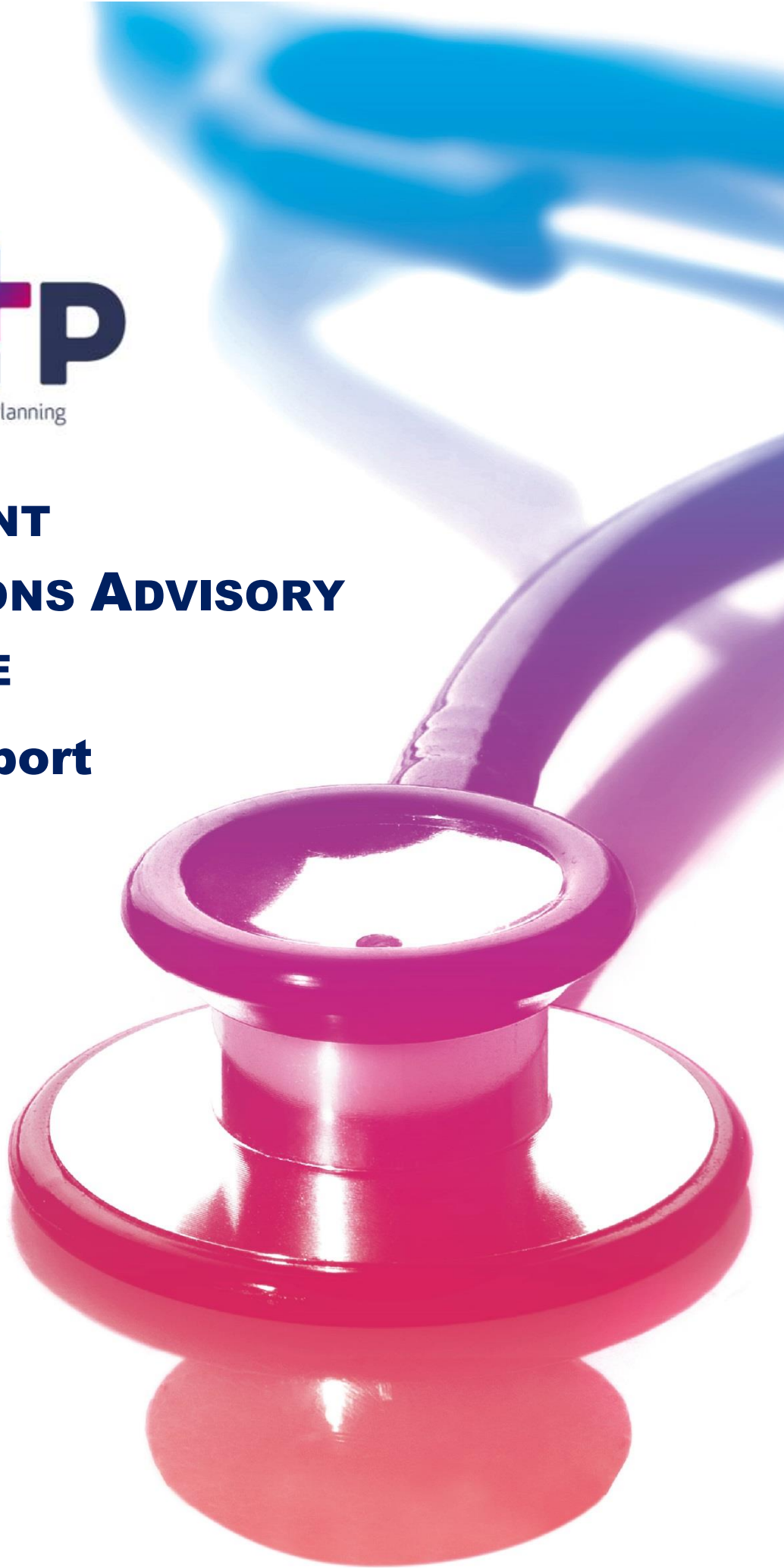




**CONSULTANT
APPLICATIONS ADVISORY
COMMITTEE**

**Annual Report
2021**



"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 2021.

Dr. Brian Kinirons, Medical Director of NDTP (replacing Prof. Frank Murray) joined CAAC in May 2021. Dr. Kinirons had previously been the College of Anaesthesiology representative on CAAC.

Dr. Therese O'Connor joined the Committee as the College of Anaesthesiology representative in July 2021.

Dr. Michael O'Connor joined the CAAC as National Clinical Advisor and Group Lead, Acute Hospitals in October 2021 in place of Dr. Vida Hamilton who stepped down from CAAC in September 2021

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

CAAC membership as at 31 December 2021 is attached at Appendix A.

- **CAAC attendance rate**

CAAC attendance rate for 2021 is attached at Appendix B.

