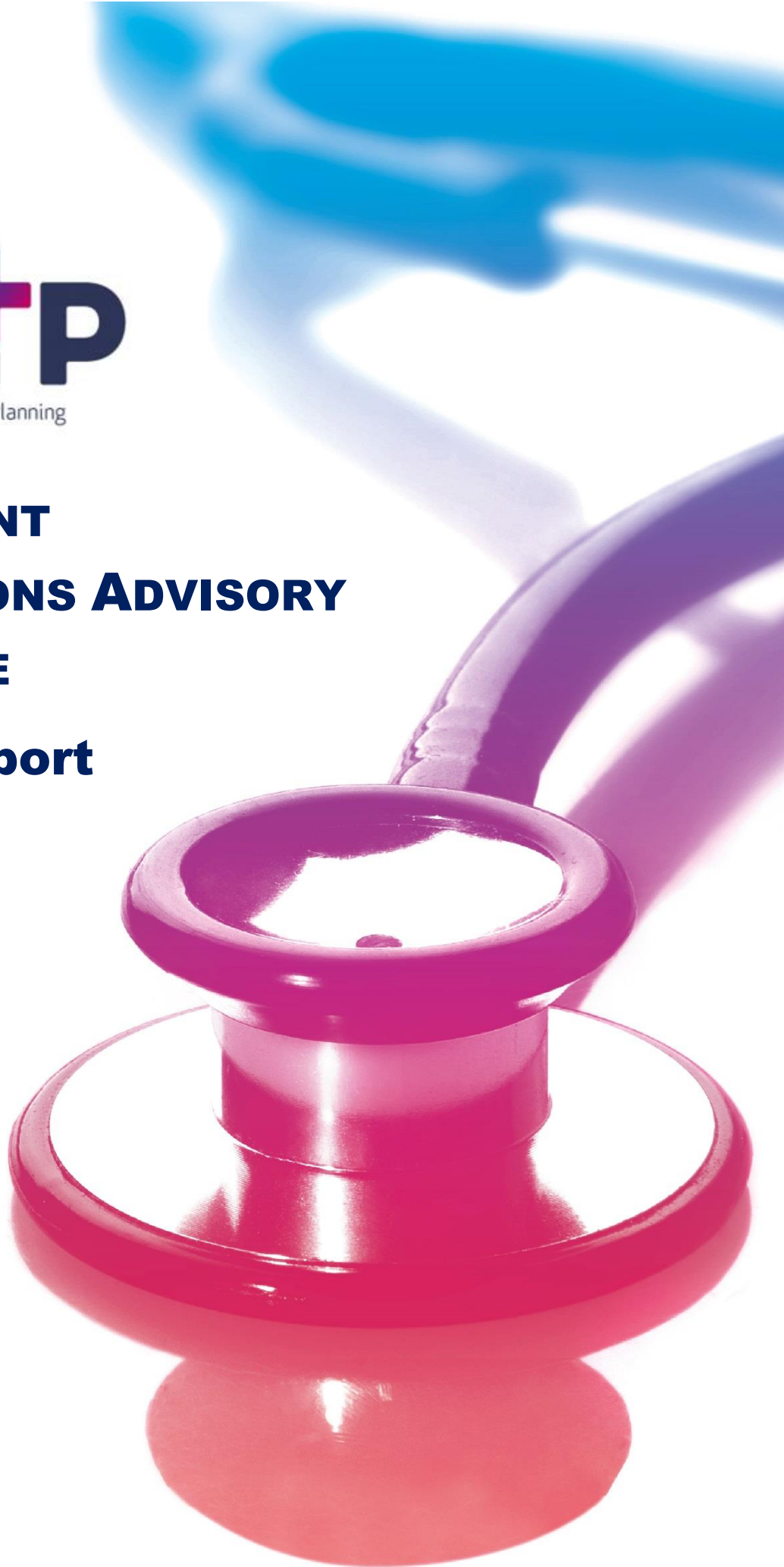




**CONSULTANT  
APPLICATIONS ADVISORY  
COMMITTEE**

**Annual Report  
2019**



*"Investing in the career development of doctors"*

## Contents

<b>1. Introduction</b>	4
CAAC membership	4
CAAC attendance rate	4
<b>2. CAAC Meetings</b>	4
Applications considered at CAAC	4
Applications considered at CAAC by specialty	5
<b>3. Post Approved</b>	6
Type of posts approved at CAAC	6
<b>4. Consultant numbers in Republic of Ireland</b>	7
<b>5. Consultant Contract Types</b>	8
<b>6. Amendments to Medical Qualifications</b>	8
<b>7. Further Activities Discussed at CAAC</b>	9
<b>8. CAP Module (Consultant Applications Portal)</b>	10
<b>9. 2018 vs 2019 Comparisons</b>	10
<b>10. Appendices</b>	12
Appendix A – CAAC Membership 2019	12
Appendix B – CAAC Attendance 2019	13
Appendix C – Consultant Establishment as of 31 <sup>st</sup> December 2019	14
Appendix D – Terminology Explanations	17

## List of Tables

Table 1 – applications submitted to CAAC in 2019.....	4
Table 2 – applications considered at CAAC by specialty.....	5
Table 3 – letters of approval issued in 2019 .....	6
Table 4 – types of post approved at CAAC .....	6
Table 5 – approved consultant posts.....	7
Table 6 – trend in consultant numbers.....	7
Table 7 – CAAC approved consultant posts by contract type.....	8
Table 8 – variance of types of applications considered at CAAC.....	10
Table 9 – variance of LOAs issued by specialty.....	11
Table 10 – variance of applications submitted to CAAC by specialty.....	11

## 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 membership<sup>1</sup>

During 2019, a number of committee members stepped down from the CAAC. CAAC would like to acknowledge and thank them for their valued contributions over the course of their membership.

