

Issue 2: December 2021

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You can find out more about all NDTPs initiatives at our website at

<https://www.hse.ie/eng/staff/leadership-education-development/met/>.

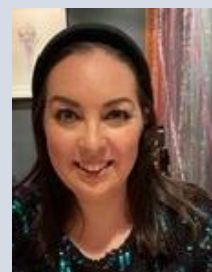
Letter from the National Lead NCHD

Hello and welcome to the second NCHD newsletter for 2021. I hope you all found September's issue helpful. This month there are some updates on the Lead NCHD programme and insights into the great work being done by leads around the country to improve your working and learning environments. As always there is information about how to access funding supports such as TSS and the NDTP Scholarships. NDTP launched an E Portfolio module for the NER in September, more information is on page 15 and I would encourage particularly, those of you not on a formal training scheme to consider using it. I've also included details on the CDP-SS scheme, which for the first time, is allowing a second enrolment until the end of January. More information is available on page 9. On page 13 you will find information on how to avoid paying emergency tax at changeover, so do check that out! Wishing you all a happy, healthy and peaceful 2022.

My role is to support you all, so please feel free to contact me at nl.nchd@hse.ie

Caroline

Dr Caroline Herron
National Lead NCHD



Lead NCHD Programme Updates

Lead NCHDs and their committees around the country have been involved in some excellent projects over the last 6 months. If you would like to showcase your work in the next issue please email nl.nchd@hse.ie



UHL Careers Evening for NCHDs

The UHL Leads and their committee organized a careers evening for NCHDs entitled “How I became a consultant”. The event was sponsored by RCPI. Obstetric, Paediatric and Neonatal NCHDs were educated on career progression. Various presentations from peers covered how to navigate the various options available to achieve their goals. The event was aimed at both scheme and parallel training NCHDs and was by all accounts a wonderful evening.

The event was organised by Dr Jill Mitchell, Dr Orla Keenan, Dr Sean Kelleher & Muire Graham (RCPI Coordinator ULHG).



Top Left: Dr Sean Kelleher SpR in Paediatrics and Dr Jill Mitchell SpR in Obs & Gynae.

Top Right: Dr Orla Keenan BST in Obs & Gynae.

Bottom: Dr Naro Imcha Consultant Obstetrician & Gynaecologist UL Hospitals Group

Lead NCHD Programme Updates

IN SITU SIMULATION TEACHING; THE WAY FORWARD

A Simulation Teaching Programme was launched at South Tipperary University Hospital in September 2021. Dr. Shiraz Siddiq Ali tells us about his initiative.

After being appointed as the lead NCHD at South Tipperary University Hospital, I started to engage with the NCHDs in the hospital. Both formal and informal engagement showed that there was demand for more training and teaching.

'You do not rise to the occasion in combat, you sink to the level of your training'

Lt. Col. Dave Grassman, On Combat

With my experience of an in-situ simulation programme at the Mater University Hospital Emergency Department, I knew that Simulation is an exciting and modern way to train, especially with multidisciplinary engagement. This idea was approved and supported by the consultant body. In collaboration with our hospital resuscitation officer, we successfully launched this programme.

We do a Simulation session once a week. Each medical team e.g., Endocrine, Respiratory, Cardiology etc. participates based on the Simulation rota prepared. All members of the specialty team i.e., SpR, Registrar, SHOs and Interns are relieved of their duties to participate in a one-hour long session. The session comprises of pre-brief, clinical scenario, debrief and reflections. In addition to clinical knowledge, emphasis is on the use of available resuscitation equipment and skills including defibrillation, external pacing etc. These sessions are run by myself and our resuscitation officer.

The response from NCHDs across the hospital has been extremely positive. *'I would not have been able to manage a difficult cardiac arrest on the ward if I had not done this session last week'* said one of the SpRs. *'We should have these sessions every day'* was the feedback from one of our senior registrars.

These sessions are helpful in developing not only clinical skills but also leadership and human factors. This is providing a safe environment for the doctors to make mistakes and learn when put in simulated high-pressure situations.

