



NATIONAL  
DOCTORS  
TRAINING  
& PLANNING



A message from National  
Doctors Training & Planning on

# National Doctors' Day

#DoctorsDay2025

# Dear Doctors,

We celebrate National Doctors' Day this year on 30th March. It is a time to recognise and appreciate the remarkable role that doctors play in keeping patients and our community healthy.

NDTP is committed to supporting the training, professional development, and working experience of doctors in the Irish healthcare system. Inside this leaflet, you will find important information for doctors about financial and educational supports, consultant roles, research and pilot schemes that are underway, the Lead NCHD programme, and more.

NDTP have ambitious plans for the future, outlined in our own NDTP Strategy 2022-27. The challenges to doctors are complex and many. But the reward of being a doctor and its impact on making a difference in patients' lives should never be underestimated. We are determined to make your lives as doctors as fulfilling as possible and to improve year on year.

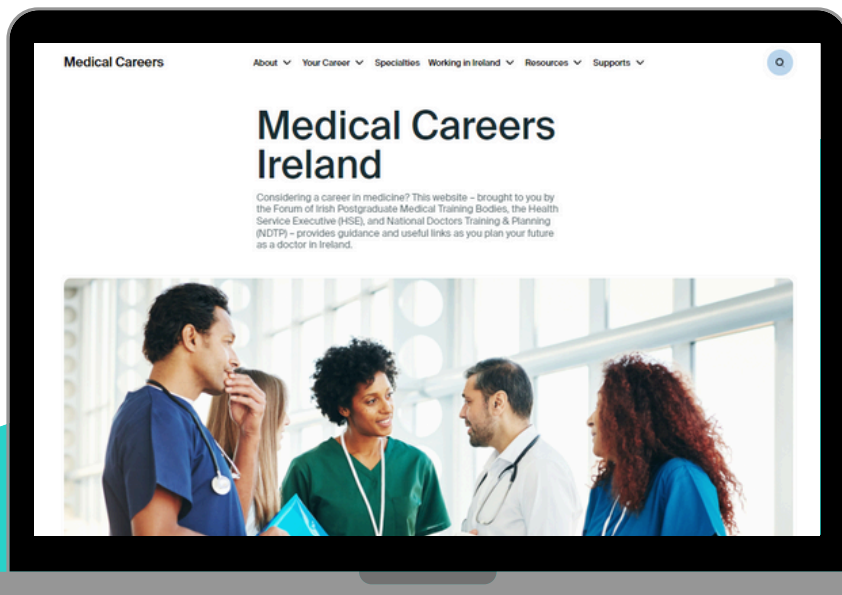
Happy National Doctors' Day and thank you for all you do.

**Prof Anthony O'Regan, NDTP Medical Director**  
**Dr Lenin Patrick Ekpotu, NDTP National Lead NCHD**



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# Plan your career with MedicalCareers.ie



## Visit MedicalCareers.ie to:

- Plan your medical career
- Understand medical specialties available
- Access tips and information about moving to Ireland
- Find supports, scholarships and programmes available

[Visit MedicalCareers.ie](https://www.medicalcareers.ie)

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# NER, the National Employment Record App

The NER enables NCHDs to interact virtually with Medical HR and Occupational Health Departments nationally in order to complete and upload pre-employment documentation prior to commencing a new post.

NCHDs have the ability to update their Hire Form, submit applications for funding reimbursement under both the TSS and CCERS Schemes, upload training certificates, and log training and career development via the E-Portfolio module.

## E-Portfolio

NCHDs can keep track of all their training and learning achievements with the award-winning E-Portfolio.

The E-Portfolio module gives doctors access to a standard document to record their training and career development, and includes a function whereby supervising Clinicians or Consultants can validate the experience of NCHDs.

Find the E-Portfolio by accessing your NER Account [here](#).



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## There have been new enhancements to the NER and E-Portfolio:

- Employment Summary outlines the current post occupied by an NCHD, their pay details and their registration status with the Irish Medical Council. NCHDs can view and download their employment history and sick leave as captured on DIME.
- Generate Logbook Summary PDF via E-Portfolio.

## TSS/CCERS Funding for NCHDs

Both the Training Support Scheme (TSS) and Clinical Course & Exam Refund Scheme (CCERS) offer funding reimbursement for eligible courses, conferences and exams.

