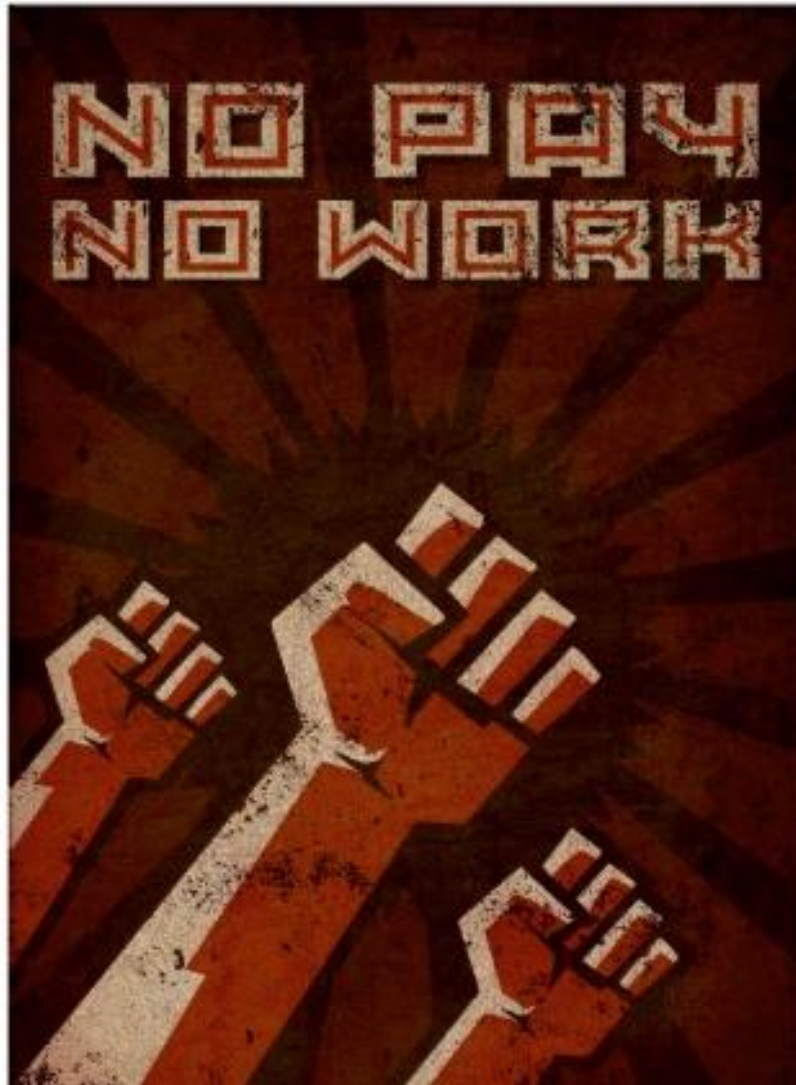


The Lead NCHD Experience

**Dr. Liam Healy,
Consultant Physician,
Acute Medicine,
Cork University Hospital**

Conflict





Improving the NCHD culture in Cork University Hospital

A 10 point plan