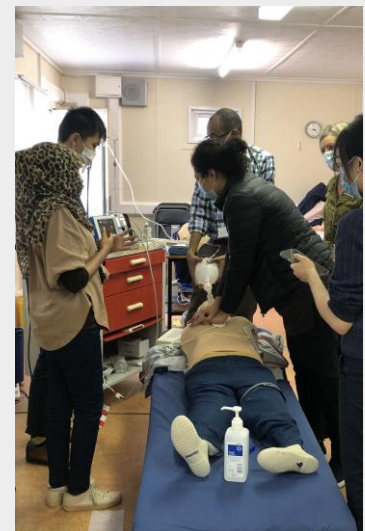
We are now working towards involving surgical specialties, emergency medicine and our nursing colleagues to make it truly multidisciplinary.

I hope that with the success of this programme, we will be able to inspire other hospitals nationally to adopt this model and make in-situ simulation teaching an integral part of their teaching programmes.

Dr. Shiraz Siddiq Ali

Lead NCHD

South Tipperary University Hospital



Dr. Shiraz Siddiq Ali and colleagues in South Tipperary University Hospital, undertaking simulation based training

Lead NCHD Programme Updates

Webinars

Leads from around the country come together for monthly webinars arranged by the National Lead NCHD. These are on a variety of themes and the leads can request speakers or topics to be covered.

The first speaker this year was Elaine Birkett, who is an organization development and change practitioner in the HSE. She spoke to us about the Change Guide and **People and Culture Change**. She provided knowledge about the ethos and methodologies of bringing about change in the workplace, which is often the sticking point for getting QI projects off the ground.

In October we held a virtual **Schwartz Round**. This was led by an excellent group of facilitators from the HSE's National Quality Improvement team. The afternoon would not have been possible but for some of our leads who bravely and generously volunteered to tell stories to start the round. Schwartz Rounds deal with the emotional aspects of our work. The feedback from this session was overwhelmingly positive and I would encourage you all to seek out Schwartz Rounds wherever you work, more information is available at <https://www.hse.ie/eng/about/who/qid/staff-engagement/schwartzrounds/>

Novembers session was provided by the Active Bystander Training Company. **Active Bystander Training** is designed to help people to challenge poor behaviours they witness in the workplace. This includes bullying, intimidation, undermining or incivility. The session empowered us and gave us a framework to challenge inappropriate behaviour.



Lead NCHD Programme Updates Increasing awareness of NDTP's work

In October, Dr Kinirons (Medical Director, NDTP) and Dr Herron (National Lead NCHD) were invited to speak at the Saolta group medical grand rounds. They gave a comprehensive overview of the many facets of NDTP's work. Dr Herron detailed the Lead NCHD programme, from inception to current status. She also spoke about the role of leads, their duties and responsibilities and the benefits of taking on the position. The second part of Dr Herron's talk focused on her role as National Lead NCHD. She discussed her responsibility to oversee and embed the Lead Programme along with representing all NCHDs at a senior level in the HSE. This talk was hopefully the first of many, as both Dr Kinirons and Dr Herron try to raise the profile of NDTP and keep doctors informed of the work being done to invest in their education and training. **We will be speaking at the Ireland East Grand Rounds on January 28th and the Tallaght University Hospital Grand Rounds on February 4th.**



NDTP Aspire Post-CSCST Fellowship

The NDTP Aspire (Post CSCST) Fellowship awards resulted from the collaborative efforts of HSE's Acute Hospitals' Division, Mental Health Division, National Doctors Training and Planning (NDTP) and the Post-Graduate Medical Training Bodies in Ireland and are providing funding for 8 Fellowships; 6 in the Acute Hospitals' Division and 2 in Mental Health.

These posts offer a structured educational experience designed to deliver the requirements of a particular subspecialty which are not readily available within HST, a supervisor with authority and accountability for the fellowship post, opportunities for audit and research, and an enhanced salary.

In 2020 the Minister for Health announced additional post CSCST Fellowships for July 2021 which are managed by the Postgraduate Training Bodies. If you are in your final year of higher specialist training, and thinking about fellowship opportunities, please contact your relevant Postgraduate Training Body for information about openings for 2022.