Ms Mary Wynn, Dr Peter Kelly, Dr Sam Coulter-Smith.

Dr Cliona Murphy joined the CAAC in October as the consultant representative for Obstetrics & Gynaecology in place of Dr Sam Coulter-Smith.

CAAC membership as at 31<sup>st</sup> December 2019 is attached at Appendix A.

### • CAAC attendance rate

CAAC attendance rate for 2019 is attached at Appendix B. There was an average attendance of 14 of 23 members per meeting.

## 2. CAAC Meetings

There were 10 meetings held during 2019 with an average of 34 applications considered at each meeting. This average increased by 3 from 2018.

### • Applications considered at CAAC

Table 1 below details the number of applications presented to CAAC and considered at CAAC during 2019, and explanations for the types of recommendations can be found in Appendix D.

Post Application Type	RFA - Recommended for Approval	RFA subject to	Deferred	Rejected	Withdrawn	Total
Change of Contract	31	2				33
New	131	18	28		2	179
Replacement	59	10	7		1	77
Replacement/Restructure	15	1	3			19
Restructure	18	3	9	1		31
<b>Total</b>	<b>254</b>	<b>34</b>	<b>47</b>	<b>1</b>	<b>3</b>	<b>339</b>

Table 1 - applications submitted to CAAC in 2019

339 applications were considered and reviewed by CAAC during 2019.

- 3 posts were withdrawn by the Clinical Sites and in some cases were re-submitted under different application numbers.
- 11 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.

<sup>1</sup> Terms of reference are in place that list the requirements for CAAC membership

- **Applications considered at CAAC by specialty**

Table 2 highlights the numbers of applications per specialty.

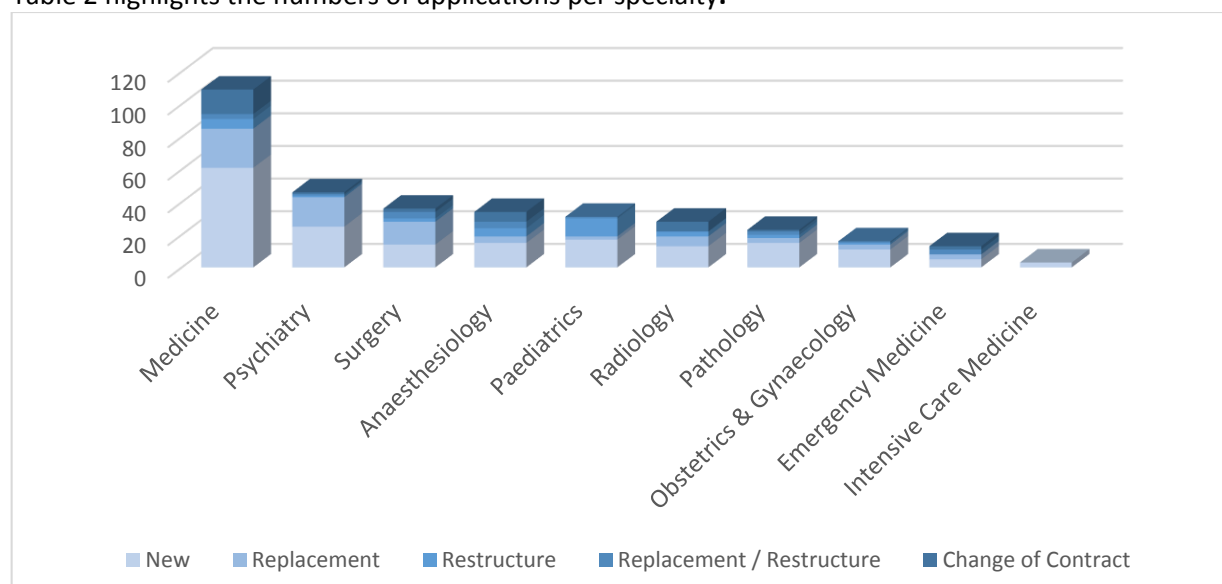


Table 2 – applications considered at CAAC by specialty

### 3. Post Approved

A letter of approval (LOA) is issued by National HR on foot of recommendations received in regards to applications considered and discussed by CAAC. There were 265 letters of approval issued during 2019. Table 3 shows a breakdown of those letters per specialty. The difference in figures of 339 applications considered and 265 LOAs issued relates to posts deferred by CAAC or withdrawn by the site.

Specialty	New	Replacement	Restructure	Replacement / Restructure	Change of Contract	Total
Medicine	42	19	4	1	15	81
Psychiatry	17	14	1	1	1	34
Anaesthesiology	14	4	5	4	6	33
Surgery	12	12	2	2	2	30
Radiology	12	4	1		6	23
Pathology	14	3	2	2	1	22
Obstetrics & Gynaecology	12	3	1			16
Paediatrics	7	2	5	1		15
Emergency Medicine	3	3		2	1	9
Intensive Care Medicine	2					2
<b>Total</b>	<b>135</b>	<b>64</b>	<b>21</b>	<b>13</b>	<b>32</b>	<b>265</b>

Table 3 - letters of approval issued in 2019

- **Type of posts approved at CAAC**

Table 4 indicates the type of posts considered and discussed at CAAC, and an explanation in regard to the types of applications submitted can be found in Appendix D.