**Produced by the
CUH Doctors in Training Forum
March 2016**

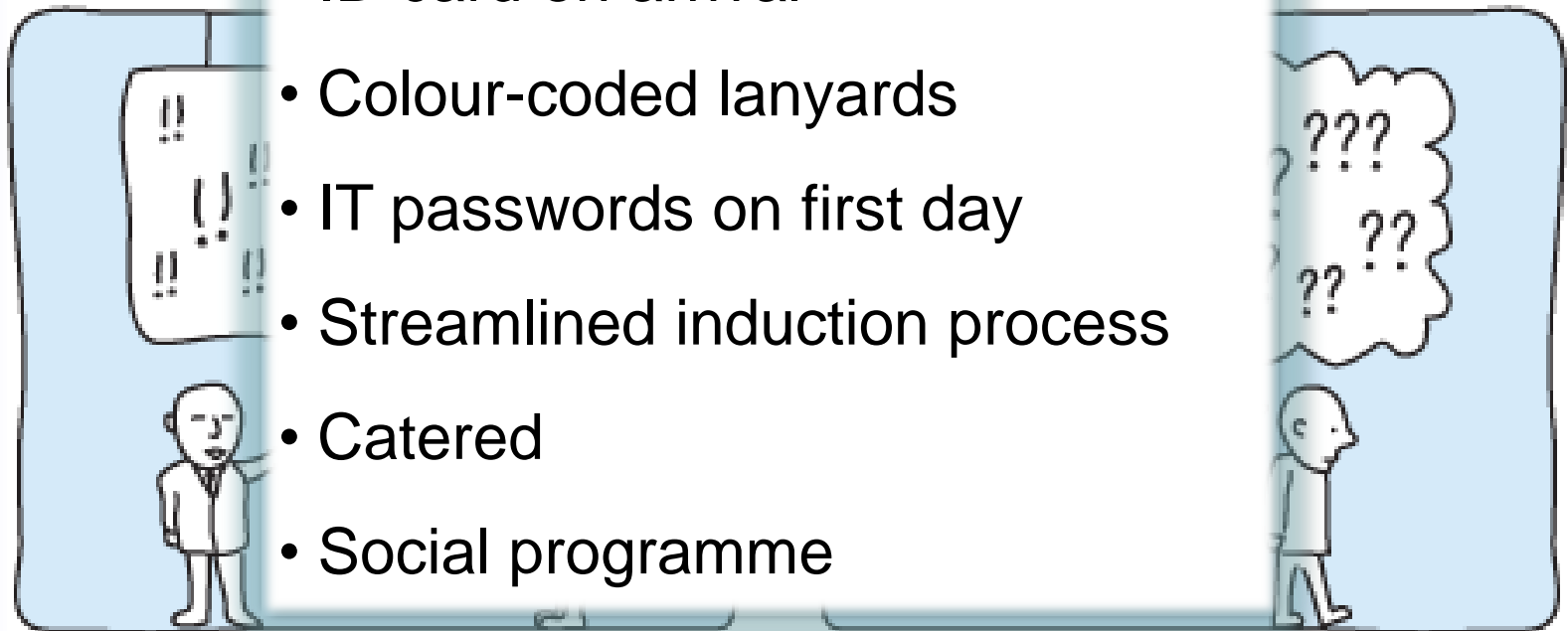


Induction



Induction

- ID card on arrival
- Colour-coded lanyards
- IT passwords on first day
- Streamlined induction process
- Catered
- Social programme