2. CAAC Meetings

As a result of the continuing restrictions in relation to Covid-19 there were no in person meetings and it was necessary to hold all the CAAC meetings during 2021 on-line. There were 10 meetings held during 2021.

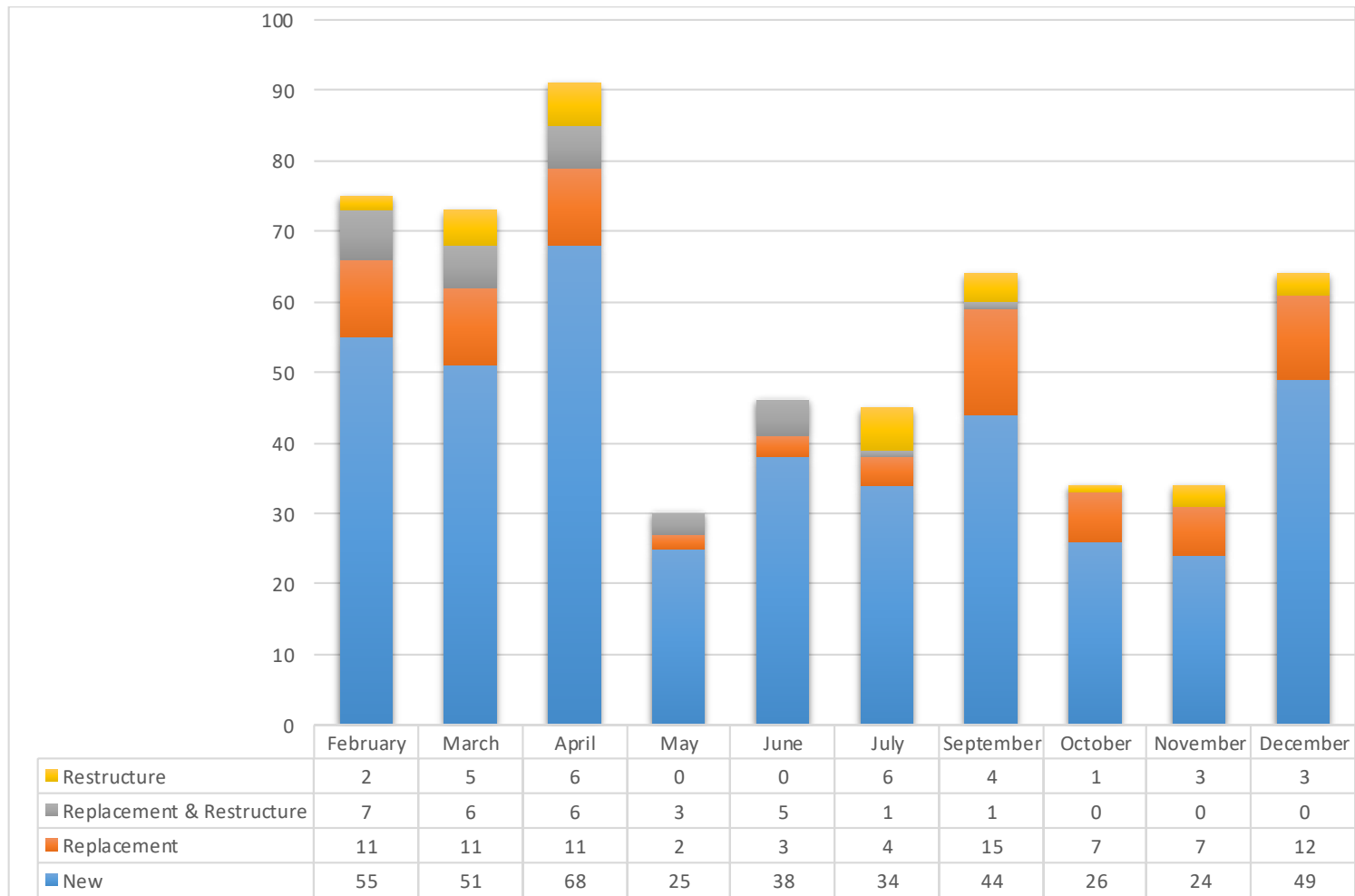
- **Applications considered at CAAC**

Figure 1 below details the number and type of applications on the Agenda at CAAC meetings during 2021. There was almost a threefold increase (414 in 2021, 155 in 2020) in the number of new

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

posts being applied for compared to 2020. It is noted that February, March and April had the highest number of applications considered.