The individual TSS allowance for each NCHD grade was increased in January 2023, and now includes a contribution of up to €1,000 towards the purchase of a laptop or tablet as well as other additions including:

- Annual Registration fee for Professional Memberships
- Online Subscriptions to relevant medical publications as deemed appropriate, provided such publications are not available to NCHDs via other sources such as local, university or HSE Library
- Microsoft Office
- Computer Software that has a CME/CPD Component e.g. Statistical Software such as SPSS or alternative

Learn more about TSS and CCERS [here](#).



# More Training Posts in Ireland than ever before

The number of training posts is increasing year on year. There are now over 5,600 doctors enrolled in training programmes in Ireland and there continues to be a steady annual increase in recognised postgraduate training posts in line with workforce planning projections.

Key increases in training places over the last 5 years include:

- 20% increase in intern posts
- 26% increase across Basic Specialist Training Intakes
- 24% increase across Higher Specialist Training Intakes
- 51% increase in the number of doctors undertaking GP training



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## New Consultant Posts

Increase of 1,212 Consultant Post Approvals Since 2020

On 31 December 2024, there were 4,665 approved Consultant posts among all the specialties, which was an increase of 158 posts on the previous year.

Find the Consultant posts that were approved following the most recent monthly CAAC meeting [here](#).

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# World-Class Fellowships & Scholarships Available to NCHDs

The Aspire Fellowships are 12 month Post-CSCST Fellowships based in Ireland. These fellowships incorporate a structured educational experience with a personal supervisor, opportunities for audit and research, and an enhanced salary. As of March, 2025, 68% of trainees who completed an Aspire Post CSCST Fellowship between 2018 and 2023 are now in Consultant posts here in Ireland.

The Dr Richard Steevens' Scholarships are awarded each year to Specialist/Senior Registrars with strong records of accomplishment and excellence. These are fully funded training opportunities in overseas centres of excellence in novel areas of medicine, which are limited or unavailable in Ireland. As of March, 2025, 68% of our previous cohort, from 2013 to 2023, who were awarded the Dr. Richard Steevens' Scholarships are now in Consultant posts in Ireland.

Learn more about [fellowships](#) and [scholarships](#).



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# Lead NCHD Programme

Happy National Doctors Day from your National Lead NCHD. I have had the pleasure of working with over 104 Lead NCHDs across the country over the past 9 months. With 2 National Workshops completed it has been a busy and successful year.

The Lead NCHD programme provides an opportunity for NCHDs to gain invaluable management and leadership experience at hospital level, providing essential skills for the future consultant workforce. In addition, Lead NCHDs act as a liaison between hospital management and the NCHD workforce.



I would encourage all of you to consider applying for Lead NCHD positions following changeover. This year, Lead NCHDs we tried to champion the idea of more collaboration across sites. There are many valuable QI projects ongoing and we look forward to seeing the final results.

**National Lead NCHD**  
**Dr Lenin Patrick Ekpotu**

## Find your local Lead NCHD

There are 104 NCHD Leads across the health system ranging across specialties and clinical sites.

Find your Lead NCHD at this [link](#).

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# Lead NCHD application process for 2025/2026

If you are interested in leadership and keen to gain more experience in Management, a Lead NCHD role could be for you! The Lead NCHD can be appointed for a six-month or 12-month duration.

Benefits include:

- Career development – communication skills, project management
- Networking opportunities – support from NDTP National Lead NCHD, group clinical directors of education & training or group trainer leads
- €2,500 educational bursary
- Lead NCHD awards
- Protected time to undertake the role
- Educational webinars/workshops

To apply, please send your CV to your Medical Manpower Manager. For further information, contact the NDTP National Lead NCHD at [nl.nchd@hse.ie](mailto:nl.nchd@hse.ie).

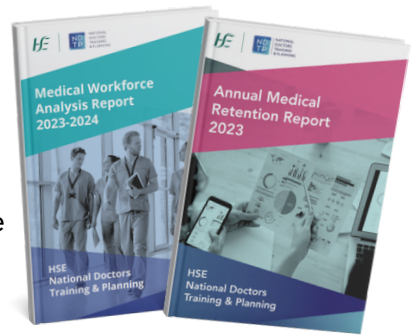


# Medical Workforce Reports

NDTP annually publish a Medical Workforce Analysis Report and a Medical Retention Report.

These reports provide detail on the current composition of the medical workforce and longitudinal data on the recruitment and retention of doctors.