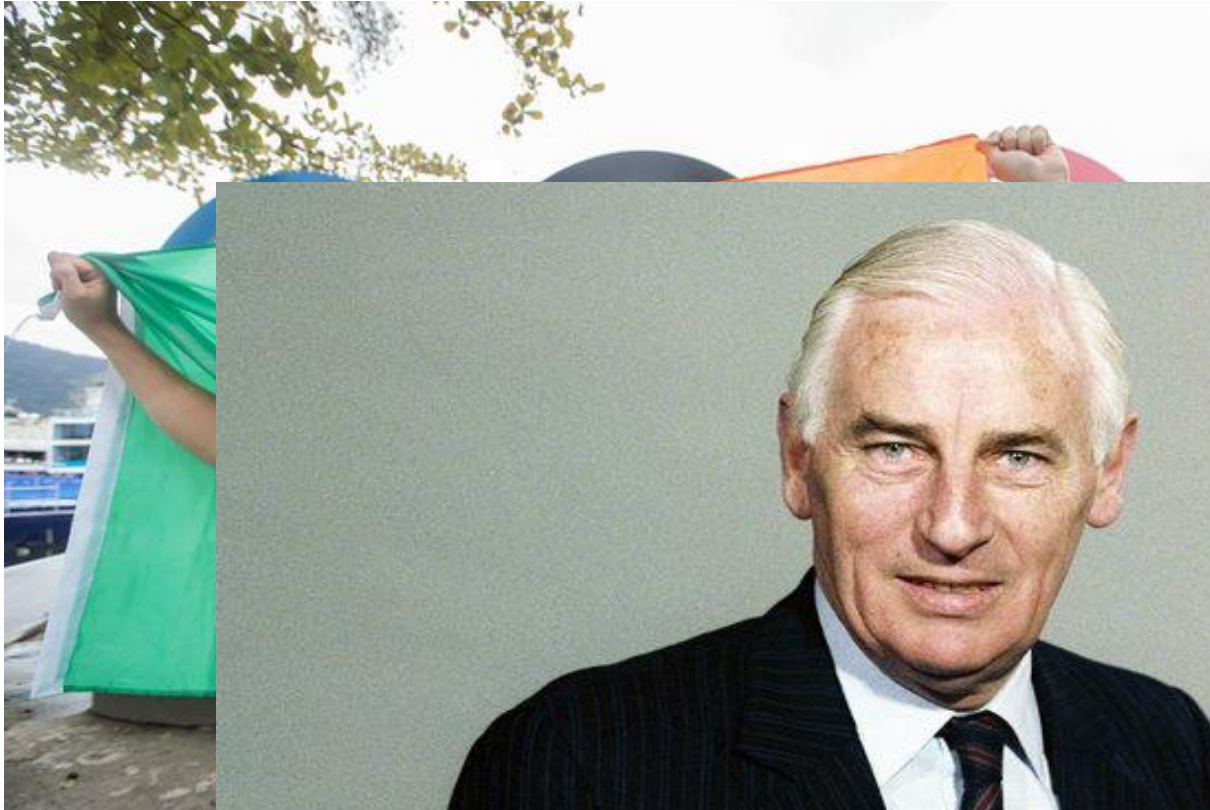


Language

~~Junior Doctor~~

Non-Consultant

Language



Language

~~Junior Doctor~~

~~Non-Consultant~~

Doctor in Training

Hospital Doctor?

