the relevant specialty on the Specialist Division of the Register of Medical Practitioners maintained by the Medical Council in Ireland.

A schedule of the qualifications applicable to the different types of Consultant posts is held by CAAC and accessible at <https://www.hse.ie/eng/staff/leadership-education-development/met/consultantapplications/quals1/qualifications-for-posts.pdf>

Any amendments or additions to this list must be submitted to and approved by CAAC. Some of the Irish Postgraduate Medical Training Bodies who liaised with CAAC during 2018 seeking amendments to the Qualifications list included:

Psychiatry

Following correspondence from Dr John Hillary, President, The College of Psychiatrists of Ireland and agreement from all relevant parties to review existing psychiatry qualifications CAAC approved the implementation of same.

Ophthalmology

Prof Billy Power Clinical Lead, National Clinical Programme Ophthalmology & Siobhan Kelly CEO of Irish College of Ophthalmologists were invited to CAAC to present on the eligibility criteria for Consultant Ophthalmologist in line with the HSE's Model of Care for Eye care and Review of Primary Care Eye Services. Following agreement from the Primary Care, Clinical Programme and the College of Ophthalmology CAAC agreed to implementation.

Change in title – Anaesthetics to Anaesthesiologist

The Committee welcomed the correspondence from the College of Anaesthesiologists of Ireland to which Professor Kevin Carson spoke in regards to the specialty's name change in light of international developments. The Committee will commence a process with the College regarding the HSE's qualifications and titles and the impact of the change in name. This item is still ongoing.

8. Further activities discussed at CAAC

- Assessment of Consultant Posts 2017 - Presentation by Simon O'Hare, Workforce Planning NDTP
- Overview of Medical Workforce Planning in NDTP – Presentation by Dr. Roisin Morris, Business Manager, NDTP
- Summary of Frank Keane Report – Presentation by Andrew Condon, Corporate Human Resources

- Change of Premises

CAAC relocated meetings from Adelaide Road to the offices of the NDTP, Sancton Wood, Heuston South Quarter;- St. Johns Road West, Dublin 8. from February, 2018.

- Discussion regarding Children's Hospital Group – Paediatric Posts
- Draft proposal re parallel CAAC process for non-funded post applications
- Terms of reference alternate nominees

The position of alternative nominees was discussed and it was agreed that where the member of CAAC is unable to attend the meeting they should submit their views and comments prior to the meeting.

- Restructuring Posts

The Committee agreed in respect of restructuring posts that signed correspondence from all relevant parties, i.e. employers, individual is sufficient for its consideration. The detailed CAP application will be on file and available if required.

- Correspondence from Childrens Hospital Group regarding Clinical Programme Lead (CPL) comments

CAAC discussed and agreed that for non-core specialities e.g. Radiology, Pathology, Surgery, Obstetrician/Gynaecology, CPL comments were required. It was reaffirmed that in any event CAAC reserves the right to request additional CPL comments should it be appropriate.

- Proleptic Appointments

Discussions regarding the use of proleptic appointments arose during quarter 4 2018. The Committee agreed to discuss this item further in 2019.

9. CAP Module (Consultant Application Portal)

In February 2017 the Consultant Recruitment Group committee chaired by Prof Frank Keane, launched “Towards Successful Consultant Recruitment and Retention”. The report contained recommendations to address a range of issues associated with the creation and approval of Consultant posts and successful recruitment to such posts. The report has been adopted as HSE policy in order to remove operational and administrative barriers to successful Consultant recruitment and retention

Modernising the CAAC application process by moving the process online was a key recommendation from the report for National HR, via NDTP. The Consultants Application Portal (CAP) module of DIME went live in February 2018. The Consultants Division scheduled and provided training sessions with users from all clinical sites, Hospital Groups and CHOS nationwide. Regular communication occurred with all sites to ensure positive interaction with the live system. Its benefits include: -

- ✓ The portal facilitates clinical sites/Hospital Groups/CHOs to complete, verify, submit and track the consultant application form from initiation to approval online.
- ✓ This provides a reduction in timeframes, a reduction in paper trail, reduction in errors and traceability of forms through application process.

We are delighted to say the online system has been well received. The revised application forms were phased in for CAAC members from May, 2018 and now all applications for new, replacement and restructures for consultant posts are made online.

As at 31 December, 2018 CAAC reviewed 147 online CAP applications whereby 122 were approved.

Table 6 below documents the number of applications per speciality and hospital group that are in transit to CAAC.