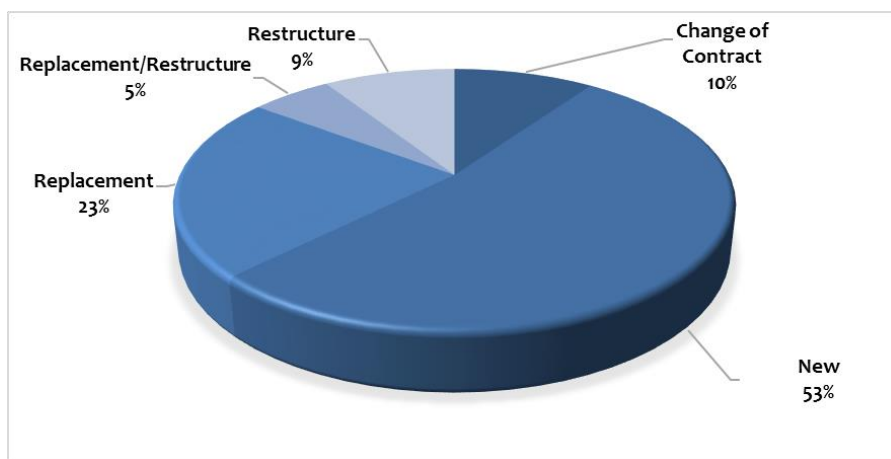


Table 4 - types of posts approved at CAAC



## 4. Consultant posts in Republic of Ireland

On 31st December 2019, there were **3354** approved<sup>2</sup> permanent consultant posts, an increase of 3.7% from 31st December 2018 (**3234**). This is an overall increase of **1407** consultant posts since the introduction of the HSE in 2005. These figures are based on the Doctors Integrated Management E-System (DIME)

Table 5 below shows the trend in approved consultant post numbers since 1984 by specialty,

Trend in Approved Consultant Establishment in selected years 1984 to 2019 (as at 31st December of each year)													
Specialty	1984	1994	2004	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
ANAESTHESIOLOGY	153	184	287	336	336	338	347	348	361	366	370	381	395
EMERGENCY MEDICINE	1	13	52	63	78	78	79	80	88	95	96	109	112
INTENSIVE CARE				6	8	9	14	18	20	21	23	25	27
MEDICINE	177	201	378	512	558	600	621	641	686	708	734	770	791
OBSTETRICS/GYNAECOLOGY	89	83	104	125	125	126	127	133	142	147	155	163	174
PAEDIATRICS	48	62	108	141	143	149	153	159	173	183	194	212	223
PATHOLOGY	83	95	176	227	228	230	238	248	255	264	271	285	294
PSYCHIATRY	196	194	295	369	376	378	392	406	425	440	451	472	493
RADIOLOGY	93	99	168	222	224	229	232	235	248	256	259	272	285
RADIATION ONCOLOGY			15	26	26	26	26	26	26	26	26	26	26
SURGERY	245	255	364	419	425	430	441	453	467	487	500	518	534
Unspecified											1	1	
<b>Total</b>	<b>1,085</b>	<b>1,186</b>	<b>1,947</b>	<b>2,446</b>	<b>2,527</b>	<b>2,593</b>	<b>2,670</b>	<b>2,747</b>	<b>2,891</b>	<b>2,993</b>	<b>3,080</b>	<b>3,234</b>	<b>3,354</b>

Year	1984	1994	2004	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
<b>Total</b>	<b>1,085</b>	<b>1,186</b>	<b>1,947</b>	<b>2,446</b>	<b>2,527</b>	<b>2,593</b>	<b>2,670</b>	<b>2,747</b>	<b>2,891</b>	<b>2,993</b>	<b>3,080</b>	<b>3,234</b>	<b>3,354</b>

Table 5 - approved consultant posts

Table 6 shows the trend in consultant numbers over the last 10 years.