Aspire Fellow in Clinical Informatics in Emergency Medicine, Dr Thomas Mac Mahon gives an update on his role below.

Aspire Fellow in Clinical Informatics in Emergency Medicine Dr Thomas Mac Mahon

As NCHDs working at the coalface, we can often be so immersed in direct clinical care that we have no time to consider wider issues of healthcare organisation. What does my department's budget get spent on? How can we measure any improvement in services? Can I show that increased funding would improve quality? When funding is constrained, those holding the purse strings need to know the answers to these questions before new initiatives will be approved. And as the next generation of consultants, we will need to be able to provide those answers in future. Funding a service based on the work it actually does instead of giving it a lump sum budget every year seems reasonable, with the possibility that meeting quality targets could be rewarded with extra money. Activity based funding (ABF) describes this idea, where payment is made from government funds based on the number and complexity of patients treated. It was introduced for hospital inpatient care five years ago, with plans to roll it out for outpatient and emergency care by 2023.

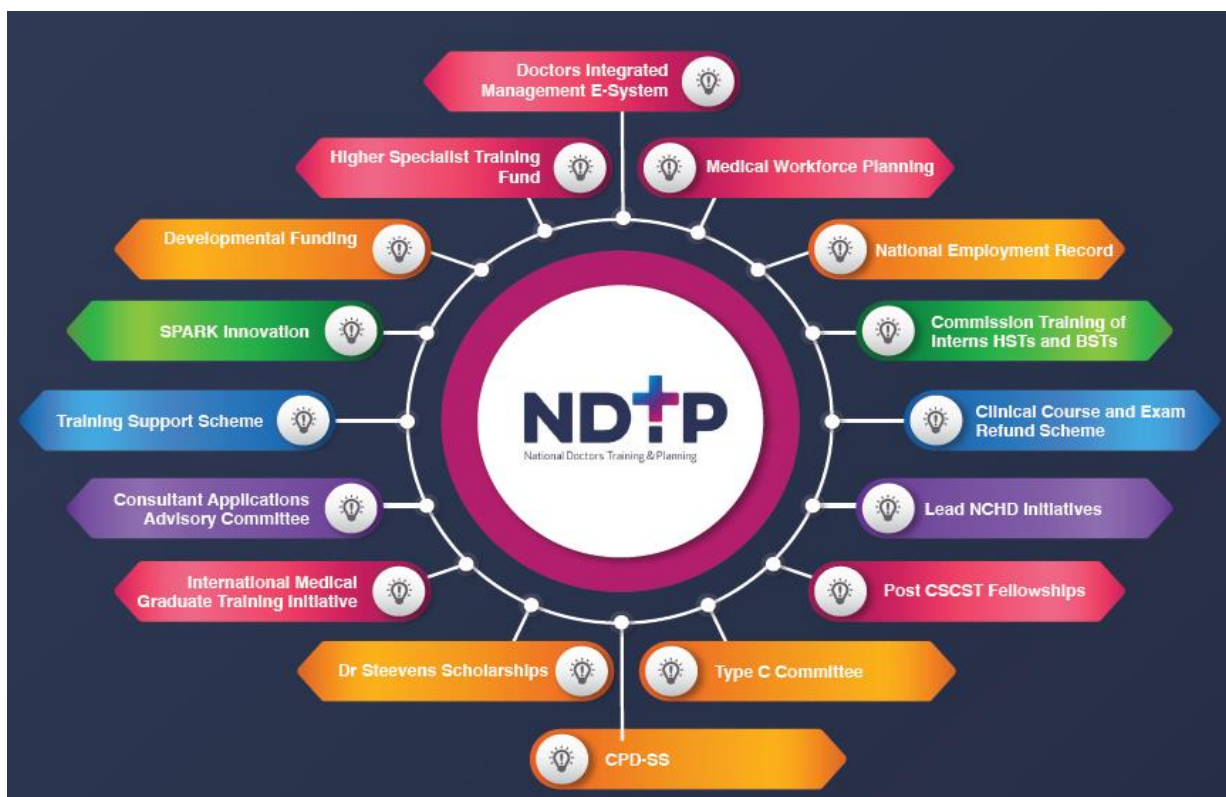
My role as an Aspire Fellow in Clinical Informatics is to help develop the building blocks to make ABF possible for Emergency Departments. Surprisingly, most Irish EDs don't have a clear picture of the diagnoses of patients who attend ED but are not admitted (about a million visits a year). Assigning a discharge diagnosis code for each attendance is needed so the complexity of work done in EDs can be measured. Under ABF, departments with more patient volume and more complexity would attract a fairer slice of funding. Coding would also have practical benefits for service planning, audit and research.