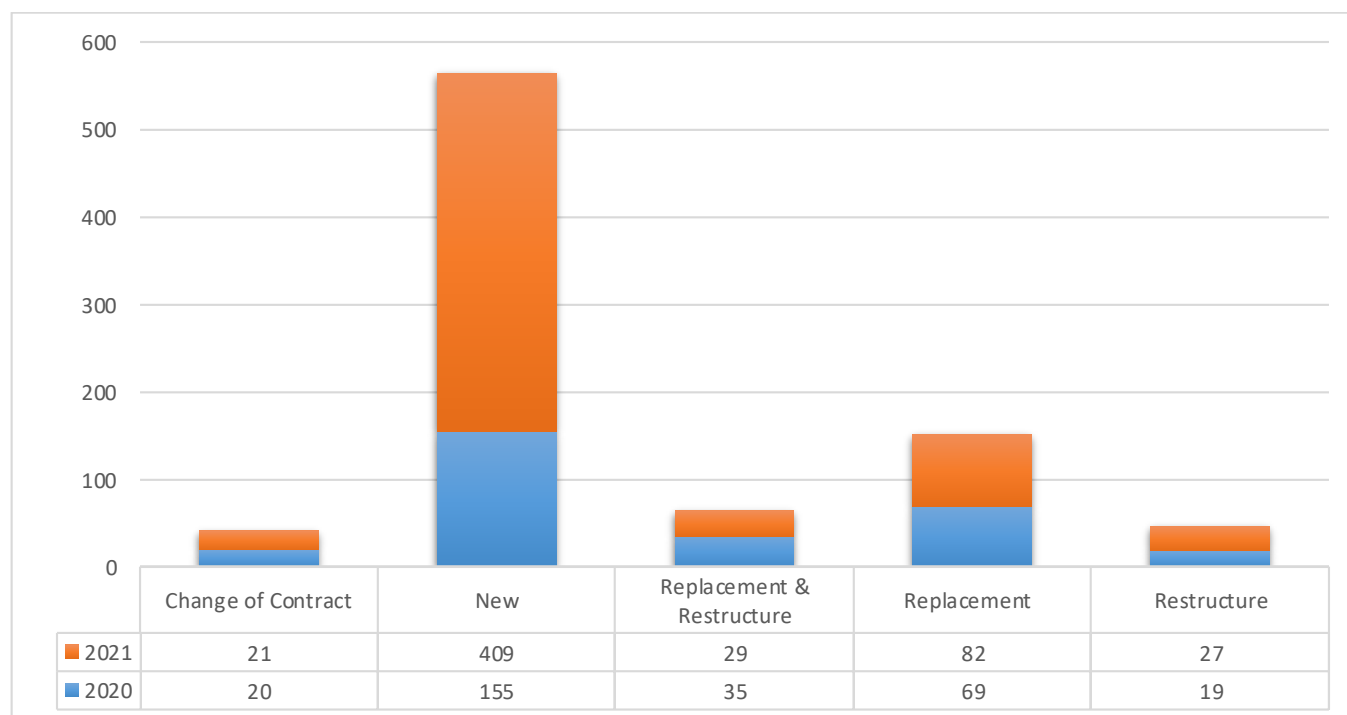
Fig 1 – Number and Type of Applications Considered at CAAC 2021



3. Posts Recommended for Approval

There was a noticeable increase in the number of posts recommended for approval at CAAC with an overall increase of 269 Consultant posts recommended for approval (547 in 2021, 278 in 2020) approximately a 90% increase. The largest increase was in the recommendation for approval of new posts which increased from 155 in 2020 to 409 in 2021 as shown on Figure 2 below.