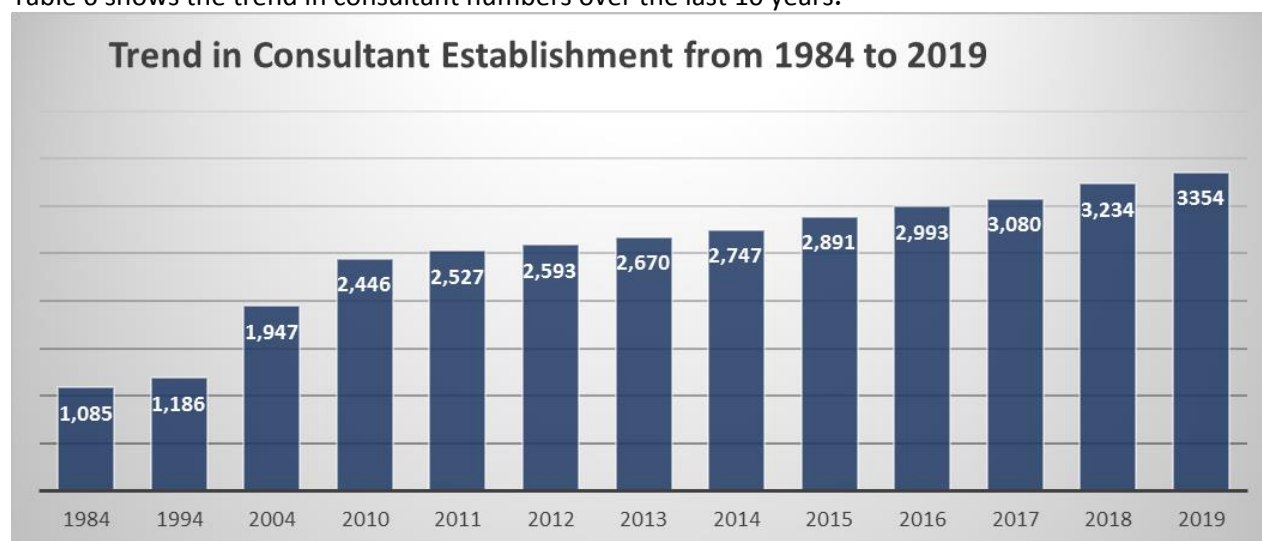


Table 6 - trend in consultant numbers

Appendix C - numbers of consultant posts as at 31/12/2019 (page 14) identifies the numbers of approved posts per specialty and Hospital Group (HG) / Community Health Organisation (CHO) as at 31<sup>st</sup> December 2019.

<sup>2</sup> Approved posts denotes posts that have been recommended for approval through the CAAC process

## 5. Consultant Contract Types

There are a number of different consultant contract types in operation. The types of contracts can be seen in table 7 below (based on approved posts).

CAAC Approved Consultant Posts by Contract Types as per 31<sup>st</sup> December 2019<sup>3</sup>

Contract Types	Anaesthesiology	Emergency Medicine	Intensive Care Medicine	Medicine	Obstetrics & Gynaecology	Paediatrics	Pathology	Psychiatry	Radiation Oncology	Radiology	Surgery	Unspecified	Total
Geographical Wholtime without fees								1					1
Category 1	17	9		16	24	2	13	39	1	12	39		172
Category 2	25			33	4		3	2	3	12	61		143
Type A	12	84		60	2	7	3	432	1	3	6		610
Type B	246	18	23	590	134	213	247	18	17	195	277	1	1979
Type B*	69	1	3	63	6	1	22	1	2	40	70		278
Type C	26		1	29	4		6		2	23	80		171
<b>Total</b>	<b>395</b>	<b>112</b>	<b>27</b>	<b>791</b>	<b>174</b>	<b>223</b>	<b>294</b>	<b>493</b>	<b>26</b>	<b>285</b>	<b>533</b>	<b>1</b>	<b>3354</b>

Table 7 - CAAC approved consultant posts by contract type

## 6. 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 2019 the following requests for changes to titles / qualifications were received for:

- New Title and Qualifications 2.31:** Consultant Physician in Infectious Diseases with a special interest in intensive care medicine (added July 2019)
  - Registration as a specialist in the Specialist Division of the Register of Medical Practitioners maintained by the Medical Council in Ireland in the specialties of infectious diseases and general (internal) medicine.  
**AND**
  - One year certified postgraduate training in intensive care medicine and possession of the Fellowship of the Joint Faculty of Intensive Care Medicine of Ireland or its equivalent.
- Proposed Title:** Consultant Vascular Surgeon<sup>4</sup>  
**Proposed Revised Qualifications:**
  - Registration as a specialist in the Specialist Division of the Register of the Medical Practitioners maintained by the Medical Council in the Specialty of Vascular Surgery  
**OR**
  - Registration as a specialist in the Specialist Division of the Register of the Medical Practitioners maintained by the Medical Council in the Specialty of General Surgery  
**AND**
  - Two years certified postgraduate training in Vascular Surgery.

<sup>3</sup> A review of all posts with academic designation is due to be conducted in 1<sup>st</sup> Quarter of 2020 which will result in an increase in posts with this contract type

<sup>4</sup> It should be noted that a decision in regards to these changes were not made prior to the last CAAC meeting at the end of 2019



- **Current Title:** Consultant Physician in Genito-Urinary Medicine  
**Previous Qualifications:** Registration as a specialist in the Specialist Division of the Register of Medical Practitioners maintained by the Medical Council in Ireland in the specialties of genito-urinary medicine and general (internal) medicine  
**Approved Revised Qualifications:** 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 genito-urinary medicine
- **Current Titles:** list specialty as Anaesthesia  
**Propose Titles:** to list specialty as Anaesthesiology  
**Proposed Revised Qualifications:** specialty updated to Anaesthesiology, all other qualifications remain the same

CAAC asked the Consultants Division to carry out a review of the current qualifications and titles in consultation with the stakeholders including the various Training Bodies. The project commenced in 2019 and is due to conclude in the second quarter of 2020.

## 7. CAP Module (Consultant Applications 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.

A key recommendation of the report was the modernising of the CAAC application process by moving the process online. The Consultants Applications Portal (CAP) module of DIME has been in use since May, 2018.

All applications for new, replacement and restructures for consultant posts are now submitted online, and this has resulted in a number of benefits which include the following: -

- 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 throughout the application process.
- The online system has allowed for greater overall transparency in regards to the progress of applications through the approval process.