Day to day, I work with the clinicians at the pilot site in the Midland Regional Hospital Tullamore using change management techniques to introduce discharge diagnosis coding, test its implementation on the HSE's integrated Patient Management System and evaluate any refinements needed. I also liaise with the Emergency Medicine Programme and the Healthcare Pricing Office for methodology and data validation, prior to further rollout at other hospital sites in 2022. All of which will eventually help to answer the question of what does a department's budget get spent on!

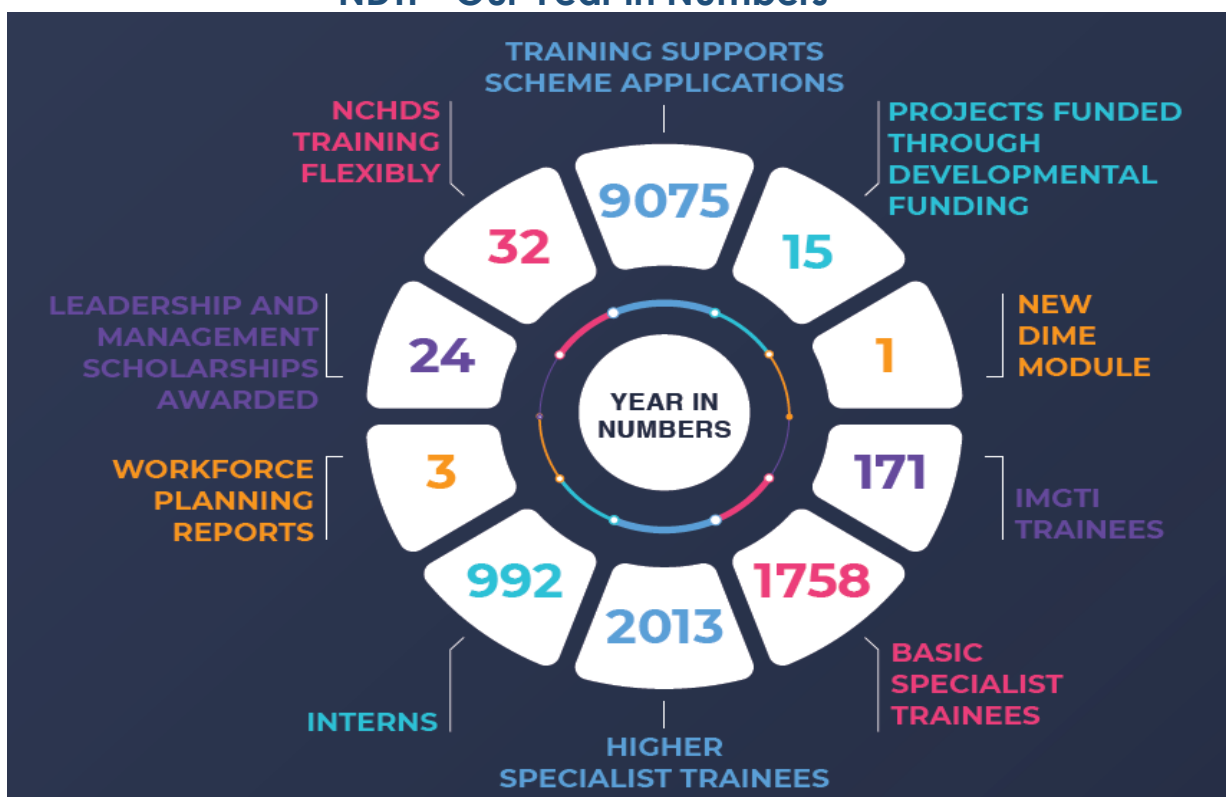


Dr Thomas MacMahon

NDTP – What We Do



NDTP- Our Year in Numbers





Leadership and Management Scholarship

This scholarship provides part-funding to NCHDs pursuing a Master's Degree in Management and Leadership Skills. Applications will open **February 2022**. The funding supports 24 doctors to pursue a Masters – 12 places are part-funded in the 1st year and a further 12 in the 2nd year. Under this scholarship, 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 per year.

Clinician Leadership is recognised as essential in both the delivery of healthcare and the management of the health service. This scholarship is an investment both in the professional development of NCHDs and in the future of the Irish public health service.

For further information and application forms see <https://www.hse.ie/eng/staff/leadership-education-development/met/ed/scholarships/>



Continuous Professional Development Support Scheme CPD-SS

NDTP are delighted to announce the CPD-SS will now facilitate a **second enrolment opportunity**. This will allow those NCHDs not on training schemes, who commenced employment after 31st September, participate from January to July 2022.

The enrolment will be open from 16th of December 2021 until 31st January 2022.

RCPI and RCSI have also introduced a structured pathway option which will allow non-training NCHDs participate on a tailored CPD-SS programme over a period of two years. Further information on these pathways will be available directly from the relevant training body at the time of enrolment.

Please remember you must register with your own Training Body depending on your specialty but once registered you can attend courses provided by all training bodies.

Both the Guidance document and prospectus are available at

<https://www.hse.ie/eng/staff/leadership-education-development/met/ed/pd/>



It's beginning to look a lot like..... **a Spark Update!**

The Spark Innovation Programme would like to wish you all a very Happy Holidays!

