

# National Lead NCHD Update

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NATIONAL DOCTORS TRAINING AND PLANNING

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## September Events:

### Lead NCHD Workshop

A total of 31 Lead NCHDs attended the 4<sup>th</sup> Lead NCHD Workshop on September 2<sup>nd</sup>. Four prior Lead NCHDs were invited to return to speak about their experience of Lead NCHD role. The audience also included Public Health and Psychiatry NCHDs in response to their request for inclusion within the initiative. Feedback from the workshop was positive and all presentations from the day are available at [www.hse.ie/doctors](http://www.hse.ie/doctors)



## **Lead NCHD Awards**

The first Lead NCHD Awards were presented on September 2nd to the following projects:

- NOTED: A Clinical Task Handover System for NCHDs and Nurses, Dr John Duddy, Beaumont Hospital
- Clinical Leadership Programme, Dr Karl Neff, Dr Deirdre Kelly and Dr Sarah Mc Erlean, Mater Misericordiae University Hospital
- Lead NCHDs and Hospital Management: Changing the Culture and Increasing Weekend Discharges, Dr Karl Neff and Dr Deirdre Kelly, Mater Misericordiae University Hospital.

## **Follow up of Lead NCHD Awards 2016**

The Office of the Clinical Information Officer is to visit Beaumont in the coming weeks to understand the winning NOTED project.

The Lead NCHD Awards will continue in 2017 –so start thinking what you might enter.

A copy of the abstract booklet is being sent to Clinical Directors and Hospital CEO's – if there is someone who you would like to receive a booklet – tell me!

## **Medical Careers Day 2016**

A joint initiative between NDTP and the Forum of Irish Postgraduate trainees took place on Saturday, September 10<sup>th</sup> 2016 in Royal Hospital Kilmainham. In attendance were representative of the various Postgraduate training bodies along with current specialty trainees. Approximately 250 penultimate and final year medical students along with Interns attended and availed of this unique opportunity for career guidance. A CV workshop held on the day was very popular.

### **Update on Lead NCHD Role:**

Since I spoke with you last, I met with the Medical Manpower Managers and sought feedback from them. Considering this feedback, I will meet with Hospital and Group CEOs soon to highlight the Lead NCHD role to them.

I highlighted the issues around access to educational fund and have circulated the memo regarding this to you earlier this month. If you do encounter issues – let me know!

If anyone has any comments on the current role of Lead NCHD – I would be delighted to hear them. We are planning to have a review of Lead NCHD role in early 2017 and if you are interested in participating – please let me know.

As many of you know, Lead NCHD role will expand to Mental Health in January 2017 and I am delighted to say that the spread of the initiative to our colleagues in GP and Public Health is being actively explored!

## **Current Events:**

### **HSE- NDTP Supernumerary Flexible Training Scheme**

Applications for HSE-NDTP Supernumerary Flexible Training Scheme are now open. This scheme allows doctors in training to work 50% of full-time equivalent in a supernumerary capacity in a recognised training post.

Places in the Scheme increased by 33% in July 2016 and this will remain the case for 2017 with 32 places available. The purpose of the scheme is primarily to facilitate doctors in training with caring responsibilities and allow them to continue with their training whilst working less than full time.

Doctors who will have completed the first year of Basic Specialist Training or equivalent can apply. It is recommended that the final year of training be undertaken full time. Full details including HSE-NDTP policy and the application process are available on the HSE-NDTP website [www.hse.ie/doctors](http://www.hse.ie/doctors). Applications will close on 9th December 2016. All suitable applications will be considered and decision about allocation of places will be made in January 2017. Doctors will hear about the outcome of their application no later than 31<sup>st</sup> January 2017. It is strongly recommended that all doctors speak with their training body when making the application so that their training needs are considered.

NDTP are requesting that any trainee who accepts a place and then subsequently decides not to proceed to notify NDTP not later than 31st March 2017. This is to ensure that as many trainees as possible get an opportunity to participate in the scheme including those on the reserve list.

**To publicise this very important scheme** – the HSE HR Twitter account will actively tweet about it, all doctors with NER account have received information, information has been provided to all postgraduate training bodies and medical trades have been informed. I ask that you highlight this to all your NCHD colleagues and if you other ideas about highlighting the scheme – I would be delighted to hear from you

## Staff Engagement

The National Health Sector Survey is open and I ask that each of you complete the survey and encourage our colleagues to complete it. This year in conjunction with organizers of the survey we will be able to extract data relating to NCHDs. The validity of this data depends upon our participation in the survey. There is a genuine commitment not only to listen to the results of the survey but to act on these results so please participate and champion the survey amongst your colleagues. Here is the link: [www.youropinioncounts.ie](http://www.youropinioncounts.ie) and if you would like to print out hard copies for your next NCHD Committee meeting here is a link to the hard copy:

[www.hse.ie/employeesurvey](http://www.hse.ie/employeesurvey)

Photo: Supporting Your Opinion Counts – Please get involved!



## Office of the Clinical Information Officer

In my role as National Lead NCHD, I have become a member of Chief Clinical Information Officer Forum. **If you or any of our NCHD colleagues are interested in E-health please let me know as this is a role that is open to all.** Doctors are central to the current and future use of technology within healthcare and this is the forum that will facilitate this.

## **Communication:**

### **NCHD Digital Identity**

There is an effort at present to provide all HSE employees with a digital identity i.e. email address by December 23<sup>rd</sup> 2016. This includes NCHDs and I am working with the Office of Chief Information with regard to the practicalities for NCHDs – e.g. accessing said email.