Status of Consultant Applications as at 31/12/2108					
Hospital group/CHOs	Medical Discipline	Initiated	With CHO/HG	With NDTP	Grand Total
Children's Hospital Group	Anaesthesia	1	1		2
	Medicine	3	1		4
	Paediatrics	2			2
	Pathology	1		1	2
	Surgery	1			1
	Unspecified	2			2
CHO'S	Anaesthesia	1			1
	Intensive Care Medicine	1			1
	Medicine	2	1		3
	Paediatrics	1			1
	Psychiatry	48		11	59
	Surgery	1	1		2
	Unspecified	1			1
Dublin Midlands Hospitals Group	Anaesthesia	6	2		8
	Emergency Medicine		1		1
	Intensive Care Medicine	1			1
	Medicine	1	4		5
	Obstetrics & Gynaecology	2			2
	Pathology		1		1
	Radiology	2	2	1	5
	Surgery	1	1		2
	Unspecified				
Ireland East Hospitals Group	Anaesthesia	8		2	10
	Emergency Medicine	4			4
	Medicine	4		2	6
	Obstetrics & Gynaecology		1	3	4
	Paediatrics	1			1
	Pathology	1		1	2
	Radiology		1	1	2
	Surgery	3		1	4
	Unspecified	1		1	2
N/a	Medicine	1		1	2
RCSI Hospitals Group	Anaesthesia	4			4
	Emergency Medicine	2			2
	Medicine	6	1	1	8
	Obstetrics & Gynaecology	6	3		9
	Paediatrics		1		1
	Radiology	1			1
	Surgery	3	1	1	5
Saolta Hospitals Group	Anaesthesia	1	2		3
	Medicine	8	2		10
	Obstetrics & Gynaecology	1	1	2	4
	Paediatrics	2			2
	Pathology	2	1		3
	Surgery	1	2	1	4
South / South West Hospitals Group	Anaesthesia	1			1
	Emergency Medicine	7			7
	Medicine	4	1		5
	Obstetrics & Gynaecology	1			1
	Paediatrics	1		1	2
	Pathology	8			8
	Radiology	1		1	2
	Surgery	3			3
	Unspecified	1			1
Grand Total		164	32	31	227

Table 6 CAP Status Report as at 31/12/2018

Status Code	Explanation
Initiated	Application is currently being devised at Clinical Site
With CHO/HG	Application has been sent from the Clinical Site to the Hospital Group for approval
Submitted to NDTP	Application has been approved by Hospital Group and sent to NDTP for screening.

Appendix A

Consultant Applications Advisory Committee Membership

- **Independent Chair**

Prof Aine Carroll, Professor of Integrated Care and Improvement Science/Consultant in Rehabilitation Medicine, University College Dublin, School of Medicine

- **Senior HSE officials from relevant Directorates/ Consultants**

Acute Hospitals/Social Care/Health & Wellbeing/Mental Health/Primary Care/Clinical Programmes

- Dr Vida Hamilton, National Clinical Advisor and Group Lead Acute Hospitals
- Dr Siobhán Ní Bhriain, National Clinical Advisor, Mental Health
- **Corporate HR**
 - Ms Sonia Shortt, Director of Human Resources (DMHG)
 - Ms Pat O’Boyle, Assistant National Director HR, Leadership & Education
- **Finance**
 - No representative nominated
- **Nursing Services Director**
 - Ms Mary Wynn, Interim Director for Nursing and Midwifery Services
- **NDTP**
 - Prof Frank Murray, Director of National Doctors Training and Planning
- **NCCP**
 - Ms Marie Cox, Cancer Services Manager
- **Consultant Representatives**
 - Anaesthesia – Dr Brian Kinirons, President, The College of Anaesthesiologists of Ireland
 - Emergency Medicine – Mr Fergal Hickey, Consultant in Emergency Medicine
 - Medicine – Dr Catherine Fleming, Consultant Infectious Diseases
 - Pathology – Dr Peter Kelly, Consultant Histopathologist
 - Paediatrics - Prof Tom Clarke, Consultant Paediatrician
 - Psychiatry - Dr Mary O’Hanlon, Consultant Psychiatrist
 - Obstetrics & Gynaecology - Dr Sam Coulter Smith, Consultant Obstetrician & Gynaecologist
 - Radiology - Dr Adrian Brady, Consultant Radiologist
 - Surgery – Mr Paddy Kenny, Consultant Orthopaedic Surgeon
- **Patient Advocacy / Public Interest**
 - Mr Stephen McMahon, Irish Patients Association
- **Voluntary Hospital representative**
 - Ms Sandra Daly, CEO, Mercy Hospital Cork