Previously an NCHD initiative, over the last two years we have expanded to become truly multidisciplinary with involvement from the Office of Nursing & Midwifery Director (ONMSD) and Health & Social Care Professionals (HSCP).

We are always inspired by our colleagues' willingness to improve the health service despite ongoing pressures from the COVID-19 Pandemic. We are continuously in awe of NCHDs for doing such a fantastic job!

Autumn 2021 Highlights:

Spark Seed Funding Autumn 2021

- A record **158 applicants**
- 85 Teams brought through 4 Design Workshops
- Judging at 6 Live Virtual Pitch Events
- Spark Support and Funding awarded to **38 projects**

MakerLabs

- Collaboration with the National HSE library
- 5 MakerLabs in Connolly Hospital, Cork University Hospital, Galway University Hospital, Midlands Regional Hospital Tullamore and Our Lady of Lourdes Hospital, Drogheda.

Future Events and News:

Hospital Innovation Fund

- Previously known as the Consultant's innovation fund, we have decided to open this initiative to the wider healthcare professional body.
- This initiative offers funding of up to €20,000-€50,000 to encourage innovative changes in a service. Applications open Dec 2021.

Spark Ignite 2022

- We are delighted to continue the Spark Ignite competition in association with HHl.
 - Applications for this competition will open in February 2022.
 - Mentorship and workshops are offered to shortlisted candidates.
- Candidates will then pitch in a dragon's den style format for the title of Spark Ignite winner and prize money.

Design on the Frontline (DOTFL)

- This initiative has changed in format and we are now awarding 12 scholarships to students from 6 different design schools.
- These students will be asked to present a healthcare related solution at our National Showcase on the 27th May.
- Prior to this, we will ask healthcare staff in the HSE to watch their pitches and vote on the best healthcare solution and help us choose the winner of DOTFL.

Fellowships

- We will be opening the application process for the Spark Innovation Programme Fellowship post for NCHDs in January 2022.
 - The Fellowship is a one-year post which begins in July 2022 with changeover.
 - The role will involve driving initiatives which will create and support innovation in the HSE, evaluating projects & allocation of funding, and help direct the path of innovation for your healthcare colleagues.
- This fellowship can be done on a full/part time basis and is paid according to your salary scale. Funding for further education can be offered with this role.

