



**2023**

A message from  
National Doctors Training & Planning on

# International Doctors Day



# 9

NOVEMBER

## A Date for Your Diary!

The second  
**NDTP Medical Workforce Conference**  
takes place on Thursday 9<sup>th</sup> November 2023.

Following the success of last year's Conference an extended agenda will be announced shortly and promises to be a fantastic day.

See you there at the Clayton Hotel, Cardiff Lane!



## Dear Doctors,

We celebrate International Doctors Day this year on 30th March. We recognise, celebrate and take the time to appreciate the valuable role doctors play in healthcare. Thank you for all that you do to keep 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, research and pilot schemes that are underway, as well as some dates to add to your diary and opportunities to get involved in healthcare innovation.

New technological tools are available too: the new NER App and award winning E-Portfolio give NCHDs more control over their own employment, training and professional development records.

NDTP have ambitious plans for the future, outlined in our own NDTP Strategy 2022-27, launched last year. The challenges to doctors are complex and many. But the reward of being able to make a difference in patients' lives is huge. And we are determined that the potential for a fulfilling career in Irish healthcare will improve year on year.

Yours,

**Prof. Brian Kinirons**  
**NDTP Medical Director**

**Dr. Jennifer Finnegan**  
**NDTP National Lead NCHD**



## World-Class Fellowships & Scholarships Available to NCHDs

**NDTP and the Department of Health have confirmed an on-going commitment to the funding of 40 Post-CSCST Fellowships on an annual basis**

The NDTP Aspire Fellowships are 12 month Post-CSCST Fellowships based in Ireland. Aspire incorporates a structured educational experience with a personal supervisor, opportunities for audit and research, and an enhanced salary.

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.

Through the Leadership & Management Scholarships, 24 NCHDs and future leaders in our health service will be part-funded to pursue a Master's degree in Management and Leadership skills.

*If you or someone you know wants to apply, visit our website (scan below):*



(FELLOWSHIPS)



(SCHOLARSHIPS)

## NER on the Go!



### NER, the National Employment Record App

The NER App, is an extension of the web portal of the same name, enabling NCHDs to interact with Medical HR and Occupational Health Departments nationally and offering a more accessible and user friendly option when uploading pre-employment documentation prior to commencing a new post.

The App allows NCHDs to update their Hire Form, submit applications for funding reimbursement (for the TSS and CCERS Schemes), upload training certificates, and log training and career development via the E-Portfolio module.

*Now available to download on Playstore and App Store:*





## E-Portfolio in your Pocket

**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 downloading the NER App today.

*For more information regards the E-Portfolio scan QR code:*



## Increases to the TSS Funding for NCHDs

### Up to €1000 towards Laptop/Tablet

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 at the start of the year, and now includes a contribution of up to €1,000 towards the purchase of a laptop or tablet.

*More Information please scan here:*



## Record Number of New Consultant Posts

### Increase of 737 Consultant Post Approvals Since 2020

On 31 December 2022, there were 4,190 approved Consultant posts among all the specialties, which was an increase of 343 posts on the previous year.

On 31 December 2021, there were 3,847 approved Consultant posts among all the specialties, which was an increase of 394 posts on the previous year.

*To see the Consultant posts that were approved in the last month scan the code below:*



## Study on Doctor Migration Reveals ‘Return-Trip’ Doctor Phenomena

**Latest NDTP research shows complex patterns of movement for Irish-trained doctors both from and back to Ireland**

‘The retention of training doctors in the Irish health system’, which was published by NDTP in February 2023, explores the migration patterns of doctors in Ireland and found that the majority of doctors that left training in Ireland returned sometime in the future. Estimating the number of trainee doctors leaving the Irish healthcare system -and the numbers that return!- is crucial for workforce planning. NDTP is now tracking NCHD movement to give a better picture that will enable us to plan for future training and workforce needs.