Engagement



Celebrating Excellence



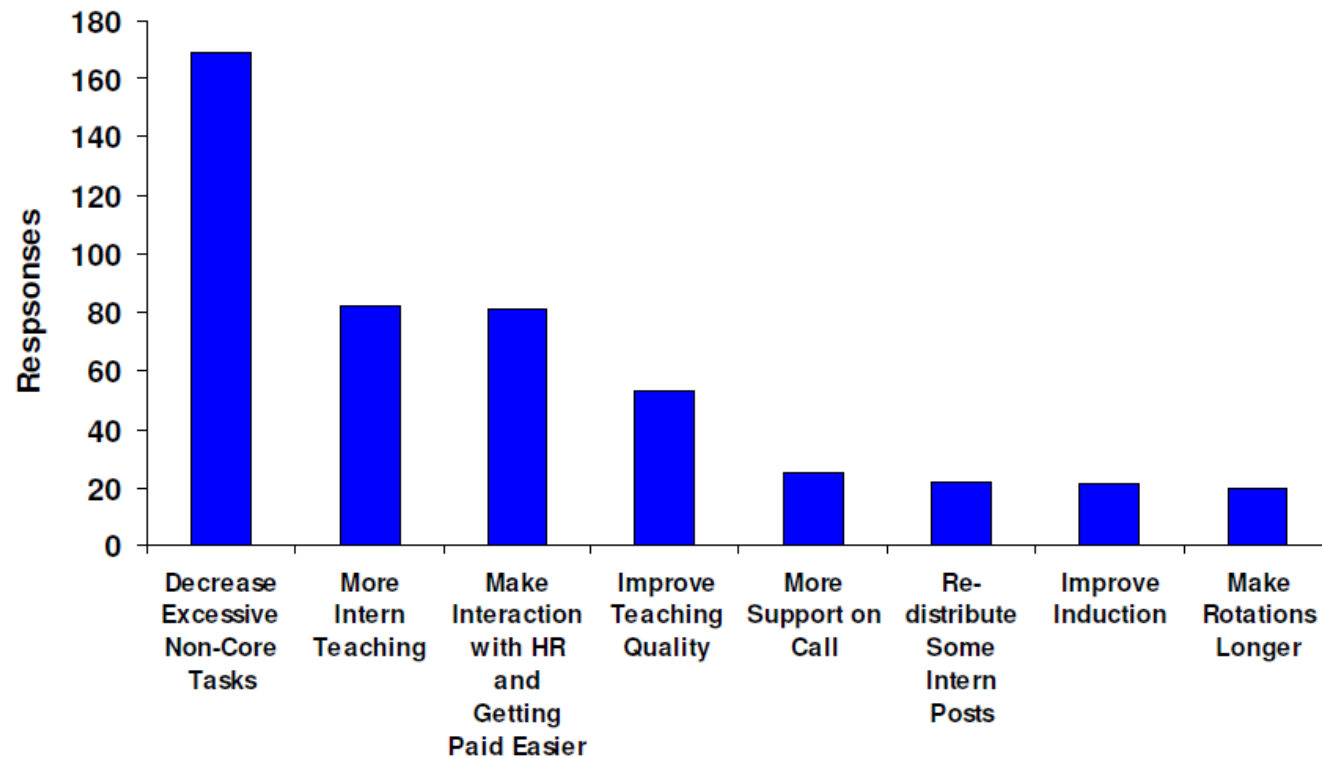
Lead NCHD Workshop September 2nd 2016

Infrastructure



Task Transfer

Suggestions to Improve the Intern Year



Task Transfer

Group	Hospital	Level	Phlebotomy	ECG	1 st dose iv	Cannula
Dublin NE	Beaumont	4				
	Drogheda	3				
	Connolly	3				
	Cavan	2				
Dublin Mid	St. James's	4				
	Tallaght	4				
	Tullamore	3				
	Naas	3				
	Portlaoise	2				
Dublin East	Mater	4				
	St. Vincent's	4				
	Mullingar	3				
	Kilkenny	3				
	Wexford	3				
	Navan	2				
	St. Columc.	2				
	St. Michael's	2				
South / SW	CUH	4				
	Waterford	4				
	Mercy	3				
	Clonmel	3				
	S. Infirmary	N/A				
	Bantry	2				
	Mallow	2				
	Tralee	2				
West / NW	Galway	4				
	Sligo	3				
	Letterkenny	3				
	Castlebar	3				
	Portluncla	2				
Midwest	Limerick	4				
	Ennis	2				
	Nenagh	2				
	St. John's	2				