### **Yammer portal for Lead NCHDs**

I am very conscious of emailing you constantly as you have already taken on the Lead NCHD role in addition to your clinical duties. Yammer is an app that can be downloaded onto Apple and Android devices. The digital office is to create a group for Lead NCHDs this week. It will allow us to share useful resources. We can trial it for a number of months and reevaluate it then! Please download Yammer!

### **NCHD Newsletter**

The first NCHD Newsletter will be distributed in October 2016 and contents will include Supernumerary Flexible Training, NCHDs and Pregnancy, Needlestick injuries, Flu Vaccine. If anyone has any ideas for content – get in touch. The hope is that it will be relevant for NCHDs.

### **Twitter**

When I initially came into post, I considered National Lead NCHD twitter account. Before embarking upon this, a first step would be to have a twitter handle for NCHD related issues. #nchdleadership was used at the Lead NCHD Workshop and was successful receiving over 360,000 impressions. So in conjunction with HSE live and HSE HR account we will start with a twitter handle – if you can think of a winning handle.... Get in touch!



## **Health and Wellbeing:**

**Flu Vaccine** - I invited **Dr Lynda Sisson**, Clinical Lead for Staff Health and Wellbeing to write about the flu vaccine – staff vaccination starts today October 3<sup>rd</sup> and I urge you to consider the following and disseminate the message to your colleagues:

### **FLU SEASON IS HERE AGAIN**

Flu season is rolling around again and the Flu Vaccine is available near you from **October 3<sup>rd</sup>** onwards. The vaccination rate amongst doctors remains astonishingly low. About 2/3 of doctors **DECLINE** vaccination every year! For those of us who do not get vaccinated....perhaps it is time to ask yourself why that is...

**Do we think that we are somehow superhuman and immune to Infection?**

**Do we think that the vaccine is unsafe or somehow ‘gives us the flu’?**

Simply not true...take a look at the HPSC website! Do you know that you have a professional responsibility to explore your concerns about vaccine safety? Doctors, of all health care professionals, need to counter false information with scientific thinking.

**Do you think that the decision to get the vaccine is entirely personal?**

Could you be responsible for spreading the flu from one immune-compromised patient to another? You may have a sub-clinical infection and yet be at work. Elderly vaccinated patients can't make antibodies to the virus as well as young healthy people and therefore remain vulnerable.

Unfortunately many doctors do not see the link between immunised and protecting vulnerable patients and may need to acknowledge that not participating in vaccine programme may do significant harm to patient's health

**If you are now persuaded!!!**

There is a flu clinic near you! Peer vaccination programmes are rolling out throughout the community and Occupational health will be running regular clinics in your hospital from next week onwards.



**Physician Wellbeing:**

Four Lead NCHDs will attend DELPHI Study Day in the RCPI this Friday – focusing on wellbeing of healthcare professionals. This is reflective of an increasing awareness around doctor wellbeing. I hope to have lots more to say in this regard in the coming months. In the meantime, I attach again the number of the Employee Assistance Service and also the staff leads for health and wellbeing in the various hospital groups. I urge those of you undertaking wellbeing projects to contact these individuals. If you encounter difficulty – come back to me and we can figure out where to next in conjunction with Dr Sisson.

In September 2016, a memo regarding preventative measures in relation to bullying and harassment in the workplace was distributed. It is attached for you and your colleagues' information.

## Upcoming Events:

**As can be seen from the next busy page, Lead NCHDs are being welcomed to events that NCHDs previously didn't attend. There is something for those interested in education, service planning, quality, wellbeing and so if there is an event you are interested in attending – let me know and I can make the introduction. Senior clinicians and management are eager to engage with us, interested in hearing our ideas and supporting potential projects!**

### October

- Last month, I attached an invite to the **EWTD Learning Day** due to take place on October 12<sup>th</sup>. Acute Hospital Division is delighted for Lead NCHDs to attend and I attach the invite again should you need contact details.
- The Integrated Programme for Patient Flow, Acute Hospitals and Special Delivery Unit have invited Lead NCHDs to the launch **Scientific Management Practices in Healthcare to Tackle Patient Flow: Proof of Concept Programme**. It is due to take place in Dublin on 17<sup>th</sup> of October. The invite is attached.
- Ten Lead NCHDs will attend a conference called Leaders in Healthcare 2016, organized by the Faculty of Medical Leadership and Management which takes place in Liverpool from October 31<sup>st</sup> to November 2<sup>nd</sup>. Lead NCHDs attending the conference are asked to write a 300 -500 word blog about a particular aspect of the conference they enjoyed or found interesting

### November

- NDTP are funding an outside consultant to conduct **listening sessions with NCHDs**. The first will take place in November. Thank you to those who have already expressed an interest and I would be grateful if you and your NCHDs are interested to let me know and I can fill you in!
- The Forum of Irish Postgraduate Medical Training Bodies and National Doctors Training & Planning are hosting a postgraduate medical training conference on November 8<sup>th</sup> 2016 in the RCSI. Lead NCHDs are invited.

- Collaborative Study Morning (10.00-14.00) targeting Clinical Handover will take place on November Wednesday 16<sup>th</sup> 2016 (provisional date). Further details will be provided later this week.

## **December**

- **The next Lead NCHD Workshop will take place in Dr Steevens' Hospital on Friday December 2<sup>nd</sup>. The focus of this workshop will be on leadership and change management in response to feedback received from you. Lead NCHD workshop days are treated as normal working days and not liable for deductions for study or annual leave.**

## **2017:**

- An evening event will take place on **February 23 rd 2017** in the Ashling Hotel dedicated to the Consultant Application process targeting those potentially applying for Consultant Posts in the next two years.
- There will be additional Lead NCHD workshops in 2017 and another dedicated workshop for Early Leaders – individuals who may in the future be interested in taking on the Lead NCHD role – please think about your colleagues who might interested in the day!