*See the full article:*



## Strengthening a ‘Fragile Ecosystem’

**Model 3 Hospital Project to Make Recommendations Towards Pilot Schemes**

This project commenced in January 2022 and will provide recommendations to ensure there is a pipeline of appropriately trained and qualified consultants available to provide patient care in the Model 3 Hospital Network. Currently, one third of consultants in Model 3 hospitals are aged over 55 years, with a higher percentage of consultants in these hospitals on non-permanent contracts.

The steering group have visited a number of these sites, met with medical manpower managers, consultants and NCHDs and their recommendations will be trialled on a pilot site.

According to Prof. Kinirons NDTP “certain hospitals are challenged, and the challenges may be geographic [and/or] could be related to certain specialties [including] being able to maintain academic interests and research interests [and] ensuring we have enough consultants to make the rotas sustainable and I think work-life balance is going to be part of that.”

## Would You Like to Engage in Healthcare Innovation?

### NDTP continues to support and co-fund the Spark Innovation Programme

Through partnership with the Spark Innovation Programme, NDTP encourages doctors and other healthcare workers to develop and implement their ideas to improve the health service through a range of initiatives including Spark Seed, Spark Ignite, Design on the Frontline, and the Community and Hospital Innovation funds.

The National NCHD Fellow for Innovation is appointed annually, a role that should appeal to NCHDs with a creative flare and a passion for service improvement.

The role is critical in leading and shaping the Spark Programme, playing a key part in supporting ideas, design, innovation, collaboration and implementation of initiatives led by frontline staff.

*Scan here to check out website:*



## 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)

*Scan QR code to access the website:*





## More Training Posts in Ireland than ever before

### The number of training posts is increasing year on year

120 new Intern posts were permanently established in 2022. Additional new training posts and funding has enabled BST Training places to increase to 1878 and HST places to 2292. And did you know that there are over 200 International Medical Graduate Training Initiative doctors currently training in Ireland!

## Group Clinical Directors of Education and Training Pilot

### Improving training supports at site level through clinical leadership

We are happy to announce that Dr John Cooke and Dr Sinead Murphy, are the first to have taken up roles as Group Clinical Directors of Education and Training in pilot schemes currently underway in Waterford University Hospital and CHI, respectively. NDTP envisages a Group Clinical Director of Education and Training at each Hospital Group and site consultants for education and training who would have protected time to advocate for medical education and training. They will take a leadership role in the Hospital Group working directly with the site consultants for education and training, encouraging collaboration across the Group and providing support to the individual site consultants as required.



## “The Right Doctor, in the Right Place, with the Right Training, at the Right Time”

### Professor Brian Kinirons launched the new NDTP Strategy

Launched at the Medical Workforce Conference last November, the NDTP Strategic Plan 2022-2027 covers NDTPs key areas of responsibility – data, workforce planning, training and development, career development, communication and leadership in the field, and retention.

The six pillars of the strategy focuses our efforts on supporting the move to a consultant-delivered service, creating multiple pathways for career progression, cultivating flexible working arrangements, and supporting a culture of excellence and innovation.

Scan here to take a look:



## Enhancing the NCHD Experience

### Government establishes a National NCHD Taskforce

The purpose of the Taskforce is to put in place sustainable workforce planning strategies and policies to improve the NCHD experience and to support present and future retention of NCHDs in Ireland. The Taskforce will seek to improve the NCHD experience/work-life balance through the development and implementation of improved NCHD structures and supports in hospital sites. It will aim to further develop and foster a culture of education and training at clinical site level and plan for future configuration of the medical workforce to support delivery of healthcare in Ireland.

Professor Brian Kinirons, Medical Director NDTP, and Dr Jennifer Finnegan, National Lead NCHD, are participating on the Taskforce. Dr Colm Henry, Chief Clinical Officer, HSE welcomes the introduction of the Taskforce, which will be focused on improving NCHD experience:

“Our NCHDs are a critical part of the health service, and the establishment of this taskforce recognises the commitment to supporting and retaining high quality doctors in Ireland”.





# 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
- Type C Committee and Consultants Contract



[hse.ie/doctors](https://hse.ie/doctors)



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