



Seirbhís Sláinte
Níos Fearr
á Forbairt

Building a
Better Health
Service

NCHD NEWSLETTER



@NDTP_HSE

Issue 3: March 2022

In this issue:

Letter from the National Lead

Lead programme updates

Webinars

Grand Rounds

Trainer lead updates

UHL NCHD conference

Trainer Lead Fund

UHW Sim lab

Spark Innovation Programme

Flexible Training Opportunities

Women in Cardiology Group

Dr Richard Steevens' Scholarships

Leadership and Management Scholarship

NDTP announcements

IMGTI

E-Portfolio

NER

Mandatory Training Matrix

EAP

Coaching

Cycle to work scheme

HSE Change Guide

Quality and Patient Safety Resources

GP for every NCHD

Library access

Career break

Funding support

Self-care

Get involved

Up-coming events

Letter from the National Lead NCHD

Hi everyone, I hope you are all keeping well. Hopefully with the lifting of restrictions we can all start to enjoy the longer sunnier days ahead.

This is my 3rd edition of the NCHD newsletter, the year is certainly going by quickly! The Lead NCHD programme has expanded again this year, with 81 leads appointed. I have been presenting, together with Dr Kinirons, at Grand Rounds around the country to spread the word about NDTP's work and the benefits of the Lead NCHD programme. We are planning more site visits soon, hopefully I will have the opportunity to meet with some of you face to face.

The newsletter once again includes details of support schemes for you, such as the Employee Assistance Programme, and information on your funding supports. If you are not on a training scheme I would encourage you to use the free E Portfolio/ Logbook which NDTP have developed for you, page 15 and please take some time to ensure you are up to date on your mandatory training, page 17.

You can find out more about all NDTPs initiatives at our website <https://www.hse.ie/eng/staff/leadership-education-development/met/>.

If there is anything you would like more information on for the next newsletter, please feel free to contact me at nl.nchd@hse.ie

Caroline

Dr Caroline Herron
National Lead NCHD

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.

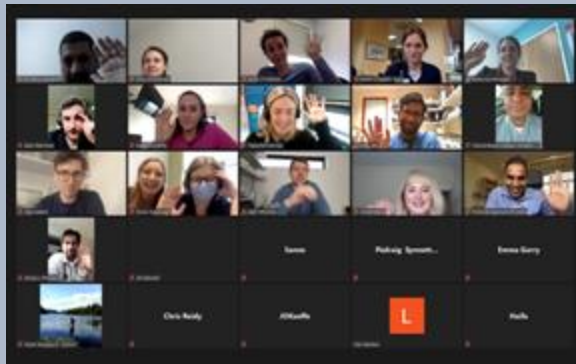
The first speaker this year was Elaine Birkett, who is an organization development and change practitioner in the HSE. She spoke to us about the Change Guide and **People and Culture Change**. She provided knowledge about the ethos and methodologies of bringing about change in the workplace, which is 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/>

November's 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.

The leads were joined by Professor Des O'Neill, Dr Niamh Humphries and Dr Grainne McNally for a webinar in December. The focus of that talk was on **NCHD wellbeing**. Professor O'Neill spoke eloquently about strategies to address unsupportive trainers. You can read more about that in his editorial for the Irish Medical Journal <http://imj.ie/the-problem-trainer/>. Dr Humphries has published extensively as part of the Hospital Doctor Retention and Motivation Project, <https://www.rcpi.ie/hdrm/>, she gave an excellent overview of her work on the experiences of hospital doctors during the pandemic. Dr Grainne McNally is a specialist in Occupational Health Medicine and spoke about the challenges facing NCHDS around occupational health issues and where to seek support. She also outlined her research on the HEWE study, The HEalth and WElbeing effects of a disciplinary process on doctors in Ireland.

February saw us prepare for interview season with an excellent session on **interview skills** from Jo Irwin of i4 training. Jo hosted an interactive session where all the leads got an opportunity to work on selling themselves in an interview and learned tips, tricks and techniques to answer any question thrown at them! Upcoming sessions for the leads will focus on the transition from trainee to consultant and on negotiation skills in the workplace.



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 NDTPs 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.

In January, a talk about NDTP's work was given at the Ireland East Hospital Group Grand Rounds, where Dr Kinirons and Dr Herron were joined, for a panel discussion, by various stakeholders involved in medical education and training, such as the Trainer Leads, Chief Academic Officers, the Medical Intern Unit and the Irish Medical Council. Tallaght University Hospital invited NDTP to speak at their grand rounds in February and they will speak in Beaumont Hospital in April.

These talks are important 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.