You can find the most up to date reports [here](#).



## Specialty Specific Reviews

Speciality Specific Reviews are developed to provide evidence-based data and projections for the current and future requirements for each of the medical specialities.

For more information and to view the latest speciality specific reports please click [here](#).



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# Regional Offices for Postgraduate Medical Education & Training: Key Developments and Future Directions

As part of our ongoing commitment to supporting Non-Consultant Hospital Doctors (NCHDs), we are pleased to share exciting updates regarding the development of regional offices for postgraduate medical education and training within our health service.

In 2024, three pilot "Educator Programmes" in the South/South West, Saolta, and Children's Health Ireland hospital groups officially transitioned to permanent resources for NCHDs. These programmes have already delivered notable improvements in key areas:

- Adherence to NCHD Taskforce standards, ensuring consistent and high-quality training experiences.
- Enhanced simulation training, fostering better practical learning and skill development.
- Increased mentorship opportunities, providing vital support for career progression.
- Stronger support for Medical Workforce Managers, contributing to more effective management and planning.

Moreover, collaborations with external stakeholders have grown significantly, helping to expand local training opportunities across regions.

With the HSE's reorganisation into six new health regions, the National Doctors Training and Planning (NDTP) is moving forward with plans to establish a dedicated office in each region in 2025.

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These new regional offices will focus on:

- Optimising Clinical Learning Environments (CLEs) across all settings.
- Providing targeted support for non-training scheme doctors, addressing their unique needs.
- Ensuring consistency across regions while encouraging local innovation.

The regional offices will be embedded within the HSE's regional structures and will report directly to each region's Chief Academic Officer (CAO). This structure will also foster relationships that transcend traditional boundaries, facilitating connections with higher education institutions and postgraduate training bodies, regardless of their geographical alignment with the HSE's organisational structure.

In an era of rapidly growing collaborations between institutions, specialties, and disciplines, these offices will play a critical role in enhancing the relationships between the HSE and key external stakeholders. With robust governance and oversight, they will ensure high standards and seamless integration within both local and national healthcare systems.

We are pleased to announce that the Director for HSE Dublin & Midlands was appointed in January, and the Director for West North West is now in place. In the coming weeks, we will be advertising for director roles in the HSE MidWest and South West regions, with Dublin & South East and Dublin & North East to follow shortly.

Stay tuned for further updates as we continue to roll out these vital regional offices and work towards an even more robust, collaborative, and high-standard postgraduate medical education system.

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# NCHD Hub

The NCHD Hub provides a workplace health and wellbeing service for non-consultant hospital doctors, offering support in both your role and overall wellbeing. As a NCHD, you face unique pressures and challenges that can impact your health and wellbeing. The NCHD Hub was established to provide you with support and guidance to manage these challenges effectively and maintain a healthy and fulfilling career. The NCHD Hub offers support with occupational health assessments to NCHDs. Their services are available to those who have an NCHD contract with the HSE or a Section 38 service.

The NCHD Hub provides services that include:

- Advice on workplace adjustment for psychological and medical issues
- Disability and work advice
- Work-related stress support
- Fitness for work assessments
- Psychological support relating to your role as an NCHD

You can access the NCHD Hub by self-referral or via a referral from your local Occupational Health Service, Medical Manpower, National Specialty Director (NSD) or your relevant training body. Contact NCHD Hub at [nchd.hub@hse.ie](mailto:nchd.hub@hse.ie). If you need urgent medical attention contact your local GP or emergency department.

Learn more [here](#).

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## Can We Help?

The Practitioner Health Matters Programme provides independent, confidential care, external to the HSE, for doctors, dentists and pharmacists facing mental health and addiction difficulties. They offer support to those experiencing stress, burnout, depression or anxiety. You can find user testimonials on their website.

If you need support, phone them on 085 760 1274 or 01 278 9369.  
Email: [confidential@practitionerhealth.ie](mailto:confidential@practitionerhealth.ie)

Learn more [here](#).



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# Let's Stay Connected!

Visit our website and subscribe to our social media channels to find out more about NDTP, including:

- Fellowships
- Financial Supports Schemes such as Training supports Scheme, Clinical Course Exam Refund Scheme and HST Fund
- CPD Support Scheme
- National Employment Record App
- Lead NCHD Programme
- Medical Workforce Planning
- New Consultant Posts

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