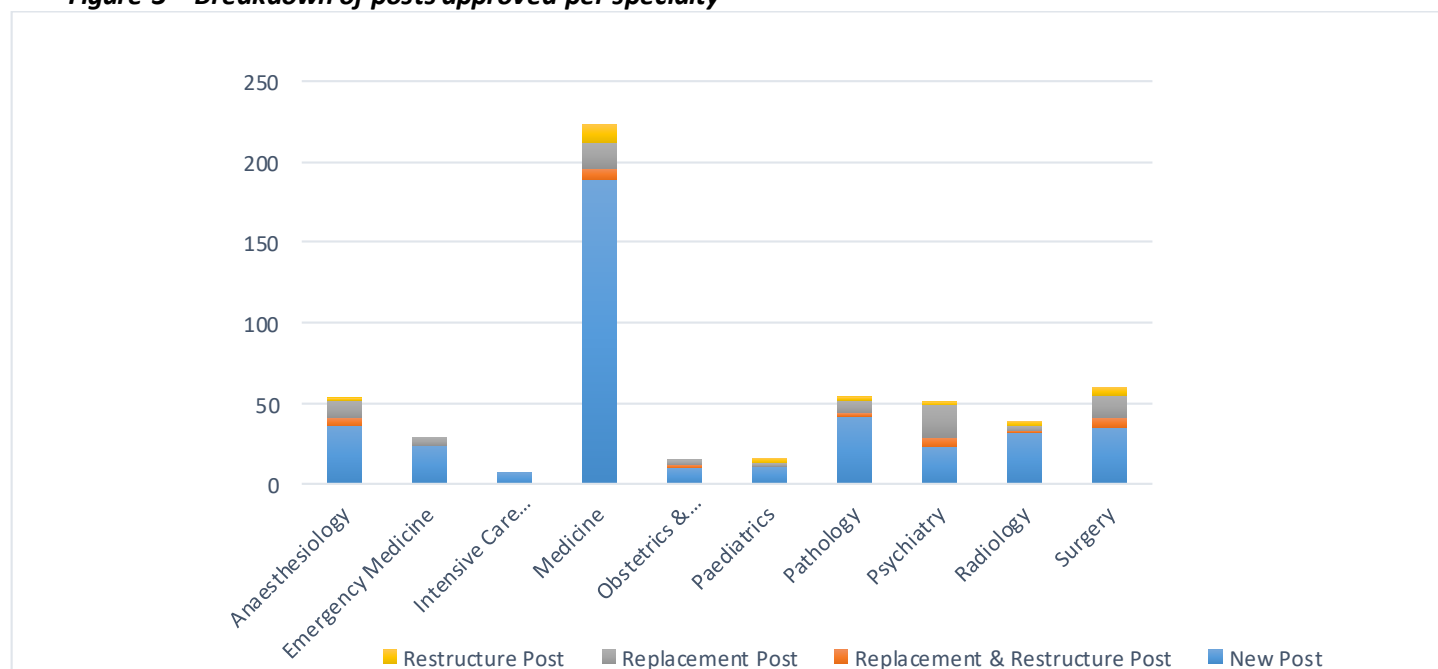
Figure 2 – Number of Posts Recommended for Approval 2020 and 2021



Breakdown of posts approved per specialty

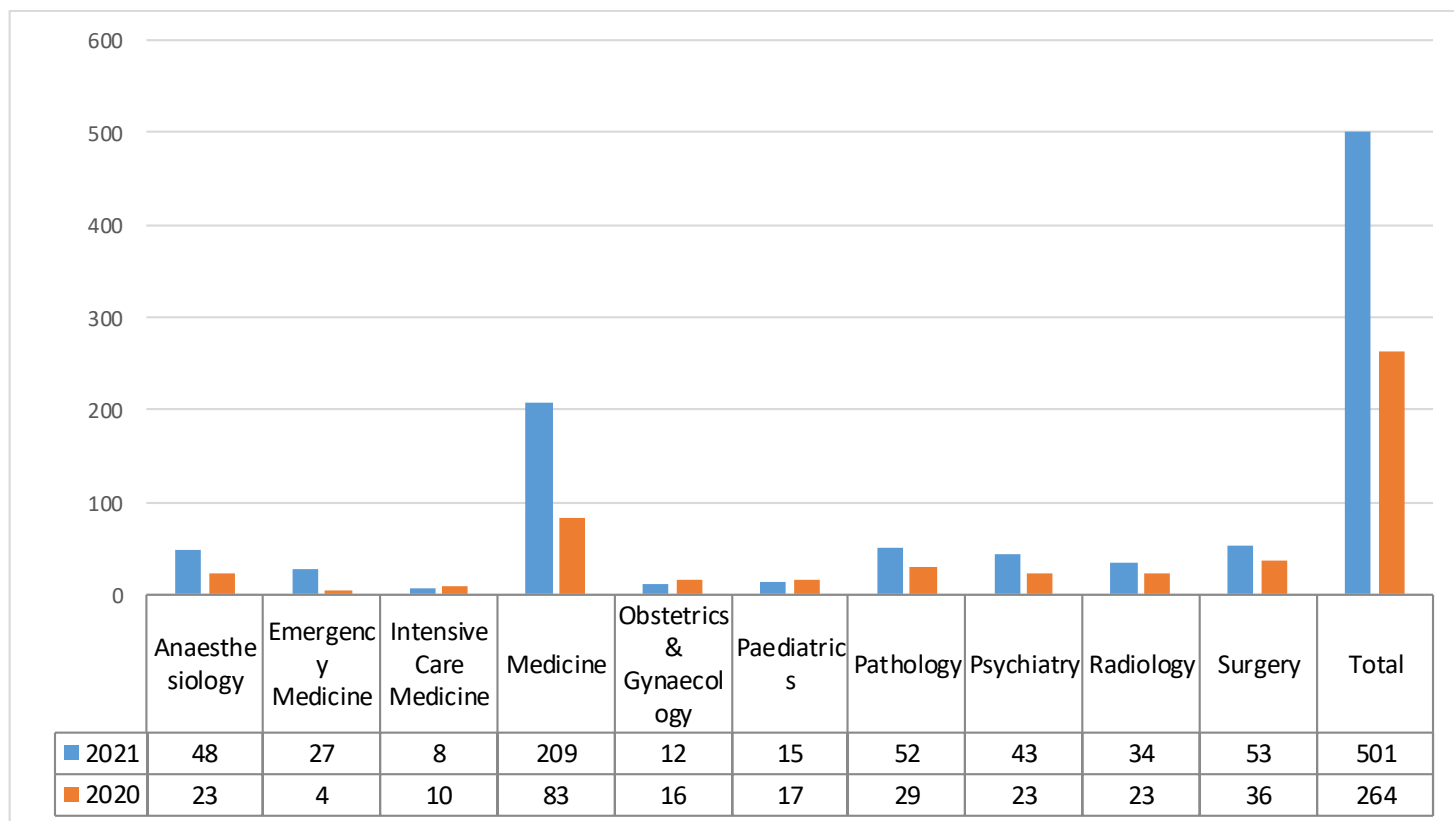
Further analysis of approvals shows which specialties posts were approved in with the largest number of posts approved in the discipline of general medicine (n=223) with 189 new posts, 16 replacement posts, 11 restructured posts and 7 replacement and restructure posts. Figure 3 below sets out the details for each specialty.