The main steps involved in the CAP process are as follows:

1. Application **initiated** by site
2. When the site has completed the application they **submit to CHO/HG** for approval
3. When the application is in order the CHO/HG forward the application to NDTP, **submitted to NDTP**
4. If changes or further information is required NDTP return to CHO/HG for **screening amendments**
5. When the application is finalised it can be **Submitted to CAAC**
6. The final step is the recommendation made by the CAAC

Explanations in regards to the terms used for the status of an application can be found in Appendix D.

## 8. Further Activities Discussed at CAAC

- CAAC requested that a working group comprising Acute Hospitals Division (AHD) & National HR be set up to look at how Proleptic Appointments could be facilitated.
- The awarding of CPD credits for attendance at CAAC meetings was discussed at the March CAAC. NDTP will issue certificates of attendance for meetings attended at the end of each year.<sup>5</sup>
- On foot of discussions at the October 2019 CAAC meeting, CAAC asked Consultants Division to review the list of duties available in Section C WPP (work practice plan). The Consultants Division undertook a project to review the current list and the possibility of inclusion of additional dropdown items within the WPP of the Consultant Applications Portal (CAP) online application form. This project is due to be completed in 2020.

## 9. 2018 vs 2019 Comparisons

The first CAAC annual report was issued in 2018 and below are summary graphs of variances between figures for 2018 vs 2019.

- Table 8 shows the comparison between the number of applications considered at CAAC in 2018 vs 2019
- Table 9 shows the comparison between the number of LOAs issued in 2018 vs 2019
- Table 10 shows the number of applications submitted for consideration, by speciality for 2018 vs 2019

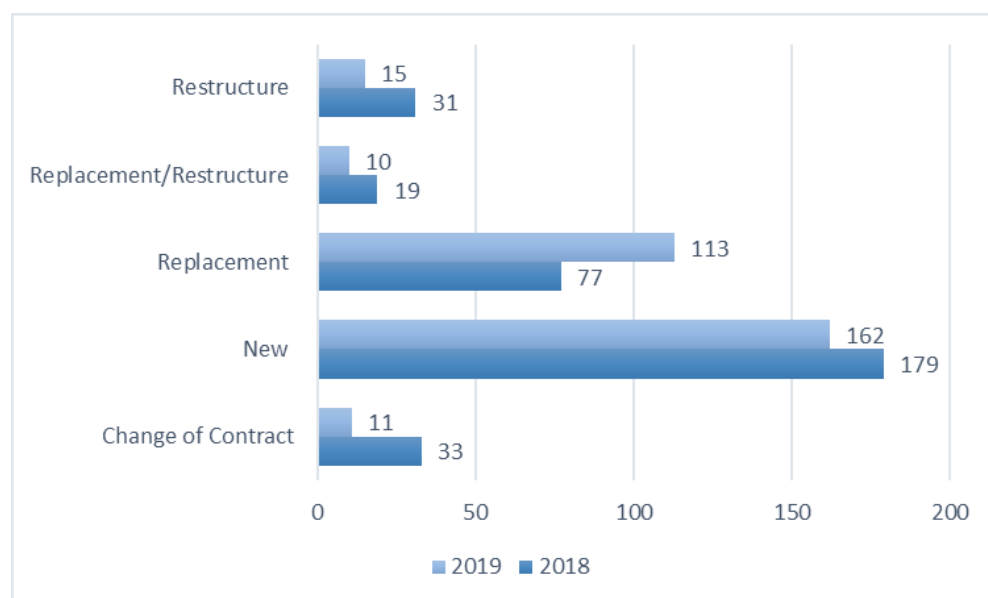


Table 8 - variance of types of applications considered at CAAC<sup>6</sup>

<sup>5</sup> Certs for 2018 were issued in April 2019

<sup>6</sup> four posts listed as RFA were approved for one year, and one post noted from 2018 has not been included in the figures resulting in a difference of one for 2018 figures

