

Issue 1: September 2021

Letter from the National Lead NCHD

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Hello and welcome to the first NCHD newsletter for 2021. I hope you have all settled into your new roles around the country. The aim of this edition of the newsletter is to remind you about some of the supports and resources available to you. You can find out more from NDTP's website at <https://www.hse.ie/eng/staff/leadership-education-development/met/>. Know that you are playing a vital role in our health service and your resilience and dedication in the face of an unpredicted global pandemic has not gone unnoticed. As a body, NCHDs have risen to the challenge and exceeded all expectations.

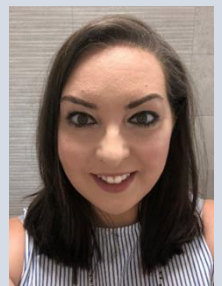
I want to embed a culture of leadership amongst NCHDs and so I would encourage you to seek out your local lead and join their committee. NCHD engagement has been proven to bring about real and lasting change for patient care and safety but also with regard to your own working conditions. Over the next year, I will be working with the lead NCHDs around the country to bring about my vision for improved working conditions, learning opportunities and work life balance for all NCHDs.

The past 18 months have been a challenge for all of us working in healthcare. If you are struggling or need some support, please reach out to your GP, occupational health department or make use of the EAP, it is free and confidential.

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

Caroline

Dr Caroline Herron
Lead NCHD 2021-2022



The Lead NCHD Programme

The Lead NCHD initiative is implemented by the HSE- National Doctors Training and Planning (NDTP) and the Quality Improvement Division (QID). It was developed to address a historical deficit of NCHD representation at an executive management level.

This is a position that **all NCHDs past intern year** can apply for and involves an obligation to attend **educational workshops**, chair the NCHD **Committee meetings** at their local sites and run **Quality Improvement Projects** in order to improve working and learning environments for NCHDs.

There are currently mental health leads, GP leads, public health leads and leads throughout the acute hospital sites. 65 leads were appointed in 2020. **For 2021-2022 the programme is expanding and funding has been provided to support more than 75 leads.**

Trainer leads are in place in the following hospital groups: Saolta, University of Limerick, South South West, Dublin Midlands and Ireland East. The trainer lead co-ordinates and acts as a central point of contact for **all generic training related issues**, particularly from an educational governance perspective and relating to external stakeholders, supporting the delivery of training as appropriate to each Clinical Site. They also work closely with the NCHD Leads through the trainee committees. For more see <https://www.hse.ie/eng/staff/leadership-education-development/met/ed/training-leads/>

NDTP has provided a budget to establish an **NDTP Trainer Lead 2021 Investment Fund**. The purpose of this fund is to **support NCHD education, training and experience** at site level. A portion of the funding is to be used towards specific projects submitted by NCHDs or consultant trainers within the hospital group. The NDTP Trainer Lead, working with the Lead NCHDs, will put in place a process of expression of interest and decision making structures to manage this fund. **For more information or to submit an application, contact your lead NCHD or trainer lead.**

The Lead NCHD position is a fantastic opportunity to improve your communication skills and experience in project management. Management and leadership experience is vital for your career as you progress. The lead NCHD programme offers “real life” experience with the benefit of support from the National Lead NCHD Fellow and NDTP.

Specific benefits include

1. Management and leadership experience for your **cv**
2. **Educational fund** to undertake an academic qualification in Management and/or Leadership, up to the amount of €2,500
3. **Networking opportunities**
4. Opportunity to compete in the **lead NCHD awards**
5. **Four hours per week** protected time to undertake the role
6. The opportunity to participate in **webinars / workshops** on topics such as how to bring about change and quality improvement, personal development, professional development and wellbeing

Why not apply to become a lead NCHD at your next rotation?