Figure 3 – 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. There were 501² Letters of Approval issued during 2021 a substantial increase on the number issued in 2020 as per Figure 4 below.

Figure 4 - Comparison of Letters of Approval Issued 2021 –v- 2020



² The difference in posts recommended for approval (RFA) and the number of LoAs issued arise from timing of issuing of LoAs.

4. Consultant Establishment in Republic of Ireland

On 31 December 2021, there were 3,847 approved³ Consultant posts. An increase of approximately 11.5% when compared to 31 December 2020, when there were 3,453 approved Consultant posts.

This is an overall increase of 97.5% (*i.e.* 1900) in approved Consultant posts since the introduction of the HSE in 2004.

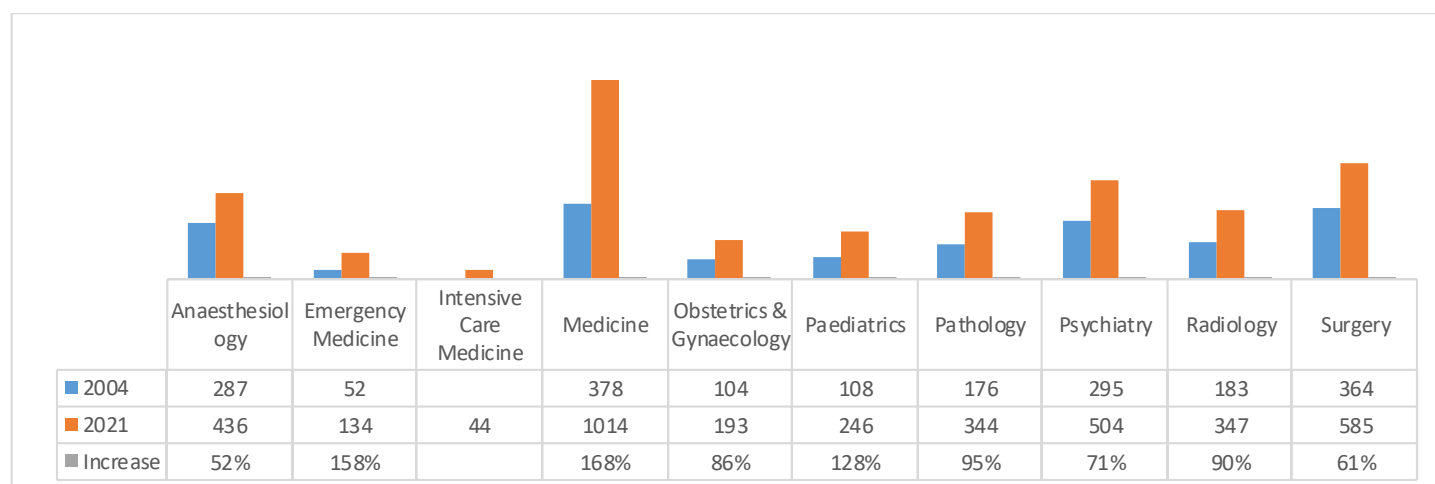
Table 1 below shows the trend in approved consultant post numbers since 2004 per specialty.