Lead Programme Updates

Trainer Lead Updates



University Hospital Limerick NCHD Conference

The second and now annual NCHD conference was held in University Hospital Limerick on February 24th 2022 to great success. The NCHD conference aims to help NCHDs enhance research experience, while providing an opportunity to present their research, audit and quality improvement projects from their training year at University Limerick Hospital Group.

Despite another busy year with COVID 19, over 150 diverse research projects were submitted across the disciplines of Medicine, Surgery, Paediatrics, Obstetrics & Gynaecology, Anaesthesia, Radiology, Emergency Medicine, Psychiatry and the Intern Network. After a rigorous selection process by senior academics, 9 winning abstracts were chosen as the best in their specialty. The winners from each of these 9 specialities presented on the day to a panel of judges which led to an interesting afternoon of talks and a chance to meet colleagues from all disciplines. The best presenter on the day won a €1000 All4One voucher and an engraved gold medal.

The platform presentations were complimented by E-poster viewing sessions which ran throughout the day. The posters were also judged with prizes for the best three posters up for grabs. Prizes included a €100, €200 and €300 One4All voucher.

The conference was opened by UL Hospitals Group CEO, Prof Colette Cowan who acknowledged the hard work and dedication of all NCHDs since the onset of the COVID-19 pandemic. “NCHDs are the lifeblood of our hospitals and make such a tremendous contribution to the care of our patients across the region. Throughout their clinical careers at UL Hospitals Group they have all shown great leadership, courage and resilience when faced with very challenging circumstances,” said Prof Cowen.

Taking home the top prize at the conference was Dr Niall Dalton for his research on Barriers to Physical Activity and Quality of Life indicators in children with type 1 diabetes.

University Hospital Limerick NCHD Conference

According to his research, almost nine in ten children attending the paediatric diabetes clinic in UHL were achieving sixty minutes of physical activity per day in spite of the barriers presented by the condition. However, some of the participants did acknowledge that the risk of hypoglycaemia was identified as a major barrier to engaging in physical activity. Understandably, this finding reflects the metabolic challenges associated with activity engagement for children and young people with type 1 diabetes.

“It was a great honour to take home the top prize at the conference for my research on the effects of Type 1 diabetes on quality of life for paediatric patients. Type 1 diabetes is one of the most prevalent chronic health conditions in youth with a rising incidence. Management regimes are often complex and demanding, leading to significant stress for children and their families and potentially decreasing the quality of life for all involved. Type, duration and intensity of physical activity will influence metabolic response in T1D, and careful planning is required to prevent severe episodes of hyperglycaemia or hypoglycaemia. One of the goals of paediatricians is to minimise the impact disease and chronic conditions have on our patients, to afford them the same experiences and opportunities as the rest of their peers. We therefore sought to investigate potential barriers to physical activity, as physical activity has been shown to improve diabetes management and overall improve the quality of life for these children”, said Dr Dalton.

The prize for best poster on the day went to Dermatology registrar Dr Emma Porter for her poster on “Epidemiology of Dermatomycosis in the Mid-West of Ireland: A 20-year single-institution retrospective review.

The NCHD conference is spearheaded by Training Lead at UL Hospitals Group, Dr John McManus who is committed to enhancing education and research at UL Hospitals Group. “This has been an extraordinary year of challenge for all healthcare workers, and the NCHDs have been at the forefront of these challenges on a daily basis. To have the resourcefulness and foresight to bring these projects, is a huge testament to these individual award winners and all those who supported them. The breadth and depth of the submissions for this year’s conference is a testament to the tenacity of our NCHDs,” said Dr McManus

The NDTP Training Lead Office in UL Hospital Group and the NCHD Leads plan to build on the success of the 2022 conference and to further develop it to ensure its continued success in the future.

University Hospital Limerick NCHD Conference



Delegates enjoying the 2022 UHL NCHD Conference



CEO Professor Colette Cowan and Dr John McManus



Overall poster winner - Dr Emma Porter
Gold medal winner - Dr Niall Dalton

Lead Programme Updates

Trainer Lead Updates

NDTP Lead trainers Fund

Just before Christmas, Prof John Cooke & Dr Orla Crosbie, NDTP Training Leads for the South/South West Hospital Group and Prof Helen Whelton, Chief Academic Officer, SSWHG had the great pleasure of notifying 14 teams across the Group that their application to the NDTP Lead trainers Fund 2021 had been successful. The projects were diverse and each of them below, shows great potential.

Starting at University Hospital Waterford, their Obstetric Department received funding to develop a **Surgical Skills Laboratory** and the Vascular Surgery Department received seed funding to launch an NCHD-led **Vascular Academic Society**.