Task Transfer

Group	Hospital	Level	Phlebotomy	ECG	1 st dose iv	Cannula
Dublin NE	Beaumont	4	Doctor	Doctor	Nurse	Doctor
	Drogheda	3	Doctor	Nurse	Nurse	Doctor
	Connolly	3	Doctor	Nurse	Nurse	Doctor
	Cavan	2	Doctor	Doctor*	Doctor	Doctor
Dublin Mid	St. James's	4	Doctor	Doctor*	Nurse	Doctor
	Tallaght	4	Both	Both	Nurse	Doctor*
	Tullamore	3	Doctor	Nurse	Doctor	Doctor
	Naas	3	Doctor	Doctor*	Nurse	Doctor
	Portlaoise	2	Doctor	Nurse	Doctor	Doctor
Dublin East	Mater	4	Doctor	Doctor*	Nurse	Doctor*
	St. Vincent's	4	Doctor	Nurse*	Nurse	Doctor
	Mullingar	3	Doctor	Nurse	Doctor	Doctor
	Kilkenny	3	Doctor	Doctor	Doctor	Doctor*
	Wexford	3	Doctor	Nurse	Nurse	Doctor
	Navan	2	Doctor	Doctor	Doctor	Doctor
	St. Columc.	2	Doctor	Doctor	Nurse	Doctor
	St. Michael's	2	Doctor	Nurse	Nurse	Both
South / SW	CUH	4	Doctor	Doctor	Doctor	Doctor
	Waterford	4	Doctor	Doctor	Nurse	Doctor
	Mercy	3	Both	Nurse	Nurse	Doctor*
	Clonmel	3	Doctor	Nurse	Nurse	Doctor
	S. Infirmary	N/A	Doctor	Doctor	Doctor	Doctor
	Bantry	2	Doctor	Nurse	Doctor	Doctor
	Mallow	2	Doctor	Doctor	Doctor	Doctor
West / NW	Tralee	2	Doctor	Doctor	Nurse	Doctor
	Galway	4	Doctor	Doctor	Doctor	Doctor
	Sligo	3	Doctor	Nurse*	Nurse	Doctor*
	Letterkenny	3	Doctor	Doctor	Nurse	Doctor
	Castlebar	3	Doctor	Nurse	Nurse	Doctor
Midwest	Portluncla	2	Doctor	Doctor	Doctor	Doctor
	Limerick	4	Doctor	Doctor	Nurse	Doctor
	Ennis	2	Doctor	Doctor	Doctor	Doctor
	Nenagh	2	Nurse*	Doctor	Nurse	Doctor
	St. John's	2	Nurse*	Nurse*	Nurse	Doctor

Task Transfer

Country	Hospital	Area	Approx. Beds	Phleb.	ECG	First dose iv	Cannula
United Kingdom	Royal Infirmary of Edinburgh	Edinburgh	900				
	Western General	Edinburgh	600				
	William Harvey	Kent	500				
	Kent and Canterbury	Kent	300				
	Maidstone	Kent	200				
	Dewsbury District General	Yorkshire	200				
	St. John's	Livingston					
Australia	Redcliffe	Redcliffe	300				
	Prince Charles	Brisbane	600				
	Princess Alexandra	Brisbane	800				
	Royal Brisbane	Brisbane	900				
	Gold Coast University	Southport	700				
	Robina	Robina	400				
	Murwillumbah	Murwillumbah	100				
New Zealand	Wairau	Blenheim	100				
	Nelson	Nelson	100				
USA	Tufts	Boston	700				
	Lahey	Burlington	300				
	Lemuel Shattuck	Boston	300				
	University Maryland	Baltimore	800				
	Brockton	Brockton	200				
	Baltimore VA	Baltimore	300				
	University Specialty	Baltimore	200				
	University of Miami	Miami	500				
	University of Texas	Galveston	400				
	Montreal General	Montreal	500				
Canada	Toronto General	Toronto	400				
	Credit Valley	Mississauga	400				
	McMaster	Hamilton	400				
	Trillium Hospital	Mississauga	700				