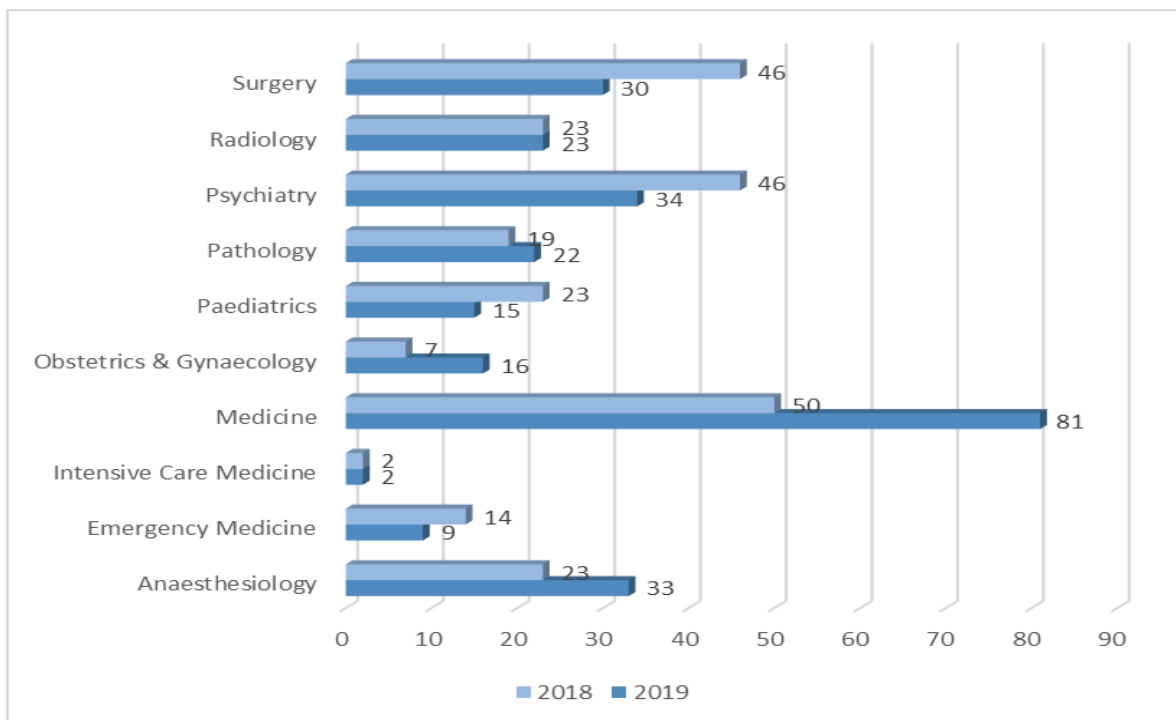


Table 9 - variance of LOAs issued by specialty

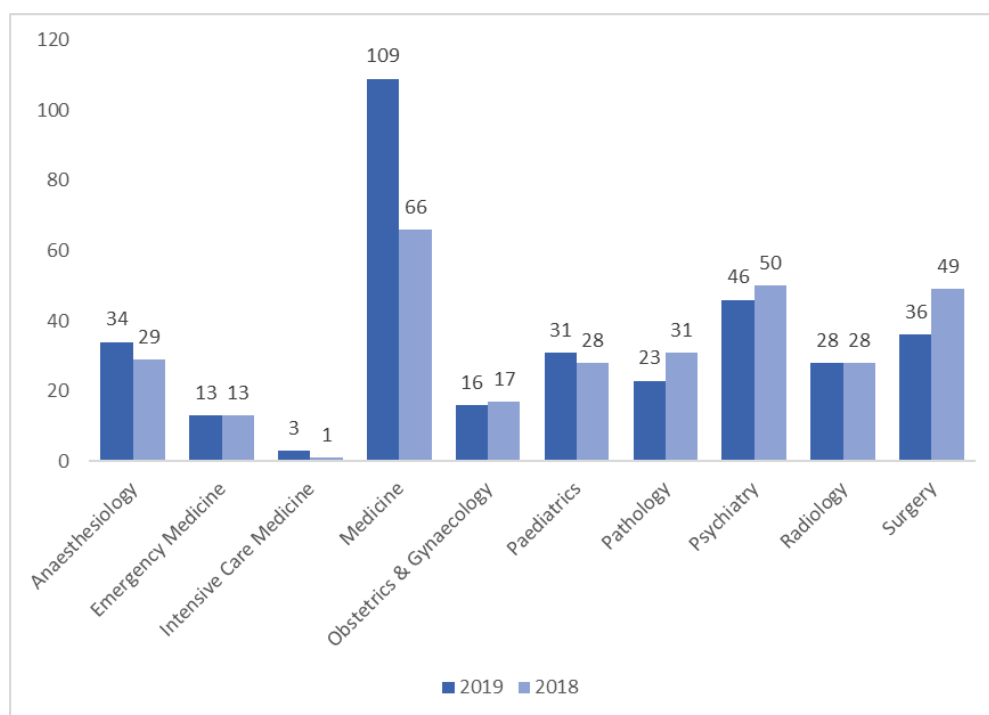


Table 10 - variance of applications submitted to CAAC by specialty

## 10. Appendices

### Appendix A – CAAC Membership 2019

## CONSULTANT APPLICATIONS ADVISORY COMMITTEE MEMBERSHIP

### INDEPENDENT CHAIR

- Prof Aine Carroll, Professor of Integrated Care and Improvement Science/Consultant in Rehabilitation 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 Human Resources, HSE**

- Ms Sonia Shortt, Director of Human Resources (DMHG)
- Ms Pat O'Boyle, Assistant National Director HR, Leadership & Education

#### **Nursing Services Director**

- Ms Mary Wynn, Interim Director of Nursing & Midwifery Services (member until September 2019)

#### **National Doctors Training and Planning, NDTP**

- Prof Frank Murray, Director of NDTP

#### **National Cancer Control Programme, NCCP**

- Ms Marie Cox, Cancer Services Manager

### CONSULTANT REPRESENTATIVES

- **Anaesthesiology** – Prof Brian Kinirons, President, 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 Cliona Murphy, Consultant Obstetrician & Gynaecologist
- **Obstetrics & Gynaecology** – Dr Sam Coulter-Smith, Consultant Obstetrician & Gynaecologist (member until September 2019)
- **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

#### **Irish Hospital Consultants Association**

- Dr Roy Browne, Consultant Psychiatrist
- Dr Paul Browne, Consultant Haematologist

#### **Irish Medical Organisation**

- Dr Mathew Sadlier, Consultant Psychiatrist
- Dr Clive Kilgallen, Consultant Histopathologist