- **Two representatives from each of the IHCA and the IMO**
 - **Irish Hospital Consultants Association**
 - Dr. Roy Browne, Consultant Psychiatrist
 - Dr Paul Browne, Consultant Haematologist
 - **Irish Medical Organisation**
 - Dr. Mathew Saddler, Consultant Psychiatrist
 - Dr Clive Kilgallen, Consultant Histopathologist

31/12/2018

2018 CAAC ATTENDANCE RATE

Name	Organisation	February	March	April	May	June	July	September	October	November	December	% Attendance Rate
Prof Áine Carroll	Chair								Y	Y	Y	100%
Mr. Brian Purcell	Chair	Y	Y	Y	Y	X	Y	Y				86%
Mr. Michael O'Sullivan	Consultant Representative - Orthopaedic Surgery (RCSI)	Y	X	X	Y	X						40%
Mr. Paddy Kenny	Consultant Representative - Orthopaedic Surgery (RCSI)								Y	Y	Y	100%
Prof Kevin Carson	Consultant Representataive - Anaesthesia	X	Y	Y	X	Y	Y	X	Y			63%
Dr. Brian Kinirons	Consultant Representative - Anaesthesia									Y	Y	100%
Dr Sam Coulter Smith	Consultant Representative - Obstetrics and Gynaecology	X	X	X	X	X	X	X	X	X	X	0%
Prof Tom Clarke	Consultant Representative - Paediatrics	Y	Y	X	X	Y	Y	Y	Y	Y	Y	80%
Dr Adrian Brady	Consultant Representative - Radiology	Y	Y	Y	Y	X	Y	Y	Y	Y	Y	90%
Mr. Andrew Condon	Corporate HR	Y	Y	Y	Y	X	Y					83%
	Corporate HR										X	0%
Ms Sonia Shortt	Corporate HR (Current Position Director of HR DMHG)	Y	Y	Y	Y	Y	Y	X	Y	Y	Y	90%
Mr Fergal Hickey	Emergency Medicine Representation	X	X	Y	Y	X	Y	Y	Y	Y	Y	70%
Dr Paul Browne	IHCA Representative	Y	X	X	X	Y	X	X	Y	Y	Y	50%
Dr Roy Browne	IHCA Representative	X	Y	Y	Y	X	Y	Y	Y	Y	Y	80%
Mr. Peadar Gilligan	IMO Representative	X	Y	X	X							25%
Dr Matthew Sadlier	IMO Representative						X	X	Y	X	Y	40%
Dr Clive Kilgallen	IMO Representative	Y	Y	X	Y	X	X	Y	Y	Y	X	60%
Ms Mary Wynne	Interim Nursing and Midwifery Services Director	Y	Y	X	X	Y	Y	X	Y	Y	Y	70%
	Irish Cancer Society											0%
Mr Stephen McMahon	Irish Patients Association	X	X	Y	X	Y	X	X	X	X	Y	30%
Prof. Shane O'Neill	Medicine Representative (RCPI)	X	X	X	X	X						0%
Dr Catherine Fleming	Medicine Representative (RCPI)								Y	Y	Y	100%
Colm Henry	National Clinical Lead -	Y	Y	X	X							50%
Dr Vida Hamilton	National Clinical Lead							Y	Y	X	X	50%
Prof Eilis McGovern	National Doctor's Training & Planning	Y										100%
Prof Frank Murray	National Doctor's Training & Planning		Y	Y	Y	Y	X	Y	Y	Y		78%
Ms Marie Cox	NCCP representative	Y	Y	Y	X	Y	X	Y	Y	Y	Y	80%
Mr Peter Kelly	Pathology Representative	Y	X	X	X	X	X	X	X	X	X	10%
Dr Philip Dodd	Psychiatry Representative	X	Y	X	X	Y	Y	Y	X	X	X	40%
Dr Mary O'Hanlon	Psychiatry Representative	X	X	X	X	X	Y	X	Y	Y	Y	40%
Mr. Mervyn Taylor	SAGE (Support & Advocacy Service)	Y	X	Y	Y	X	Y					67%
Ms Sandra Daly	Voluntary Hospitals Representative	X	Y	X	Y	Y	X	Y	Y	Y	Y	70%
Ms Pat O'Boyle	Voluntary Hospitals Representative (Current Position HSE/AND/NET)	Y	Y	Y	X	Y	Y	Y	X	Y	Y	80%