The Mercy University Hospital, Cork are to launch a **Deteriorating Patient Simulation Project** with their funds and also received funds to pilot a new way of working with an **IT Access Expansion Project for NCHDs**.

Cork University Hospital received funding for a **Clinical Task Management & Handover System**, a **Plastic Surgery Skills Simulation Workshop**, and equipment for **Microsurgical Ophthalmology** and a **Radiology Department Smart Phone App**.

The team at Bantry General Hospital will use their funding to purchase **Procedural Skills Simulation equipment** for the Department of Medicine.

Mallow General Hospital received funding to purchase an **Audio Visual Suite** for improved NCHD access to online training opportunities.

The Department of Dermatology at the South Infirmery/Victoria University Hospital, Cork will use the funding to launch a **21st Century Dermoscopy Training Programme**. The Dermatology Department at UHW will also join them on the project.

The SAFEMED team were funded to develop a **Real-Time Resilience Technology** for NCHDs working throughout the SSWHG.

NDTP Lead trainers Fund

Last but not least, the team at University Hospital Kerry received funding to begin the development of an **NCHD Wellness Hub**.

Finally, there was enough money left over to run the very successful **SimStars** again this year. SimStars is a competition to develop in-situ simulation scenarios for the SSWHG and the 2022 competition will launch shortly.

Prof John Cooke & Dr Orla Crosbie would like to thank all the entrants for taking the time to enter the funding competition and wish them well in their various projects. We look forward to hearing how they have improved the training & overall NCHD experience in the SSWHG. Thanks also to the other members of the adjudicating panel for their time & input - Prof Helen Whelton, Chief Academic Officer, SSWHG, Dr Aoife O'Sullivan, Lead NCHD, CUH & Dr Chris Reidy, Lead NCHD, UHW.

Trainer Lead Updates

University Hospital Waterford Gerontological Simulation Laboratory

The Department of Medicine for the Older Adult in University Hospital Waterford are developing a **gerontological simulation laboratory**. The purpose of the lab is to teach gerontological principles to doctors, nurses and HSCPs who have not benefitted previously from specialist training in the care of older adults. The project is a collaboration between UHW, Community Healthcare Organisation-5, and the Integrated Clinical Programme for Older People (ICPOP), Royal College of Physicians of Ireland and the UCC ASSERT Centre. **Funding was provided by the NDTP Development Fund 2021 in partnership with HSE CHO-5.** The laboratory will incorporate high-fidelity video and audio-recording facilities allowing real-time monitoring of scenarios with detailed debrief opportunities subsequently. **The HSE & ICPop have provided two years funding for a MD student to explore the core competencies that should be taught to non-gerontological healthcare workers. They will then develop a suite of simulation scenarios targeted towards those competencies.** The simulation laboratory is expected to be commissioned by July 2022.



Spark Innovation Programme Updates

- Spark Hospital Innovation Fund – 84 applications being processed for shortlisting
- Spark Ignite 2022 Competition
- Spark Summit and Frontline Innovation Awards 2022 - Thursday 16th June 2022
- Design Thinking Talks – 10th and 15th March - over 300 attendees registered
- Spark Ignite has been nominated as a finalist for the CIPD Ireland HR Awards – Category: Employee Engagement and Trust – Final & Awards Ceremony on the 25th March 2022

Please check out Twitter [@ProgrammeSpark](#) and Instagram [@Spark_Programme](#) for more or get in touch at spark@hse.ie!

Dr Rachel McNamara, National Fellow for Innovation and Change 2021-2022

Flexible Training

NDTP are committed to the continued support for initiatives that facilitate flexible training and less than fulltime working (LTFT) for trainees.

For the 2021/22 training year a new job sharing arrangement, in addition to the National Flexible Training Scheme was piloted with some of the post-graduate training bodies to facilitate some trainees interested in LTFT working. In these arrangements the training body works with trainees to design bespoke LTFT arrangements; whereby two trainees share one full-time post. Each trainee can work more or less than 50%. The potential benefits of this scheme include improved work life balance, the opportunity to spend more time with your family or children, the opportunity to work more than 0.5 WTE but less than full time and potential overlap for the team thereby leading to a better staffed service.

For the 2022/23 training year this pilot will be extended to include all post-graduate training bodies, if you are interested in LTFT working then please register your interest by contacting your relevant Training Body.