## Appendix B – CAAC Attendance 2019

CAAC Attendance Record 2019													
Representing	Name	February	March	April	May	June	July	September	October	November	December	Attended	%
Chair	Prof Aine Carroll	P	P	P	P	P	P	P	P	P	P	10	100%
Senior HSE Official Clinical Programme	Dr Vida Hamilton	P	P	P	P	X	P	X	P	P	X	7	70%
Senior HSE Official Clinical Programme	Dr Siobhán NíBhriain	P	X	P	P	X	P	P	X	P	P	7	70%
Senior HSE Official - Corporate HR	Ms Sonia Shortt	X	T	X	T	P	X	X	P	X	X	4	40%
Senior HSE Official - Corporate HR	Ms Pat O'Boyle	X	T	X	X	P	T	X	X	X	X	3	30%
Senior HSE Official - Nursing Services Director	Ms Mary Wynn	P	X	P	T	T	T	X				5	71%
Senior HSE Official - NDTP	Prof Frank Murray	P	P	P	P	P	P	P	P	P	P	10	100%
Senior HSE Official - NCCP	Ms Marie Cox	T	X	T	P	P	X	P	P	P	P	8	80%
Anaesthetics	Prof Brian Kinirons	P	P	P	P	T	T	P	T	P	P	10	100%
Emergency	Mr Fergal Hickey	T	T	T	T	X	T	T	X	T	T	8	80%
Medicine	Dr Catherine Fleming	P	T	P	X	P	X	P	T	P	P	8	80%
Pathology	Dr Peter Kelly	X	X	X	X	X	X	X	X	X	X	0	0%
Paediatrics	Prof Tom Clarke	P	P	P	P	P	P	P	P	T	T	10	100%
Psychiatry	Dr Mary O'Hanlon	X	X	X	X	X	X	T	T	T	X	3	30%
Obstetrics & Gynaecology	Dr Sam Coulter-Smith	X	X	X	X	X	X	X				0	0%
Obstetrics & Gynaecology	Dr Cliona Murphy								P	P	X	2	67%
Radiology	Dr Adrian Brady	P	P	P	T	P	X	T	X	P	T	8	80%
Surgery	Mr Paddy Kenny	X	P	X	P	P	X	P	P	X	P	6	60%
Patient Advocacy	Mr Stephen McMahon	X	X	X	X	X	X	T	X	X	X	1	10%
Voluntary Hospitals	Ms Sandra Daly	X	P	X	P	P	T	X	T	P	T	7	70%
IHCA	Dr Roy Browne	P	P	P	P	X	P	X	P	X	P	7	70%
IHCA	Dr Paul Browne	P	X	P	P	X	X	P	P	X	P	6	60%
IMO	Dr Matthew Sadlier	P	X	P	P	P	X	P	P	X	P	7	70%
IMO	Dr Clive Kilgallen	T	T	T	T	X	X	T	X	T	X	6	60%

P - Attended in Person

T - Attended by Telecon X - Not in attendance



## Appendix C – Consultant Establishment as of 31<sup>st</sup> December 2019

Medical Discipline	Specialty	Special interest	Sub specialty	No of Posts
Anaesthesiology	Anaesthesiology	Intensive Care Medicine	Anaesthesiology	39
		None		311
		Paediatric Anaesthesiology		2
		Pain Medicine		12
		None	Paediatric Anaesthesiology	31
			Total	395
	Total			395
Emergency Medicine	Emergency Medicine	None	Emergency Medicine	95
		Paediatric Emergency Medicine		2
		None	Paediatric Emergency Medicine	15
			Total	112
	Total			112
Intensive Care Medicine	Intensive Care Medicine	None	Intensive Care Medicine	14
		None	Paediatric Intensive Care Medicine	13
			Total	27
	Total			27
Medicine	Cardiology	None	Cardiology	58
			Total	58
	Clinical Genetics	None	Clinical Genetics	7
			Total	7
	Clinical Pharmacology	None	Clinical Pharmacology	4
			Total	4
	Dermatology	None	Dermatology	41
		Paediatric Dermatology		9
			Total	50
	General Medicine	None	Cardiology	24
		None	Clinical Pharmacology	1
		None	Endocrinology & Diabetes Mellitus	58
		Liver Disease	Gastroenterology	7
		None		71
		None	General Medicine	68
		None	Nephrology	37
		Cystic Fibrosis	Respiratory Medicine	8
		None		57
		Thoracic Organ Transplantation		2
		Tuberculosis		2
		None	Rheumatology	36
			Total	371
	Genito-Urinary Medicine	None	Genito-Urinary Medicine	3
			Total	3
	Geriatric Medicine	None	Geriatric Medicine	122
			Total	122
	Infectious Diseases	None	Infectious Diseases	20
			Total	20
	Medical Oncology	None	Medical Oncology	43
			Total	43
	Metabolic Diseases	None	Metabolic Diseases	2
			Total	2
	Neurology	None	Neurology	45
			Total	45
	Neurophysiology	None	Neurophysiology	12
			Total	12