Please check out Twitter @ProgrammeSpark and Instagram @Spark Programme for more or get in touch at spark@hse.ie!

Ivan and Rachel, National Fellows for Innovation and Change 2021-2022



International Medical Graduate Training Initiative

The International Medical Graduate Training Initiative (IMGTI) commenced in 2014 and is a partnership arrangement between participating training bodies abroad, the Forum of Post-Graduate Training Bodies and the HSE. It has two streams, a Scholarship Programme with trainees from Sudan and Pakistan generally at SHO and REG level and a Fellowship Programme with trainees on a fully funded training programme generally at SpR Level.

These doctors are on a two-year training programme – they are trainees and are monitored by the relevant Irish training body in a similar manner to trainees on domestic training schemes. IMGTI is a really great way to provide these doctors with access to clinical experiences and training that they cannot get in their own country. For the Irish health service, these doctors on scholarship take up posts that would otherwise be filled by non-training doctors and the programme eliminates the recruitment burden for Medical HR.

IMGTI is fully supportive of the WHO Code of Practice on the international recruitment of health personnel. Trainees must return to their home country following their training in Ireland and it is only on their return that their training will be recognised.

In July 2021, 71 doctors from Sudan and Pakistan commenced employment on IMGTI. NDTP and other stakeholders are invested in the continued growth and expansion of the programme into other countries and specialties with an increased intake over the coming years.

Further information is available at <https://www.hse.ie/eng/staff/leadership-education-development/met/ed/img/>

Please make our new IMGTI trainees welcome at your site as they adjust to living and working in Ireland!



Emergency Tax

If you are rotating to a new post in January 2022 ask for the **Employer Number** of the new site from your medical manpower department. You can then register your employment with your new site using the **Revenue's Online Service**. This will enable you to avoid being subject to emergency tax by your new employer.



HSE | Research & Development
Strategic Planning & Transformation

Knowledge Translation, Dissemination, and Impact of Research Finding, Creating, Sharing and using Research Knowledge

The Health Service Executive (HSE) Research and Development team have developed a process to support researchers carrying out research in HSE with sharing their research knowledge.

Evidence shows that good quality research can benefit services, staff, and above all our patients.

There are many reasons for sharing research findings. They can:

- make a difference to the patient experience of treatment or care.
- make a difference to our understanding of different conditions and treatments.
- change guidance or policy or influence training.

In addition, a lot of health research uses public funds, so we have a responsibility to show patients and the public how we are using the funding. Research funders also require us to share our research; it is the right thing to do and will help to generate an impact.

The HSE Research and Development team have created a **range of resources** to help researchers get the most impact from their research. These include:

- A YouTube video explaining why sharing and using research is important to HSE and how doing so bridges the gap between research and practice and policy, <https://www.youtube.com/channel/UCWN5MFqd6dUqkwdZC9BDOnQ>
- A series of guides to research dissemination, knowledge translation, and impact <https://hseresearch.ie/research-dissemination-and-translation/>
- Tools and templates for planning your dissemination, stakeholder engagement, and impact

Knowledge Translation and Impact Guides for Researchers



There are also 6 **training modules available in HSELand** which can be taken as a whole or separately and are a great introduction to the process of planning research, engaging stakeholders, planning for sharing research and making an impact.

- What is knowledge translation
- Planning for knowledge translation
- Engaging with stakeholders
- Choosing a knowledge translation framework
- Planning for impact
- Evaluating knowledge translation

For information and advice on any aspect of dissemination, knowledge translation, and impact, please contact: <https://hseresearch.ie>

NCHD E-Portfolio

The principal objective of the E-Portfolio will allow NCHDs who are not on a formal training scheme have access to a generic standard document to record their training and career development. It also gives the opportunity to have their experience validated by their supervising Consultant where applicable.

All NCHDs will be able to access the E-Portfolio, however it is principally aimed at Non Training Scheme Doctors.

The E-Portfolio, which launches in Sept 2021, will allow NCHDs to record their experience under a number of headings and will enable them to generate a Logbook.