Task Transfer

Country	Hospital	Area	Approx. Beds	Phleb.	ECG	First dose iv	Cannula
United Kingdom	Royal Infirmary of Edinburgh	Edinburgh	900	Nurse*	Nurse	Nurse	Nurse*
	Western General	Edinburgh	600	Nurse*	Nurse	Nurse	Nurse*
	William Harvey	Kent	500	Nurse	Nurse	Nurse	Nurse*
	Kent and Canterbury	Kent	300	Nurse	Nurse	Nurse	Nurse*
	Maidstone	Kent	200	Nurse	Nurse	Nurse	Nurse*
	Dewsbury District General	Yorkshire	200	Nurse*	Nurse	Nurse	Nurse*
	St. John's	Livingston		Nurse*	Nurse	Nurse	Nurse*
Australia	Redcliffe	Redcliffe	300	Nurse*	Nurse	Nurse	Nurse*
	Prince Charles	Brisbane	600	Nurse*	Nurse	Nurse	Nurse*
	Princess Alexandra	Brisbane	800	Nurse*	Nurse	Nurse	Nurse*
	Royal Brisbane	Brisbane	900	Nurse*	Nurse	Nurse	Nurse*
	Gold Coast University	Southport	700	Nurse	Nurse	Nurse	Nurse*
	Robina	Robina	400	Nurse	Nurse	Nurse	Nurse
	Murwillumbah	Murwillumbah	100	Nurse	Nurse	Nurse	Nurse
New Zealand	Wairau	Blenheim	100	Nurse	Nurse	Nurse	Nurse*
	Nelson	Nelson	100	Nurse	Nurse	Nurse	Nurse*
USA	Tufts	Boston	700	Nurse	Nurse	Nurse	Nurse
	Lahey	Burlington	300	Nurse	Nurse	Nurse	Nurse
	Lemuel Shattuck	Boston	300	Nurse	Nurse	Nurse	Nurse
	University Maryland	Baltimore	800	Nurse	Nurse	Nurse	Nurse
	Brockton	Brockton	200	Nurse	Nurse	Nurse	Nurse
	Baltimore VA	Baltimore	300	Nurse	Nurse	Nurse	Nurse
	University Specialty	Baltimore	200	Nurse	Nurse	Nurse	Nurse
	University of Miami	Miami	500	Nurse	Nurse	Nurse	Nurse
	University of Texas	Galveston	400	Nurse	Nurse	Nurse	Nurse
	Montreal General	Montreal	500	Nurse	Nurse	Nurse	Nurse
Canada	Toronto General	Toronto	400	Nurse	Nurse	Nurse	Nurse
	Credit Valley	Mississauga	400	Nurse	Nurse	Nurse	Nurse
	McMaster	Hamilton	400	Nurse	Nurse	Nurse	Nurse
	Trillium Hospital	Mississauga	700	Nurse	Nurse	Nurse	Nurse

Task Transfer

Group	Hospital	Level	Phlebotomy	ECG	1 st dose iv	Cannula
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	Connolly	3	Doctor	Nurse	Nurse	Doctor
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	Tallaght	4	Both	Both	Nurse	Doctor*
	Tullamore	3	Doctor	Nurse	Doctor	Doctor
	Naas	3	Doctor	Doctor*	Nurse	Doctor
	Portlaoise	2	Doctor	Nurse	Doctor	Doctor
Dublin East	Mater	4	Doctor	Doctor*	Nurse	Doctor*
	St. Vincent's	4	Doctor	Nurse*	Nurse	Doctor
	Mullingar	3	Doctor	Nurse	Doctor	Doctor
	Kilkenny	3	Doctor	Doctor	Doctor	Doctor*
	Wexford	3	Doctor	Nurse	Nurse	Doctor
	Navan	2	Doctor	Doctor	Doctor	Doctor
	St. Columc.	2	Doctor	Doctor	Nurse	Doctor
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	Letterkenny	3	Doctor	Doctor	Nurse	Doctor
	Castlebar	3	Doctor	Nurse	Nurse	Doctor
	Portlaoise	2	Doctor	Doctor	Doctor	Doctor
	Portlaoise	2	Doctor	Doctor	Doctor	Doctor
Midwest	Limerick	4	Doctor	Doctor	Nurse	Doctor
	Ennis	2	Doctor	Doctor	Doctor	Doctor
	Nenagh	2	Nurse*	Doctor	Nurse	Doctor
	St. John's	2	Nurse*	Nurse*	Nurse	Doctor