Yellow indicates dial in

Consultant Establishment as at 31 December, 2018

Medical Discipline	Hospital group/CHO	Total
Anaesthesia	Children's Health Ireland	25
	Dublin Midlands Hospitals Group	61
	Ireland East Hospitals Group	76
	N/a	1
	RCSI Hospitals Group	68
	Saolta Hospitals Group	60
	South / South West Hospitals Group	67
	University of Limerick Hospitals Group	23
Anaesthesia Total		381
Emergency Medicine	Children's Health Ireland	12
	CHO 7	1
	Dublin Midlands Hospitals Group	20
	Ireland East Hospitals Group	14
	N/a	1
	RCSI Hospitals Group	17
	Saolta Hospitals Group	17
	South / South West Hospitals Group	18
	University of Limerick Hospitals Group	9
Emergency Medicine Total		109
Intensive Care Medicine	Children's Health Ireland	12
	Dublin Midlands Hospitals Group	4
	Ireland East Hospitals Group	6
	RCSI Hospitals Group	2
	Saolta Hospitals Group	1
Intensive Care Medicine Total		25
Medicine	Children's Health Ireland	13
	CHO 1	1
	CHO 3	3
	CHO 6	14
	CHO 9	5
	Dublin Midlands Hospitals Group	144
	Ireland East Hospitals Group	159
	N/a	2
	RCSI Hospitals Group	121
	Saolta Hospitals Group	119
	South / South West Hospitals Group	141
	University of Limerick Hospitals Group	48
	Medicine Total	
		29

Obstetrics & Gynaecology	Dublin Midlands Hospitals Group		
	Ireland East Hospitals Group	32	
	RCSI Hospitals Group	36	
	Saolta Hospitals Group	26	
	South / South West Hospitals Group	28	
	University of Limerick Hospitals Group	10	
	(blank)	2	
Obstetrics & Gynaecology Total		163	
Paediatrics	Children's Health Ireland	69	
	CHO 2	1	
	CHO 9	1	
	Dublin Midlands Hospitals Group	25	
	Ireland East Hospitals Group	20	
	RCSI Hospitals Group	17	
	Saolta Hospitals Group	26	
	South / South West Hospitals Group	38	
	University of Limerick Hospitals Group	15	
	Paediatrics Total		212
Pathology	Children's Health Ireland	13	
	CHO 6	3	
	CHO 7	1	
	CHO 9	1	
	Dublin Midlands Hospitals Group	56	
	Ireland East Hospitals Group	38	
	N/a	9	
	RCSI Hospitals Group	52	
	Saolta Hospitals Group	49	
	South / South West Hospitals Group	48	
	University of Limerick Hospitals Group	15	
	Pathology Total		285
	Psychiatry	Children's Health Ireland	5
CHO 1		37	
CHO 2		39	
CHO 3		33	
CHO 4		60	
CHO 5		38	
CHO 6		33	
CHO 7		62	
CHO 8		48	
CHO 9		59	
Dublin Midlands Hospitals Group		8	
Ireland East Hospitals Group		8	
Mental Health Services		14	
N/a		13	
RCSI Hospitals Group		6	
Saolta Hospitals Group		3	
South / South West Hospitals Group		4	
University of Limerick Hospitals	2		

	Group	
Psychiatry Total		472
Radiology	Children's Health Ireland	16
	Dublin Midlands Hospitals Group	43
	Ireland East Hospitals Group	48
	N/a	6
	RCSI Hospitals Group	50
	Saolta Hospitals Group	43
	South / South West Hospitals Group	53
	University of Limerick Hospitals Group	13
Radiology Total		272
Radiation Oncology	Dublin Midlands Hospitals Group	15
	Saolta Hospitals Group	4
	South / South West Hospitals Group	7
Radiation Oncology Total		26
Surgery	Children's Health Ireland	32
	CHO 6	1
	Dublin Midlands Hospitals Group	81
	Ireland East Hospitals Group	104
	N/a	3
	RCSI Hospitals Group	87
	Saolta Hospitals Group	84
	South / South West Hospitals Group	91
	University of Limerick Hospitals Group	35
Surgery Total		518
Unspecified	University of Limerick Hospitals Group	1
Unspecified Total		1
Grand Total		3234