Women in Cardiology

This year a group of female trainees in cardiology commenced a subgroup in the Irish Cardiac Society called **“Women in Cardiology (WiC)”**, in response to gender disparities noted in cardiology. In Ireland, only 8% of cardiology consultants are female as per the 2020 HSE medical workforce report, in contrast to the European average of 28%. Gender ratios in medical school are 1:1, however this is not translated to Cardiology SpR applications. The WiC subgroup seek to understand why these disparities exist, and aim to increase awareness, improve participation and support women in cardiology within Ireland.

We undertook a questionnaire entitled “Perceptions of Equality, Flexible working and Mentorship amongst Irish Cardiology trainees and consultants”, which was emailed to all cardiology consultants and trainees registered or affiliated with the Irish Cardiac Society.

The results were summarised and presented at the ICS Annual Scientific meeting 2021. There were 94 respondents, with a 50/50 split being male and female, and the majority were white (83%). Complete results are available online, but notable results show **a large proportion would like to work less than full time (LTFT) at 53.2%, 48% of all respondents reported they had experienced bullying and the majority felt there were inadequate support structures in place to address the issue, while 93.75% of ethnic minorities reported experiencing discrimination. A total of 78.7% of females reported experiencing sexism**, with 85% of females and 53.2% of males reporting it was harder to train in cardiology for female trainees than their male counterparts. Overall, our results unfortunately highlighted a concerning level of discrimination, bullying and lack of support structures in cardiology.

Following the gathering of this information we plan to increase awareness of WiC, have commenced a mentorship program, and plan to schedule education sessions and engage with the national specialty training directors to address root causes of gender disparity. We will advocate the trainee suggestions made via the questionnaire to improve training and support structures, and will work to eliminate bullying and discrimination in cardiology in Ireland.

We feel this endeavour is worth highlighting to other specialities who may be interesting in considering a similar initiative, as gender disparity is not exclusive to cardiology. If you have any advice, queries or comments please contact us at lbrandon87@gmail.com.

Alice Brennen, Beth Wong, Deepti Ranganathan, Lisa Brandon and Stephanie James



HSE – NDTP awards Dr Richard Steevens’ Scholarships

The National Doctor’s Training and Planning Unit (NDTP) has announced the awarding of four scholarships and three bursaries under the Dr Steevens’ Scholarships Programme for 2022.

Since the establishment of Dr Steevens’ Scholarship programme by the HSE in 2007, trainees with a strong track record in clinical practice have been given the opportunity to undertake a clinical fellowship abroad in an area of practice where specialist training is either limited or unavailable in Ireland. This has enabled a cohort of trainees to access international centers of excellence where new, exciting advancements in patient care have developed.

Applications for the Dr Steevens’ Scholarship and Bursary in 2021 were of a notably high calibre and many excellent proposals were considered by the expert assessment panel comprising of Professor Brian Kinirons, Director, National Doctors Training and Planning (Anaesthesiology), Dr Consilia Walsh, National Doctors Training and Planning (Psychiatry), Ms Deborah McNamara (Surgery), and Professor Edward McKone (Medicine).

After due consideration four Scholarships were awarded to the following outstanding candidates:

- **Dr Aisling Looney**, SpR in Surgery
- **Dr Fionnuala Cox**, SpR in Immunology
- **Dr Kris Hughes**, SpR in Paediatric Surgery
- **Dr Roisin O’Cearbhaill**, SpR in Radiology

In addition to the prestigious and highly competitive Dr Richard Steevens’ Scholarships the NDTP HSE have also awarded three Bursaries in 2022. Out of the rich pool of talent the following three HSE doctors were awarded a bursary:

- **Dr John Buckley**, SpR in Cardiology
- **Dr Patrick Moloney**, SpR in Neurology
- **Dr Sinead Maguire**, SpR in Rheumatology



Leadership and Management Scholarship

This scholarship provides part-funding to NCHDs pursuing a Master's Degree in Management and Leadership Skills. NDTP will be accepting applications for the Leadership and Management scholarship from **Monday the 14th of February until Monday the 21st of March.**

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 unmistakeable. **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 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 management and leadership roles to undertake a formal qualification.
- Prepare doctors for management and leadership 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.
- 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.

Leadership and Management Scholarship

It is expected that the Masters 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.

Further information is available on the NDTP website [here](#)



NDTP Announcements

Training Support Scheme

The rollover of TSS balances will end on 10th July 2022. The normal rules around no rollover shall apply from the 2022 training year onwards.

The TSS rollover was in place specifically due to the additional service demands and cancelled or rescheduled courses/conferences/exams during the Covid-19 pandemic which impacted NCHDs ability to utilise their TSS balance during this period.