Table 1 – Consultant Establishment – 2004 to 2021

Trend in Approved Consultant Establishment in selected years 2004 to 2021 (as at 31st December of each year)													
Year	2004	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Anaesthesiology	287	336	336	338	347	348	361	366	370	381	395	402	436
Emergency Medicine	52	63	78	78	79	80	88	95	96	109	112	113	134
Intensive Care		6	8	9	14	18	20	21	23	25	27	34	44
Medicine	378	512	558	600	621	641	686	708	734	770	791	836	1014
Obstetrics/Gynaecology	104	125	125	126	127	133	142	147	155	163	174	182	193
Paediatrics	108	141	143	149	153	159	173	183	194	212	223	232	246
Pathology	176	227	228	230	238	248	255	264	271	285	294	303	344
Psychiatry	295	369	376	378	392	406	425	440	451	472	493	483	504
Radiology (Inc. Radiation Oncology)	183	248	250	255	258	261	274	282	285	298	311	318	347
Surgery	364	419	425	430	441	453	467	487	500	518	533	550	585
Unspecified									1	1			
Total	1947	2446	2527	2593	2670	2747	2891	2993	3080	3234	3353	3453	3847

Figure 5 below sets out the percentage increase per specialty in approved Consultant posts since 2004.

Figure 5 – Percentage Increase per Specialty – 2004 to 2021



³ Approved posts denotes posts that have been recommended for approval through the CAAC process and have an approved Post Reference Number

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 2021 the following requests for changes to titles / qualifications were received and consultation with the relevant stakeholders commenced.

1. Consultant Trauma Orthopaedic Surgeon with a special interest in lower limb arthroplasty – following feedback from the Royal College of Surgeons of Ireland, no change to current qualifications required.
2. Consultant Respiratory Physician with a special interest in cystic fibrosis – following feedback from the Royal College of Physicians of Ireland, no change to current qualifications required.
3. Consultant Breast Pathologist – following feedback from the Faculty of Pathology, no change to current qualifications required.
4. Consultant Physician with a special interest in stroke medicine – consultation ongoing.

6. CAP Module (Consultant Applications Portal)

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 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.

There are 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. This will include a portal within CAP to allow stakeholders external to NDTP (i.e. CAAC members) to securely access documentation rather than the Consultants Division emailing the documents. It would provide a paperless method of managing the administration for this process going forward.

7. Appendices

Appendix A – CAAC Membership 2021

CONSULTANT APPLICATIONS ADVISORY COMMITTEE	
INDEPENDENT CHAIR	
Prof Áine Carroll	Professor of Healthcare Integration and Improvement/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
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	
Ms Geraldine Shaw	Nursing & Midwifery Services Director & Assistant National Director
National Doctors Training & Planning (NDTP)	
Dr Brian Kinirons	Medical 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	Dr Catherine Fleming (until September 2021)
Pathology	Dr Breida Boyle, Consultant Microbiologist
Paediatrics	Dr Carol Blackburn, Representative of the Board Paediatrics
Psychiatry	Dr Mary O'Hanlon, Consultant Psychiatrist
Obstetrics & Gynaecology	Dr Cliona Murphy, 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	
Mr Stephen McMahon	Irish Patients Association
Voluntary Hospital representative	
Ms Sandra Daly	CEO, Mercy University Hospital
Irish Hospital Consultants Association	
Dr Roy Browne	Consultant Psychiatrist
Dr Paul Browne	Consultant Haematologist
Irish Medical Organisation	
Dr Matthew Sadlier	Consultant Psychiatrist
Dr Clive Kilgallen	Consultant Histopathologist