Seirbhís Sláinte
Níos Fearr
á Forbairt

Building a
Better Health
Service

NDTP



NER NCHD E-Portfolio

The principal objective of the E-Portfolio is to allow NCHDs who are not on a formal training scheme have access to a generic standard document to **record your training and career development**. It also gives you the opportunity to have your experience **validated by your supervising Consultant** where applicable. The E-Portfolio allows you to record your experience under multiple headings and enables you to generate a **Logbook**. All NCHDs can access the E-Portfolio, however it is principally aimed at Non Training Scheme Doctors. **It is free and available on your NER. Check it out!**

The E-Portfolio allows you to record your experience under the following headings:

- **Clinical experience**
- **Procedures**
- **Assessments**
- **Training plans and reviews**
- **Education and personal development**

NCHDs have the ability to email their experiences in specific categories to their supervising Consultant for verification. The Consultant will receive an email containing a secure link which allows them to view and verify the NCHDs E-Portfolio entry. This is a quick streamlined process which takes a minimal amount of time for your Consultant.



University Hospital Limerick Group NCHD Conference 2022

ULHG held its first NCHD Conference in 2021. Over 150 research projects were submitted. The conference was an outstanding success. This is the only conference of its type in Ireland and won the top prize at the 2021 Lead NCHD Award Ceremony.

Following on from the success of the conference, the NDTP Training Lead office and NCHD Leads plan to make this an annual event. **Our next NCHD conference is planned for February 2022.**

University Hospital Limerick Group NCHD Conference 2022

The opening date for abstracts for the NCHD Conference 2022 is the **1st December**. Closing date for abstracts will be the **14th January**. The 2022 NCHD Conference is taking place on the **24th February**.

The format for the NCHD conference 2022 is:

A poster section for all submitted abstracts

Also a platform session for the best abstracts submitted in:

- Anaesthetics
- Emergency Medicine
- Medicine
- Surgery
- Paediatrics
- Psychiatry
- Obstetrics and Gynaecology
- Radiology
- The Intern Network

Prizes:

An engraved silver medal for the best abstract in each department and a €300 prize.

The overall winner of the platform session will get an engraved gold medal and a €1000 prize.



Library Access

Did you know you have free access to the BMJ and point of care tools like BMJ Best Practice, Clinical Key, Cochrane reviews and UptoDate through the HSE library resources? **You will find more information at the following link <https://hselibrary.ie/dr-steevens-hospital-library-dublin/>**



National GP Directory for NCHDs, Trainees and Interns

The National GP Directory, compiled by the ICGP, lists GPs who have indicated that they have capacity to register NCHDs seeking a GP within their locality during their clinical rotations.

- Self-care is important for all doctors
- Self-treatment is not compatible with good self-care
- Accessing GP care in a timely manner supports good health outcomes

The GP Directory makes registration as a patient easier, considering the rotational nature of training for doctors. **For more see**

https://www.icgp.ie/go/in_the_practice/doctors_health/national_gp_directory_for_nchds



National Employment Record

The NER was developed by the HSE-National Doctors Training & Planning to minimize repetitive paperwork requirements for NCHDs and eliminate as much duplication as possible when rotating employers.

Your NER is completely **private, confidential and secure**. The information contained within your NER is only available to you and your relevant employer/ prospective employer or Occupational Health Department. HR data is only visible by your Medical HR/Manpower Department. Occupational Health data is only visible by your Occupational Health Department.

Don't forget to log in to your NER account and update your **mandatory training certificates**. ACLS/BLS/PALS, compass/NEWS, GDPR, hand hygiene, patient handling, sepsis, fire safety, haemovigilance training, open disclosure, radiation protection and children first training certificate. You can also upload **HR documents** and apply for your **TSS** and **CCERS** funding.



Coaching

A free, confidential service available to HSE staff. Provided by professional coaches.