Country	Hospital	Area	Approx. Beds	Phleb.	ECG	First dose iv	Cannula
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	Western General	Edinburgh	600	Nurse*	Nurse	Nurse	Nurse*
	William Harvey	Kent	500	Nurse	Nurse	Nurse	Nurse*
	Kent and Canterbury	Kent	300	Nurse	Nurse	Nurse	Nurse*
	Maidstone	Kent	200	Nurse	Nurse	Nurse	Nurse*
	Dewsbury District General	Yorkshire	200	Nurse*	Nurse	Nurse	Nurse*
	St. John's	Livingston		Nurse*	Nurse	Nurse	Nurse*
	Redcliffe	Redcliffe	300	Nurse*	Nurse	Nurse	Nurse*
	Prince Charles	Brisbane	600	Nurse*	Nurse	Nurse	Nurse*
	Princess Alexandra	Brisbane	800	Nurse*	Nurse	Nurse	Nurse*
Australia	Royal Brisbane	Brisbane	900	Nurse*	Nurse	Nurse	Nurse*
	Gold Coast University	Southport	700	Nurse	Nurse	Nurse	Nurse*
	Robina	Robina	400	Nurse	Nurse	Nurse	Nurse
	Murwillumbah	Murwillumbah	100	Nurse	Nurse	Nurse	Nurse
	Wairau	Blenheim	100	Nurse	Nurse	Nurse	Nurse*
	Nelson	Nelson	100	Nurse	Nurse	Nurse	Nurse*
	Tufts	Boston	700	Nurse	Nurse	Nurse	Nurse
	Lahey	Burlington	300	Nurse	Nurse	Nurse	Nurse
	Lemuel Shattuck	Boston	300	Nurse	Nurse	Nurse	Nurse
	University Maryland	Baltimore	800	Nurse	Nurse	Nurse	Nurse
USA	Brockton	Brockton	200	Nurse	Nurse	Nurse	Nurse
	Baltimore VA	Baltimore	300	Nurse	Nurse	Nurse	Nurse
	University Specialty	Baltimore	200	Nurse	Nurse	Nurse	Nurse
	University of Miami	Miami	500	Nurse	Nurse	Nurse	Nurse
	University of Texas	Galveston	400	Nurse	Nurse	Nurse	Nurse
	Montreal General	Montreal	500	Nurse	Nurse	Nurse	Nurse
	Toronto General	Toronto	400	Nurse	Nurse	Nurse	Nurse
	Credit Valley	Mississauga	400	Nurse	Nurse	Nurse	Nurse
	McMaster	Hamilton	400	Nurse	Nurse	Nurse	Nurse
	Trillium Hospital	Mississauga	700	Nurse	Nurse	Nurse	Nurse

Task Transfer

“I’m absolutely strongly of the view that there’s a cultural mindset out there which does not want to liberate nursing and midwifery to perform this level of function as a matter of norm”

Task Transfer

“I’m absolutely strongly of the view that there’s a cultural mindset out there which does not want to liberate nursing and midwifery to perform this level of function as a matter of norm”

- Mr. Liam Doran, INMO, 2016

EWTD



EWTD

“We know that working long hours seriously affects the health and well being of doctors.”

- National Director of Human Resources,
Letter to NCHDs,
March 2009.

Authority Gradient







A CHARTER OF RIGHTS FOR DOCTORS IN SPECIALIST TRAINING

APRIL 2016



A workforce that is respected and valued will in turn be more likely to show respect and understanding in the provision of services to the public.