Appendix B – CAAC Attendance 2021

Representing	Name	Organisation	February	March	April	May	June	July	September	October	November	December	Attended	%
Chair	Prof Aine Carroll	Professor of Healthcare Integration and Improvement /Consultant in Rehabilitation Medicine	C	C	C	C	C	C	C	C	C	C	10	100%
Senior HSE Official Clinical Programme	Dr Vida Hamilton	National Clinical Advisor & Group Lead Acute Hospitals	C	C	C	C	C	C					6	100%
Senior HSE Official Clinical Programme	Dr. Michael O'Connor	National Clinical Advisor & Group Lead Acute Hospitals								C	C	X	2	20%
Senior HSE Official Clinical Programme	Dr Siobhán Ní Bhriain	National Clinical Advisor, Mental Health	C	C	C	C	C	C	X	X	X	X	6	60%
Senior HSE Official Clinical Programme	Dr Amir Niazi	National Clinical Advisor, Mental Health	C	C	C	C	C	C	C	C	C	X	9	90%
Senior HSE Official - Corporate HR	Ms Sonia Shortt	Director of Human Resources (DMHG)	C	X	C	X	C	C	C	C	C	C	8	80%
Senior HSE Official - Corporate HR	Ms Pat O'Boyle	AND HR, Leadership & Education	C	C	X	C	C	C	X	X	X	C	6	60%
Senior HSE Official - Nursing Services Director	Dr Geraldine Shaw	Nursing & Midwifery Services Director & AND	C	C	X	C	C	C	C	X	C	C	8	80%
Senior HSE Official - NDTP	Dr Brian Kinirons	National Medical Director NDTP	C	C	C	C	C	C	C	C	C	C	10	100%
Senior HSE Official - NCCP	Ms Marie Cox	Cancer Services Manager	C	C	C	C	C	C	C	C	C	C	10	100%
Anaesthesiology	Ms Therese O'Connor	President of College of Anaesthesiologists					C	C	C	C	C	X	5	50%
Emergency	Mr Fergal Hickey	Consultant in Emergency Medicine	X	X	X	C	C	C	C	C	C	C	7	70%
Medicine	Dr Catherine Fleming	Consultant in Infectious Diseases	C	C	C	X	C	C	C				6	60%
Pathology	Dr Breida Boyle	Consultant Microbiologist	C	C	C	C	X	C	C	C	C	C	9	90%
Paediatrics	Dr Carol Blackburn	Consultant Paediatrician	C	X	C	C	C	X	C	C	C	X	7	70%
Psychiatry	Dr Mary O'Hanlon	Consultant Psychiatrist	C	C	C	C	C	X	C	C	C	X	8	80%
Obstetrics & Gynaecology	Dr Cliona Murphy	Consultant Obstetrician & Gynaecologist	C	C	X	X	C	C	C	C	X	C	7	70%
Radiology	Dr Niall Sheehy	Consultant Radiologist	C	C	C	X	C	X	X	C	C	C	7	70%
Surgery	Mr Paddy Kenny	Consultant Orthopaedic Surgeon	C	C	C	C	C	X	C	C	C	C	9	90%
Patient Advocacy	Mr Stephen McMahon	Irish Patients Association	X	X	X	C	X	X	X	X	X	C	2	20%
Voluntary Hospitals	Ms Sandra Daly	CEO Mercy Hospital Cork	C	C	C	C	X	C	C	X	C	C	8	80%
IHCA	Dr Roy Browne	Consultant Psychiatrist	C	C	C	X	C	C	X	C	C	X	7	70%
IHCA	Dr Paul Browne	Consultant Haematologist	C	C	X	C	C	X	X	X	X	X	5	50%
IMO	Dr Matthew Sadlier	Consultant Psychiatrist	C	C	C	C	C	X	C	C	C	X	9	90%
IMO	Dr Clive Kilgallen	Consultant Histopathologist	C	X	X	C	X	X	X	X	X	X	2	20%

C - Attended by Video Conferencing

X – Apologies/Unable to attend

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
Replacement / Restructure	an approved post which has been become or is due to become vacant and approval is being sought to refill and 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 – Consultant Establishment as of 31 December 2021

Consultant Establishment as of 31 December, 2021				
				Total
Anaesthesiology	Anaesthesiology	Anaesthesiology	Intensive Care Medicine	47
			None	338
			Paediatric Anaesthesiology	4
			Pain Medicine	10
		Paediatric Anaesthesiology	None	34
		Pain Medicine	Pain Medicine	3
Anaesthesiology Total				436
Emergency Medicine	Emergency Medicine	Emergency Medicine	None	109
			Paediatric Emergency Medicine	2
		Paediatric Emergency Medicine	None	23
Emergency Medicine Total				134
Intensive Care Medicine	Intensive Care Medicine	Intensive Care Medicine	None	30
		Paediatric Intensive Care Medicine	None	14
Intensive Care Medicine Total				44
Medicine	Cardiology	Cardiology	None	78
	Clinical Genetics	Clinical Genetics	None	7
	Clinical Pharmacology	Clinical Pharmacology	None	4
	Dermatology	Dermatology	None	47
			Paediatric Dermatology	9
	General Medicine	Cardiology	None	20
		Clinical Pharmacology	None	1
		Endocrinology & Diabetes Mellitus	None	73
		Gastroenterology	Liver Disease	12
			None	80
		General Medicine	None	74
		Nephrology	None	49
		Respiratory Medicine	Cystic Fibrosis	13
			None	84
			Thoracic Organ Transplantation	3
			Tuberculosis	2
		Rheumatology	None	46
	Genito-Urinary Medicine	Genito-Urinary Medicine	None	6