Medical Discipline	Specialty	Special interest	Sub specialty	No of Posts
Medicine	Palliative Medicine	None	Palliative Medicine	40
			Total	40
	Rehabilitation Medicine	None	Rehabilitation Medicine	12
			Total	12
	Rheumatology	None	Rheumatology	2
			Total	2
	Total			791
Obstetrics & Gynaecology	Obstetrics & Gynaecology	Gynaecological Oncology	Obstetrics & Gynaecology	10
		Maternal-Fetal Medicine		12
		None		145
		Reproductive Medicine		4
		Uro-Gynaecology		3
		Total		174
			Total	174
	Total			174
Paediatrics	Paediatrics	None	Cardiology	10
		None	Endocrinology	8
		Community Child Health	General Paediatrics	25
		Developmental Paediatrics		1
		Gastroenterology		5
		Infectious Diseases		2
		Metabolic Diseases		3
		None		78
		Paediatric Cardiology		2
		Paediatric Neurodisability		6
		Paediatric Palliative Medicine		1
		Respiratory Medicine		14
		Rheumatology		3
		None	Immunology	2
		None	Neonatology	40
		None	Nephrology	6
		None	Neurology	9
		None	Oncology	4
		Unspecified	Unspecified	4
			Total	223
	Total			223
Pathology	Biochemistry	None	Biochemistry	6
			Total	6
	Chemical Pathology	None	Chemical Pathology	7
		None	Paediatric Chemical Pathology	1
			Total	8
	Haematology	None	Haematology	62
		Paediatric Haematology		8
		Transfusion Medicine		6
			Total	76
	Histopathology	Cytology	Histopathology	15
		Neuropathology		2
		None		108
		Ocular Pathology		1
		Oral Pathology		2
		None	Paediatric Histopathology	4
			Total	132
	Immunology	None	Immunology	7
			Total	7
	Microbiology	None	Microbiology	58

Medical Discipline	Specialty	Special interest	Sub specialty	No of Posts
Pathology	Microbiology	Virology		3
			Total	61
	Neuropathology	None	Neuropathology	3
			Total	3
	Unspecified	Unspecified	Unspecified	1
			Total	1
	Total			294
Psychiatry	Child & Adolescent Psychiatry	None	Child & Adolescent Psychiatry	106
		Psychiatry of Learning Disability		2
		Substance Misuse		2
		None	Child Forensic Psychiatrist	1
			Total	111
	Psychiatry	Learning Disability	Forensic Psychiatry	2
		None		16
		Forensic Psychiatry	General Psychiatry	2
		Learning Disability		2
		Liaison Psychiatry		29
		None		205
		Psychotherapy		2
		Rehabilitation		20
		Substance Misuse		6
			Total	284
	Psychiatry of Learning Disability	None	Adult Psychiatry	32
		None	Child & Adolescent Psychiatry	11
			Total	43
	Psychiatry of Old Age	None	Psychiatry of Old Age	55
			Total	55
	Total			493
Radiology	Radiation Oncology	None	Radiation Oncology	20
		Paediatric Radiation Oncology		6
			Total	26
	Radiology	None	Neuro-Radiology	10
		None	Paediatric Radiology	17
		Breast Radiology	Radiology	42
		Interventional Radiology		18
		Musculo-Skeletal Radiology		3
		None		180
		Nuclear Medicine		5
		Paediatric Radiology		9
		Vascular Radiology		1
			Total	285
	Total			311
Surgery	Cardiothoracic Surgery	None	Cardiothoracic Surgery	14
		Paediatric Cardiothoracic Surgery		3
		Transplantation		4
			Total	21
	General Surgery	Breast & Endocrine Surgery	General Surgery	7
		Breast Surgery		27
		Colo-Rectal Surgery		30
		Gastrointestinal Surgery		36
		Hepatobiliary Surgery & Liver Transplantation		6
		None		40
		Paediatric Surgery		2
		Upper Gastrointestinal Surgery		3

Medical Discipline	Specialty	Special interest	Sub specialty	No of Posts
Surgery	General Surgery	Vascular Surgery		34
		none	providing general paediatric services	2
			Total	186
	Neurosurgery	None	Neurosurgery	8
		Paediatric Neurosurgery		7
			Total	15
	Ophthalmic Surgery	Medical Ophthalmology	Ophthalmic Surgery	3
		neuro-ophthalmic surgery		1
		None		32
		Paediatric Ophthalmic Surgery		4
		Vitreo-Retinal Surgery		8
			Total	48
	Oral & Maxillofacial Surgery	None	Oral & Maxillofacial Surgery	13
			Total	13
	Orthopaedic Surgery	None	Orthopaedic Surgery	86
		Paediatric Orthopaedic Surgery		15
		Spinal Surgery		10
			Total	111
	Otolaryngology	None	Otolaryngology	50
		Paediatric Otolaryngology		8
			Total	58
	Paediatric Surgery	None	Paediatric Surgery	5
		Urology		2
			Total	7
	Plastic Surgery	Cleft Lip & Palate	Plastic Surgery	15
		None		14
			Total	29
	Urology	None	Transplant Surgery	2
		None	Urology	39
		Transplant Surgery		5
			Total	46
	Total			533
CAAC approved posts				3354

## Appendix D – Terminology Explanations

CAAC Recommendation	Explanation
RFA	when an application has been considered and discussed at CAAC & 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 & is not recommended for approval
Withdrawn	when an application has been considered and discussed at CAAC and is subsequently withdrawn by the CHO/HG

Figure 1 – explanation of CAAC Recommendations

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
Replacement / Restructure	an approved post which has been become or is due to become vacant and approval is being sought to refill & 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)

Figure 2 - explanation of application types submitted for consideration by CAAC

Status	Explanation
Initiated	application is currently being devised at clinical site
CHO/HG Return	application is with the CHO/HG for review
Screening Amendments	application is with the CHO/HG for review and return to site for amendments
Submit to CHO/HG	application is with CHO/Hg for review and onward submission to NDTP

Figure 3 - explanations of status of CAP applications