Continuous Professional Development – Support Scheme

In conjunction with the Forum and Training Bodies, NDTP offered non-training scheme doctors a second opportunity to enrol on CPD-SS during December/January in addition to the original enrolment dates from July to September each year. This opportunity allowed over 200 NCHDs register before the end of January in addition to over 1,690 who had previously enrolled. **Given the uptake was so well received this year NDTP have agreed to continue this second enrolment opportunity annually.**



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 recognized.

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/>

Let's continue to make our new IMGTI trainees welcome in our hospitals as they adjust to living and working in Ireland!

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

ND+P



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.



National Employment Record (NER)

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.

In January 2022 a Mandatory Training Matrix Document was issued to all NCHDs. This document was compiled by Medical Manpower Managers with input from National HR, NDTP and NCHD representation.

The guide was developed to assist you with identifying what training you need to complete, where you can complete the training, how often you should seek re-certification and approximately how long it should take to complete training. This information has been summarized in a matrix style format for your convenience. While this is not a finite list, it includes the main training requirements for NCHDs.

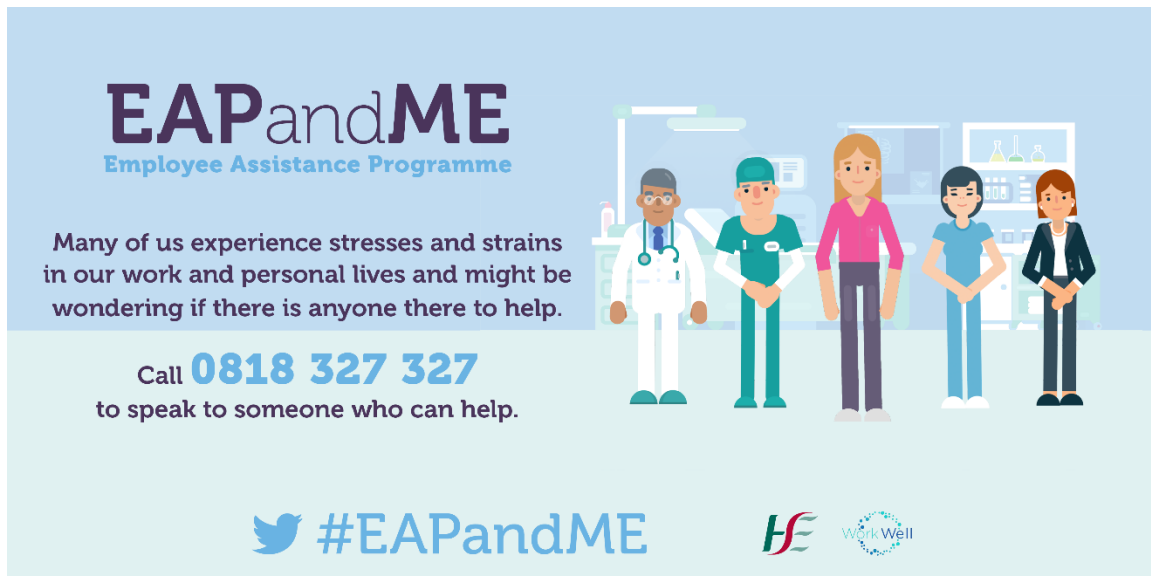
Please be aware that this document will act as a guide only and in some instances training requirements will vary from clinical site to clinical site as well as within a given specialty. Methods of delivery of mandatory training may also differ by clinical site.

Please ensure that you review your NER account as soon as possible to ensure all applicable **mandatory training certificates are uploaded** for your Medical HR verification. You can also upload **HR documents** and apply for your **TSS** and **CCERS** funding.

Should you require any assistance with how to upload a document please see our website which has user guides that will explain this process