	Geriatric Medicine	Geriatric Medicine	None	163
	InfectiousDiseases	InfectiousDiseases	Intensive Care Medicine	1
			None	36
	Medical Oncology	Medical Oncology	None	55
	Medical Ophthalmology	Ophthalmology	None	12
	Metabolic Diseases	Metabolic Diseases	None	2
	Neurology	Neurology	None	55
	Neurophysiology	Neurophysiology	None	15
	Palliative Medicine	Palliative Medicine	None	45
	Rehabilitation Medicine	Rehabilitation Medicine	None	17
	Rheumatology	Rheumatology	None	4
	Unspecified	Unspecified	Unspecified	1
Medicine Total				1014

Obstetrics & Gynaecology	Obstetrics & Gynaecology	Obstetrics & Gynaecology	Gynaecological Oncology	12
			Maternal -Fetal Medicine	13
			None	157
			Reproductive Medicine	6
			Uro-Gynaecology	5
Obstetrics & Gynaecology Total				193
Paediatrics	Paediatrics	Cardiology	None	10
		Endocrinology	None	9
		General Paediatrics	Community Child Health	26
			Developmental Paediatrics	1
			Gastroenterology	6
			Infectious Diseases	4
			Metabolic Diseases	4
			None	88
			Paediatric Cardiology	3
			Paediatric Neurodisability	12
			Paediatric Palliative Medicine	1
			Respiratory Medicine	14
			Rheumatology	3
		Immunology	None	3
		Neonatology	None	41
		Nephrology	None	6
		Neurology	None	10
		Oncology	None	5
		Paediatrics Total		

Pathology	Biochemistry	Biochemistry	None	6
	Chemical Pathology	Chemical Pathology	None	7
		Paediatric Chemical Pathology	None	2
	Haematology	Haematology	None	73
			Paediatric Haematology	12
			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
	Microbiology	Microbiology	None	79
			Virology	2
	Neuropathology	Neuropathology	None	5
	Unspecified	Unspecified	Unspecified	1
Pathology Total				344

Psychiatry	Child & Adolescent Psychiatry	Child & Adolescent Psychiatry	None	111	
			Substance Misuse	2	
		Child Forensic Psychiatrist	None	1	
	Psychiatry	Forensic Psychiatry	Learning Disability	2	
			None	16	
		General Psychiatry	Forensic Psychiatry	2	
			Learning Disability	2	
			Liaison Psychiatry	28	
			None	212	
			Psychotherapy	2	
			Rehabilitation	21	
			Substance Misuse	8	
		Psychiatry of Learning Disability	Adult Psychiatry	None	30
			Child & Adolescent Psychiatry	None	13
	Psychiatry of Old Age	Psychiatry of Old Age	None	54	
	Psychiatry Total			504	
Radiology	Radiation Oncology	Radiation Oncology	None	24	
			Paediatric Radiation Oncology	5	
	Radiology	Neuro-Radiology	None	10	
		Paediatric Radiology	None	20	
		Radiology	Breast Radiology	49	
			Interventional Radiology	26	
			Musculo-Skeletal Radiology	4	
			None	194	
			Nuclear Medicine	5	
			Paediatric Radiology	9	
			Vascular Radiology	1	
		Radiology Total			347

Surgery	Cardiothoracic Surgery	Cardiothoracic Surgery	None	14	
			Paediatric Cardiothoracic Surgery	3	
			Thoracic Surgery	2	
			Transplantation	4	
	General Surgery	General Surgery	Breast & Endocrine Surgery	6	
			Breast Surgery	26	
			Colo-Rectal Surgery	37	
			Gastrointestinal Surgery	39	
			Hepatobiliary Surgery & Liver Transplantation	6	
			None	38	
			Paediatric Surgery	2	
			Upper Gastrointestinal Surgery	5	
			Vascular Surgery	31	
		Providing general paediatric services	None	1	
		Vascular Surgery	None	1	
		Neurosurgery	Neurosurgery	None	12
				Paediatric Neurosurgery	6
	Ophthalmic Surgery	Ophthalmic Surgery	Medical Ophthalmology	3	
			Neuro-ophthalmic surgery	1	
			None	33	
			Paediatric Ophthalmic Surgery	4	
			Vitreo-Retinal Surgery	8	
	Oral & Maxillofacial Surgery	Oral & Maxillofacial Surgery	None	12	
	Orthopaedic Surgery	Orthopaedic Surgery	None	103	
			Paediatric Orthopaedic Surgery	14	
			Spinal Surgery	11	
	Otolaryngology	Otolaryngology	None	56	
			Paediatric Otolaryngology	10	
	Paediatric Surgery	Paediatric Surgery	None	5	
			Urology	2	
	Plastic Surgery	Consultant Plastics, Reconstructive and Aesthetic	Cleft Lip & Palate	15	
			None	18	
	Urology	Transplant Surgery	None	2	
		Urology	None	50	
			Transplant Surgery	5	
	Surgery Total			585	
	Total number of posts with a post reference number				3847