



DEVELOPMENT FUNDING 2021

Guidance Document

ND+P

INTRODUCTION

The core function of the National Doctors Training and Planning (NDTP) Unit of the Health Service Executive (HSE) is “Investing in the career development of doctors”. NDTP delivers on its core function across its four key units: Medical Education and Training (including Medical Intern Unit), Medical Workforce Planning, the Consultant Post Approval Process and Doctors Integrated Management E-System (DIME).

Through the Education and Training Unit of NDTP, a substantial amount of funding is made available each year for agencies (i.e. Postgraduate Medical Training Bodies, Intern Networks or Training Leads) to apply for original projects that will contribute to the career development of doctors. This funding is known as Development Funding and it has been available on a yearly basis since 2010. Development Funding is awarded to projects for one year only – multi annual funding is generally not available.

Development Funding has been responsible for a number of significant positive impacts on the careers of Irish-trained doctors through projects. A list of previously funded development funding projects is available on the NDTP website

AIM OF DEVELOPMENT FUNDING

In line with investing in the career development of doctors, Development Funding does this through supporting initiatives that seek to:

1. Develop doctors (e.g. increasing knowledge, skills, practice or professionalism)
2. Improve medical education (e.g. curriculum and pedagogical development, trainers' skills)
3. Enhance learning and working environments (e.g. creating new facilities, new equipment)

Ideally, NDTP wants doctors doing the right things supported by the right environments.

Included in all initiatives should be the themes of:

- Collaboration - for example, between Postgraduate Training Bodies or Intern Networks, or between faculties
- Sustainability – ability to continue with the outputs of this project after initial seed funding
- Scalability – ability for project to be replicated on a regional or national scale

Each application for Development Funding must describe how their project/initiative relates to the themes as stated.



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FOR YOUR EDUCATION**

AREAS OF INTEREST

Each year the majority of applications received for Development Funding focus on core elements of training e.g. moving content on-line, introducing tailored clinical courses, conducting research and initiatives relating to well-being, and the HSE-NDTP has funded multiple projects in these areas and invested substantially. As part of the Development Funding cycle for 2021, the HSE-NDTP would welcome greater diversity in terms of the traditional types of funding applications submitted. The HSE would encourage eligible applicants to think critically about some of the recurring issues facing both trainees and non-trainees, and submit projects that may address such issues. Some of the projects that the HSE will look favourably at relate to the following themes (this list is not exhaustive):

THEME 1

DEVELOPING CLINICAL LEADERSHIP

- The HSE would like to see an emphasis on roles such as Clinician Educators, Clinician Managers and Clinician Researchers and would welcome proposals for competencies/skills required for these roles to be incorporated into training (academic & practical), and perhaps dedicated tracks.
- Projects in the area of enhancing Management & Leadership skills, and competencies within training to provide the Medical Leaders/Clinical Directors of the future. This should be both academic and practical in delivery. A joint application collaborating with all Training Bodies is preferred for this area.

THEME 2

NCHD WELFARE/PATIENT SAFETY

- Return to work structures for Interns/Trainees/NCHDs doctors after significant periods of absence e.g. due to illness, leave of absence etc.
- Less than Full Time Working (LTFT) – Medicine is an outlier in terms on careers in Ireland where LTFT is encouraged and common place. In addition Ireland is an outlier in terms of LTFT working in Medicine when compared with other Countries e.g. UK which has about 12% of trainees working LTFT. This is a serious welfare issue for trainees and one that the HSE would like to see addressed. Any idea/initiative aimed at increasing flexible working patterns for NCHDs would be welcome. A joint proposal from a TB and clinical site to pilot such initiatives would be optimal.
- Addressing any other obvious non family friendly barriers to doctors participating in training. A joint proposal from a TB and clinical site to pilot such initiatives would be optimal.

- Standardised remediation process for doctors to include all relevant courses/certifications in addition to targeted clinical experience. A joint application collaborating with all Training Bodies is preferred for this area.

THEME 3 EQUALITY, DIVERSITY & INCLUSION

Ireland has a very diverse population both in terms of healthcare workers and patients. It is thus essential to have a healthcare workforce that represents the tapestry of our communities as it relates to race/ethnicity, gender, sexual orientation, immigration status, physical disability status, and socioeconomic level to render the best possible care to our diverse patient populations. We welcome initiatives that nurture equality, diversity and inclusion in our health service.

Projects in the following areas are preferred:

- Development of EDI training modules for curricula across training bodies
- Practical initiatives to address issues of bias quickly and openly
- Piloting an equality, diversity and inclusion training as part of employee onboarding process at induction
- Developing resources and educational events to support trainers for example EDI training to all examiners at membership and fellowship exams
- Developing educational material on cultural competence training for all staff



WHO CAN APPLY

Applications for Development Funding can be submitted by any of the Postgraduate Medical Training Bodies and Intern Networks (Irish Medical Schools) who have Service Level Agreements in place with the HSE and who are based in Ireland. Applications are also invited from HSE Training Leads.

When applying, the Training Bodies and Intern Networks should make every effort to develop and deliver proposals on a collaborative basis, i.e. joint proposals from multiple Training Bodies or Intern Networks or applications from the Forum of Postgraduate Training Bodies, the Intern Network Executive or the Irish Medical School's Council.

“INVESTING IN THE CAREER DEVELOPMENT OF DOCTORS”

REVIEW OF APPLICATIONS

The review of applications is a three stage process:

- Stage One :** Applications will be reviewed for completeness and must be signed by the relevant submitting agency and any collaborating agencies. Incomplete applications may be returned. Completed applications received prior to the closing date will be accepted and progressed to Stage Two of the process.
- Stage Two :** An expert panel will independently review and consider all Stage Two applications. This panel will consist of internal and external reviewers. If at this stage further clarifications or modifications are required by the panel, applicants will be requested to submit this information with a short turnaround.
- Stage Three :** All panel members will convene to and proceed to score applications against defined criteria (below) as outlined in the application form. The panel will then decide what applications have been successful and will be awarded funding.

The scoring criteria (with associated weights) include:

<u>Category</u>	<u>Marks</u>
Purpose/Need	20
Project Outcome	25
Evaluation	10
Value for Money	15
Collaboration	10
Scalability	10
Sustainability	10

STRUCTURE OF FUNDING

Projects will be funded in two instalments:

- i. 70% of the awarded funding will be made available upon notification of a successful application
- ii. 30% will be made available upon successful completion of a mid-project progress review

To obtain the funding, an NDTP Development Funding Form, which will be sent to each successful applicant as part of their confirmation letter, must be completed and returned along with the relevant invoice.

The funding is for one year (12 months) only, with the first instalment being drawn down in 2021.

DEVELOPMENT FUNDING TIMETABLE

STAGE	DATE
Applications Open	19th March 2021
Applications Close	10th May 2021
Panel Meet	Week Comencing 7th June 2021
Applicants Notified	Week Comencing 14th June 2021
Mid-Project Progress Review	10th December 2021