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


Mandatory Training	Approximate Duration of Training	Training Delivered	Re-Certification Period	Intens	Senior House Officers	Registrars	Senior Registrar	Specialist Registrars
ACLS	2 Days	On Site Session / External Provider	Every 2 Years	✓	All NCHDs carrying the cardiac alert beep as well as all NCHDs in Cardiology, Anaesthetics and Emergency Medicine.	All NCHDs carrying the cardiac alert beep as well as all NCHDs in Cardiology, Anaesthetics and Emergency Medicine.	All NCHDs carrying the cardiac alert beep as well as all NCHDs in Cardiology, Anaesthetics and Emergency Medicine.	All NCHDs carrying the cardiac alert beep as well as all NCHDs in Cardiology, Anaesthetics and Emergency Medicine.
APLS	2 Days	On Site Session / External Provider (Site specific training for Neonatal Resuscitation Programme (NRP) will apply)	Every 4 Years	NCHDs in Paediatric hospitals or departments (confirm with your MMM/Clinical Supervisor)	NCHDs in Paediatric hospitals or departments (Confirm with your MMM/Clinical Supervisor)	NCHDs in Paediatric hospitals or departments (Confirm with your MMM/Clinical Supervisor)	NCHDs in Paediatric hospitals or departments (Confirm with your MMM/Clinical Supervisor)	NCHDs in Paediatric hospitals or departments (Confirm with your MMM/Clinical Supervisor)
BLS	3 Hours	On Site Session	Every 2 Years	✓	✓	✓	✓	✓
Children's First	1.5 Hours	An introduction to Children First www.hseand.ie	Every 3 Years	✓	✓	✓	✓	✓
Data Protection (GDPR)	30 Mins	The Fundamentals of GDPR www.hseand.ie	N/A	✓	✓	✓	✓	✓
Fire Training	0.5 Day	On Site Session / Online Session	Every 2 Years	✓	✓	✓	✓	✓
Haemovigilance Training	1 Hour	NHS Learn-pro UK online theory module http://nhs.learnpro.uk	Every 2 Years	✓	✓	✓	✓	✓
Hand Hygiene	30 Mins	AMRIC Hand Hygiene www.hseand.ie	Every 2 Years	✓	✓	✓	✓	✓
INEMS/INEMS/PEWS/EMEMS	1 Hour (INEMS) 1 Hours (EMEMS)	1. Irish National Early Warning System (INEMS) V2: Doctor Focus 2. Irish Maternity Early Warning System (IMEMS) www.hseand.ie 3. PEWS and EMEMS may be delivered on site	Advised Every 3 Years	All (Except Pathology) – EWS certification as relevant to your specialty	All (Except Pathology) – EWS certification as relevant to your specialty	All (Except Pathology) – EWS certification as relevant to your specialty	All (Except Pathology) – EWS certification as relevant to your specialty	All (Except Pathology) – EWS certification as relevant to your specialty
MAPA (Management of Actual/Potential Aggression)	1 day	On Site Session	Every 2 years	Psychiatry only	Psychiatry only	Psychiatry only	Psychiatry only	Psychiatry only
Mental Health Act 2001	2 hours	Mental Health Act, 2001 www.hseand.ie	N/A	Psychiatry only	Psychiatry only	Psychiatry only	Psychiatry only	Psychiatry only
Open Disclosure	45 Mins (Module1) 40 Mins (Module2)	1.HSE Open Disclosure: Module 1 - Communicating effectively through Open Disclosure 2.HSE Open Disclosure: Module 2 - Applying Principles to Practice www.hseand.ie	Every 3 Years	✓	✓	✓	✓	✓
Patient Handling	1 Hour (Theory) 3 Hours (Practical)	Theory: Manual Handling and People Handling e-learning Theory Module www.hseand.ie Practical: On Site Session also	Every 3 Years	✓	✓	✓	✓	✓
Radiation Protection	1 Day	On Site Session	N/A	Confirm with your MMM/Clinical Supervisor/Radiation Protection Officer	Confirm with your MMM/Clinical Supervisor/Radiation Protection Officer	Confirm with your MMM/Clinical Supervisor/Radiation Protection Officer	Confirm with your MMM/Clinical Supervisor/Radiation Protection Officer	Confirm with your MMM/Clinical Supervisor/Radiation Protection Officer
Sepsis	1 Hour	Introduction to Sepsis Management for Adults including Maternity www.hseand.ie	Every 3 Years	All NCHDs working in acute care settings involved in the early recognition and treatment of sepsis in both the pregnant and non-pregnant adult.	All NCHDs working in acute care settings involved in the early recognition and treatment of sepsis in both the pregnant and non-pregnant adult.	All NCHDs working in acute care settings involved in the early recognition and treatment of sepsis in both the pregnant and non-pregnant adult.	All NCHDs working in acute care settings involved in the early recognition and treatment of sepsis in both the pregnant and non-pregnant adult.	All NCHDs working in acute care settings involved in the early recognition and treatment of sepsis in both the pregnant and non-pregnant adult.





EAPandME
Employee Assistance Programme

Many of us experience stresses and strains in our work and personal lives and might be wondering if there is anyone there to help.

Call **0818 327 327**
to speak to someone who can help.

 **#EAPandME**

Employee Assistance Programme (EAP)

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.

Call 0818 327 327 to speak to someone who can help.

Inspire Workplaces are the external staff counselling partner of the HSE. All HSE employees have access to Inspire Hub. You can log onto Inspire Hub at any time to access a host of online resources that may be also helpful to you while you are awaiting your appointment with a counsellor or deciding if you want to proceed, <https://www.inspiresupporthub.org/HSE-EAPandME>

EAP counselling is usually a short-term service. If you use the EAP service, initially you will be offered up to 6 sessions.

