



Leadership & Management Scholarship

Guidance Document



NATIONAL
DOCTORS
TRAINING
& PLANNING

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Health Service Executive
National Doctors Training & Planning
2024

Introduction

Doctors are an invaluable resource within our health service. Clinician Leadership is recognised as essential in both the delivery of healthcare and the management of the health service. The relationship between medical engagement and leadership and organisational performance including delivery of quality patient care is unmistakable¹. This scholarship is an investment both in the professional development of non-consultant hospital doctors and in the future of the Irish public health service.

Funding for 24 places per year (12 for Year 1 & 12 for Year 2) is now available through the National Doctors Training & Planning (NDTP) for NCHDs who wish to pursue a Master's degree in Management and Leadership Skills in the Republic of Ireland. The HSE is interested in receiving applications from a broad spectrum of specialties.

The objective of this funding is to:

- Provide an additional option to NCHDs regarding their area of interest.
- Encourage doctors with an interest in leadership and management roles to undertake a formal qualification.
- Prepare doctors for leadership and management roles e.g. Clinical Directors.
- Enhance the key role clinicians play in management and equip NCHDs with the necessary skills to undertake these roles in the future.

Eligibility

Applicants must:

- Be registered on the current Register of Medical Practitioners maintained by the Medical Council of Ireland.
- Have applied for an approved Masters programme by the relevant University/Third Level Institution (see list on page 3).
- Be commencing their Masters programme in the autumn.
- Have completed and submitted all required documentation to NDTP.
- Have the duration of the Masters programme remaining in their training programme upon enrolment.

This programme is intended for Doctors who have completed Basic Specialist Training (BST) or equivalent and are enrolled on a Higher Specialist Training (HST) programme.

It is expected that the Master's programme will be two years part time, however consideration will be given to applicants who are availing of out of clinical programme experience recognised by their training body and wish to complete a one year full time programme.

Application Process Year 1 & Year 2

The application process for Year 1 funding for an approved Masters' in Management and/or Leadership is a three step process. Each stage is outlined below.

Funding is automatically granted for Year 2 when applicants are successfully awarded a scholarship for Year 1.

¹ Leadership and Leadership Development in Health Care: The Evidence Base, Faculty of Medical Leadership and Management, The Kings Fund and Centre for Creative Leadership (February 2015)

Stage 1

- Determine if you are eligible to apply by consulting the eligibility criteria.
- Complete an application form and forward to NDTP.
- The application process will open on **Monday, 12th February 2024** and close on **Monday, 25th March 2024**.
- After the closing date has passed, NDTP will review received applications and contact applicants advising if they can proceed to Stage 2 of the process.

Stage 2

- Should demand exceed the number of places on offer, applications will be considered and scholarships awarded to candidates by means of a selection panel.
- A reserve list will be put in place should any successful applicants subsequently not accept their place.

Stage 3

- Once approval has been received from NDTP, you will then proceed to register with the university and pay your fee.
- Confirmation/evidence of a place should be forwarded to NDTP by **Friday, 26th July 2024** in order to secure your funding. NDTP will move to the reserve list and offer the place to the next candidate should this confirmation not be received. **Deferrals are not accepted.**
- Your third level institution will normally invoice NDTP directly for the portion of the fees NDTP are covering which is up to 60% of the cost (up to a maximum of €4,800.00)

Available Funding

- Funding will be available for up to 60% of the cost of an approved Masters course in the Republic of Ireland reimbursed up to a maximum of €4,800.00 per annum.
- Funding can be paid directly to the third level institution. Alternatively, funding will be granted upon submission of a receipt in advance for the academic year however, we would encourage the institution to invoice NDTP directly to avoid any delays. Any years in excess of 2 years will not be funded through this scheme.
- For successful applicants who have commenced on their chosen Masters' course and are applying for this scholarship for the second year, funding will only be available for the second year for up to 60% of the cost of the second year fees, up to a maximum of €4,800.00.
- Applications for funding in respect of a Masters' programme completed retrospectively will not be considered.
- An academic year will be funded once. Funding for repeat years will not be granted.
- Funding will cover the cost of 60% of the university/institution fees only up to a maximum of €4,800 per annum. Any additional costs such as travel, subsistence, books, journals etc. will not be covered.
- Educational leave is a matter between the trainee and his/her employer.
- Funding cannot be used in conjunction with other funding, e.g. SpR Higher Specialist Fund, Training Supports Scheme etc.

List of Approved Courses

- 1) Institute of Public Administration (IPA) – Master’s in Leadership and Strategy
- 2) Institute of Public Administration (IPA) – Master’s in Healthcare Management
- 3) Royal College of Surgeons in Ireland (RCSI) – Master’s in Health Management
- 4) Royal College of Surgeons in Ireland (RCSI) – Master’s in Leadership & Innovation
- 5) Trinity College (TCD) – Master’s in Health Policy and Management

Granting of Funding

A selection panel may be formed to adjudicate this bursary. This panel will include an external representative.

It is **not** possible to defer your studies, as places under this scholarship are limited and by allowing deferrals, it would affect the number of places we could offer to first year applicants.

The successful applicants must agree to participate in any publicity/promotional activity surrounding this programme. This may include a presentation ceremony in Dr Steevens’ Hospital, participation in an oral presentation upon completion of Master’s, publication of scholarship information including names of successful participants on the NDTP/HSE website for example.

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