You may wish to consider coaching if you:

- Have been recently promoted
- Are exploring your career progression
- Are dealing with conflict
- Are feeling "stuck" in your current role
- Would like to increase your self confidence
- Are managing change
- Need to improve your work-life balance
- Are feeling stressed

For further information see <https://healthservice.hse.ie/staff/training-development/training/coaching.html>



The HSE **Employee Assistance Programme (EAP)** is a work-based support service for staff and the organization. This is a confidential, independent service. It supports employees with psychological issues. These issues may be personal or work-related, affecting your job performance or home life. **The service is free, confidential and available to all HSE employees.**

Funding support

- **Clinical Course & Exam Refund Scheme (CCERS):**

- Provides funding towards an approved list of courses and exams (list online)
- All doctors employed under the 2010 NCHD contract are eligible to apply
- The full cost of an approved examination/course is eligible to be refunded
- Make an application for payment through the CCERS section on your NER account

- **Training Supports Scheme (TSS):**

- Can be used to claim for exams, courses or conferences which satisfy the TSS eligibility criteria (available online)
- Make all applications under the TSS section of your NER account
- Annual amount available:

Grade	Amount
Intern	€750
SHOs and Registrars	€1250
SPRs/GP Registrars/Psychiatry SRs on a training scheme	€2000

- **Specialist Training Fund:**

- For higher specialist trainee / GP trainee years 3 & 4 and streamlined trainee years 3-8 (ST3-8)
- Can be used to support participation in relevant educational and training events; to support the purchase of specialist medical equipment specifically required as part of HST training programme and for the purchase of textbooks
- Return the completed form to your postgraduate medical training body

Entrustable Professional Activities for Internship



Introduction to the EPA Framework for the Internship Programme



Click on
QR Code to
view video

The internship year for training in Ireland is being modernised with a new competency-based framework of Entrustable Professional Activities (EPAs), with a set of tools for workplace-based assessment.

EPAs

1. Clerk a patient



2. Request and interpret basic investigations



3. Perform essential procedural skills



4. Manage the work of in-patient care



5. Prescribe and manage drugs and fluids



6. Recognise and manage the deteriorating/ acutely unwell patient



7. Handover and discharge patient



Introduction to the EPA Framework for the Internship Programme:

<https://www.youtube.com/watch?v=2XNu-NjVgZU>

Entrustable Professional Activities – EPAs:

<https://www.youtube.com/watch?v=V0Ku8XKbKlc>

Entrustable Professional Activities – EPAs



Click on
QR Code to
view video

Entrustable Professional Activities (EPAs) are units of professional practices or essential tasks that a trainee can be trusted to perform without direct supervision, once sufficient competence has been demonstrated.



Self-Care is Vital when Caring for Others

5 Tips To Help Manage Stress

Take a Moment for You
Focus on your breathing to reduce adrenaline release. Breathe mindfully, and you will notice the effect on your body.

Try to Rest
When possible, try to switch off and sleep when you can.

Try to Get Outside
If you normally exercise, try to fit some in. Even taking a walk outside will help.

Don't Forget to Eat
It's easy to miss meals when you're busy. Have you had lunch? Maybe a healthy option?

Stay Hydrated
Try replacing a sugary drink or coffee with a bottle of water. Hydration is good for mental and physical health.

Try to Stay Connected
Keep in touch with friends and loved ones by phone or video chat.

Employee Assistance Program
[Click here for Contact Details](#)

GET INVOLVED!

Do you have an article you would like to submit for the next edition of the NCHD newsletter?

If you have undertaken a QI project or led an initiative to improve working conditions or wellbeing for NCHDs I would love to hear from you

Email
NL.NCHD@HSE.IE



@NDTP_HSE

Upcoming Events

<https://www.anaesthesia.ie/education-events/cpd-events-calendar/>

<https://www.rcsi.com/dublin/news-and-events/events>

<https://www.rcpi.ie/news/calendar-of-upcoming-courses-and-events/>

<https://www.icgp.ie/go/search?w=events>

<https://healthservice.hse.ie/staff/news/general/events-and-training-opportunities.html>

<https://www.irishpsychiatry.ie/courses-and-events/>

<https://www.eyedoctors.ie/news-events/>

<https://www.radiology.ie/conferences/upcoming-events2>