EAP counselling is a confidential service. No information about your issue will be given to anyone without your written consent

The EAP counselling service uses internal and external practitioners, all counsellors are accredited.

For more information please see:

<https://healthservice.hse.ie/staff/benefits-services/benefits/counselling.html>



Coaching

Coaching is a free confidential service available to staff working in the HSE.

The service is provided by professional coaches who have completed an accredited coach training programme.

Coaching aims to support people when they want to bring about personal or professional change in their lives or work, to shift their perspective, reflect on their choices and realize their individual potential.

Coaching is future focused and offers support, encouragement, challenge and feedback.

Coaching is not counselling, therapy, mentoring, consulting, training or advice giving.

All coaching applications are treated in the strictest of confidence.

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

All staff, irrespective of grade or discipline, working in the HSE can avail of coaching

You will need to complete an application form and will then be allocated a coach

4-6 one to one sessions, with each session lasting an hour are provided

For further information you can call 046-9251340 or email hr.nationalcoachingservice@hse.ie, additional information and application forms are available at

<https://healthservice.hse.ie/staff/training-development/training/coaching.html>

Cycle to work scheme

The Cycle to Work Scheme is a tax incentive encouraging employees to cycle to and from work.

Under the scheme, employers pay for bicycles and bicycle equipment for their employees. The employee pays their employer back through a salary-sacrifice arrangement.

Rates:

The scheme covers bicycles and equipment up to the value of €1,250 from approved suppliers. You can use the scheme once in any 4 year period.

How to pay for the bicycle and equipment:

The HSE pays for the bicycle and equipment and sets up a salary-sacrifice arrangement. This cannot be for more than 12 months. You select the equipment you wish to buy from an **approved supplier**. The supplier invoices the HSE directly. The bicycle and equipment must be purchased at the same time from one supplier. Repayment for the bicycle and equipment gets deducted from your gross salary. These deductions are made weekly, fortnightly or monthly. This depends on your salary payment arrangement.

Qualifying Journeys:

You should use the bicycle mainly for qualifying journeys. This means the whole or part of a journey between your home and your work place.

How to apply:

- Download an application form for your area
- Have your line manager sign the form
- Choose a bicycle and equipment from an approved supplier
- Send the completed form to your local scheme co-ordinator
- The supplier invoices the HSE directly
- Once payment is processed, they will contact you to arrange collection of the bicycle and equipment
- All repayments for the scheme must be completed by 31 December 2022

Further information, application forms and details of the representatives for each area are available at <https://healthservice.hse.ie/staff/benefits-services/benefits/cycle-to-work.html>



www.hse.ie/changeguide

CPD Certificate – Delivering Change in Health Services (12 CPD Points/Credits)

The CPD Certificate - Delivering Change in Health Services is a collaboration between HSE Organisation Development – Improving Change Capacity and the RCSI Graduate School of Healthcare Management. The CPD Certificate is underpinned and supported by the Health Services Change Guide and associated eLearning Programme.

How to complete the CPD Certificate Programme

Step 1 - Complete the eLearning Programme on HSeLanD (70 minutes) – **Delivering Change in Health Services**.

Step 2 - Identify a change challenge within your service and apply the learning, knowledge, skills and tools to your service improvement in collaboration with your service manager and team colleagues. The application of learning to your change challenge can take place over 9 months from completion of the eLearning Programme.

Step 3 - Complete a *Learning Review Template* which demonstrates how you applied your learning in practice and how you engaged with your service/team.

Step 4 - Apply for the CPD Certificate and 12 CPD Points/Credits by submitting the following documentation:

- ✓ Completed Learning Review Template
- ✓ Completed Verification Form signed and dated by the Applicant and Line Manager
- ✓ Service/date stamp located on the Verification Form or submission made on recognised headed paper
- ✓ Copy/scan of your eLearning Programme Certificate of Completion from HSeLanD (must be within 9 months of the application)

Submission dates are the 1st February, 1st May, 1st October and 1st December yearly and your application is submitted to changeguide@hse.ie

Following verification your CPD Certificate will be issued to you by RCSI Graduate School of Healthcare Management/HSE Organisation Development and Change. Please contact us at 046 9251466 if you have any questions on the process.