Job dis-satisfaction

Job satisfaction





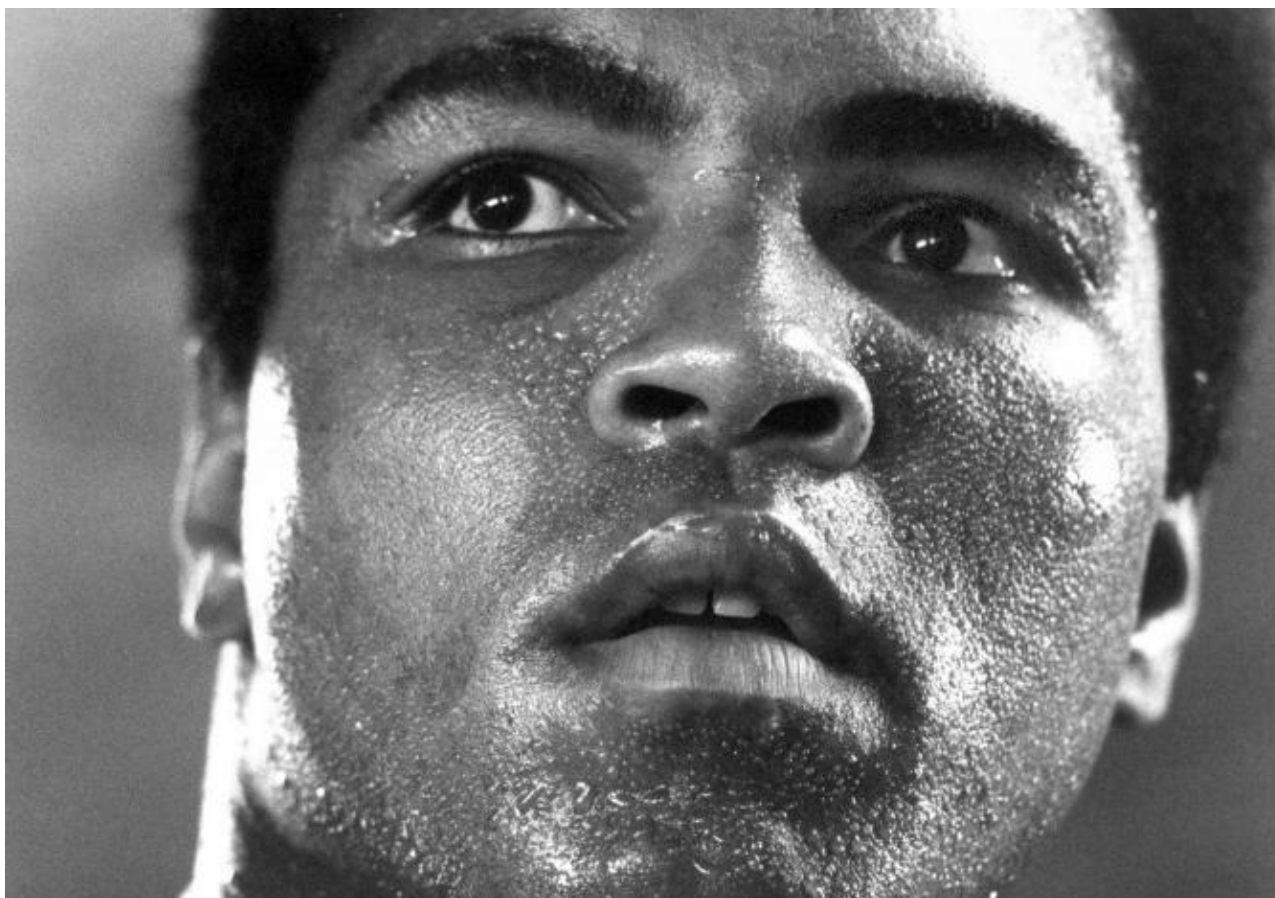
Frederick Herzberg

Job dis-satisfaction - external factors



Job satisfaction - internal factors





“It isn’t the mountains ahead to climb that wear you out; it’s the stone in your shoe.”

- Muhammad Ali

Thank You

Dr. Ruth O'Riordan, Co-DIT Lead

Dr. Liam Healy, Co-DIT Lead

Dr. Tom Cooney

Dr. Eoin Fahy

Dr. Alan Watts

Dr. Stephen Power

Dr. Mark Harris

Dr. Amanda Lavan

Dr. Adanna Welsch Phillips

Dr. Leanne Cussen

Dr. Mary Buckley

Dr. Suzanne Slattery

Dr. Deirbhile O'Keeffe

Dr. Cathleen O'Neill

Dr. Deirdre Broderick

Dr. Tracey Conlon

Dr. Karen Sheehan