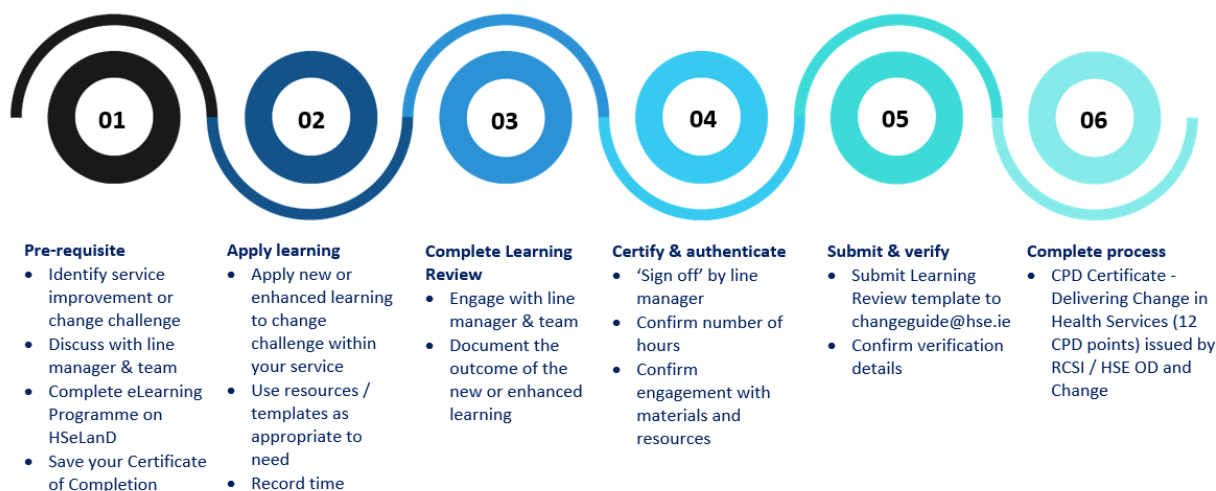
[Full information on the CPD Certificate Programme is contained here](#)

The **CPD Certificate - Delivering Change in Health Services** is available to all healthcare personnel who wish to develop as change leaders and to lead their teams to introduce innovative practices to deliver better outcomes for service users. It welcomes everyone in health and social care including community and voluntary sectors - nurses and midwives, medical staff, health and social care professionals, business/administrative professionals, leaders and managers, frontline staff and academic faculties. This programme supports professional development within the organisation. It will also be of interest to change and improvement practitioners and will complement the people approaches for all who currently practice quality improvement, project approaches.

[Watch this short clip to learn more about the CPD programme](#)

(Visual of the participant's pathway to achieving CPD points/credits)

CPD Certificate - Delivering Change in Health Services Recognition Pathway



Collaboration between RCSI Graduate School of Healthcare Management (formerly RCSI Institute of Leadership) and HSE Organisation Development & Change

Quality and Patient Safety Resources

New learning resources from the Quality and Patient Safety Directorate are now available to all healthcare staff.

Embedding a culture of quality and safety improvement at every level of the health and social care service is a key aim of the HSE's corporate plan and Patient Safety Strategy and building quality improvement capacity and capability is core to achieving this aim.

These resources will help staff learn more about QI and enable them to apply their learning to improving the quality and safety of the care they provide.

1. Begin your learning journey with the **Introduction to Quality Improvement**. This short 30 minute e-learning module introduces the learner to the concept of quality improvement in healthcare and outlines how staff and patients can get involved in QI. This module is available on www.hseland.ie
2. Assess your current level of QI knowledge and skills and identify your learning needs with the **QI Knowledge and Skills Guide**. This tool can be used as part of any personal or professional development planning process. This guide can be accessed and downloaded from the website www.qualityimprovement.ie.
3. Develop your understanding of QI with the newly released **Level 1 Foundation in Quality Improvement**. This 3 hour e-learning programme will help you to develop an understanding of the evolution and fundamentals of quality improvement in healthcare. The programme consists of seven topics with extended learning optional resources. Available now on www.hseland.ie

The National Quality and Patient Safety Team, invites you to avail of these resources and to promote them within your service.

For more information see <https://www.youtube.com/watch?v=0g5WWGmitok>



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 HEALTH LIBRARY
& KNOWLEDGE SERVICE

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 Up-to-date through the HSE library resources?

You will find more information at the following link:

<https://hse-ie.libguides.com/libraryresourcesfordoctors>

Career break

Just a reminder for those of you who are planning to leave the HSE, for example to go abroad to take up training opportunities, please check if you meet the eligibility criteria to apply for a career break, and if so, please apply to your current employer in sufficient time.

I would also draw your attention to further information which is available in the relevant HSE HR Circular 010/2014, <https://www.hse.ie/eng/staff/resources/hr-circulars/circ1014.pdf>

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



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.

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

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](https://twitter.com/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>