**Winners of
2020/2021 Lead
NCHD Awards**

Establishment of the
Inaugural **NCHD
Conference** for the
UL Hospital Group

Dr Berbie Byrne
Dr Therese Martin
Mr Barry Power
Dr Sean Rooney
Dr Lorraine Murray

Audit of **iNEWS**
compliance and
ERT usage

Dr John McCormick

Huge congratulations to all the winners, and indeed to all the lead NCHDs who submitted QI projects. The standard as always was excellent. I look forward to seeing some great initiatives from this year's lead NCHDs

Creation and Launch
of **NCHD Staff
Application** for
NCHDs working in UL
Hospital Group

Dr Therese Martin
Dr Berbie Byrne
Mr Barry Power
Dr Sean Rooney
Dr Lorraine Murray

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 trainees/ GP trainees years 3 & 4 and streamlined trainees 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



Scholarships

In 2017 NDTP launched a new Scholarship to part fund 24 NCHDs pursuing a **Master's Degree in Management and Leadership Skills**.

Clinician Leadership is recognised as essential in both the delivery of healthcare and the management of the health service.

The HSE is interested in receiving applications from a broad spectrum of specialities. The funding will support 24 doctors to pursue a Masters – 12 places will be part-funded in the first year and a further 12 in the second year.

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.

For further information and application forms see

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



Dr Richard Steevens' Scholarship

The Dr Richard Steevens' Scholarship is awarded annually to Specialist / Senior Registrars with strong track records in achievement.

The Scholarship supports doctors to train in a **center of excellence overseas in novel areas of medicine and patient care** which are limited or unavailable in Ireland and to bring the skills gained back to the Irish health service.

Since the Scholarship was established in 2007, 57 doctors have been awarded Scholarships and a further 23 have been awarded bursaries under the programme. A number of past recipients have since been appointed to consultant posts in Ireland.

Applications will open September 27th and close November 2nd. To apply see

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



The Spark Programme is delighted to announce our new National Fellows for Innovation and Change for 2021-2022, Dr Rachel McNamara and Dr Ivan Yu. We would like to thank our previous fellow, Dr Alan Hopkins, for all of his hard work and wish him good luck in his future endeavours.

Our goal is to support healthcare professionals who want to bring innovative ideas and change to the HSE. Our upcoming year will be jam-packed with different initiatives and we hope that many NCHDs will get involved. These include: Spark Seed Funding, Spark Ignite and Design on the Frontline.

Our first round of Spark Seed Funding opened on **August 16th 2021**. The deadline for this round of seed funding is **September 24th 2021**.

The shortlisted innovators will be invited to our design thinking workshop run by Trevor Vaughn in order to help craft their idea into a workable solution. This initiative provides funding of up to €3,000. You can find the application for the first round of Spark Seed Funding at <https://www.hse.ie/eng/staff/leadership-education-development/met/spark-innovation-programme/spark-seed-funding/>. Get your thinking caps on and don't miss the deadline!

As part of our work at the Spark Innovation Programme, we hope to inspire and encourage healthcare professionals in the HSE. We are launching a new series on our social media channels called "Healthcare Innovator of the Week". Each week, we will be selecting a healthcare professional who has brought about positive change or created solutions to problems. You never know... it could be you!

Please follow us on social media to check this out and to never miss one of our funding initiatives!

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



@ProgrammeSpark



@spark_programme



Medical Careers Day Events 2021

The 2021 Medical Careers Day will be held online from **Monday 4 October 2021 – Friday 22 October 2021**. During these two weeks, all of the Irish Postgraduate Medical Training Bodies will present a range of sessions to provide insight information into the realities of working and training as a doctor in Ireland and the options available for medical specialization. There will also be generic sessions on Interview Skills and Job Preparation to take place during the Medical Careers Day events. **If you are interested in any of these events or would like more information, please contact Forum@rcpi.ie**

Flexible Training

The National Doctor's Training and Planning Unit (NDTP) is launching the call for applications to the **2022-2023 HSE National Supernumerary Flexible Training Scheme**.

The scheme facilitates NCHDs in a Training Programme to continue their training part-time for twelve months. Trainees must be enrolled in a Training Programme under the auspices of one of the postgraduate medical training bodies recognized by the Medical Council in Ireland.

Applications may be made for flexible training by all trainees excluding 1st year BST. This scheme is not recommended for final year trainees however this is at the discretion of the relevant Training Body. Such applicants may apply for flexible training prior to commencing their next stage of training.

All applicants must have well founded individual reasons for flexible training. Applications for flexible training in order to pursue other paid work, paid non-medical interests or to engage in research will not be considered by NDTP. The most common reasons to date for individual trainees making an application to the National Flexible Training Scheme include

1. **Responsibility for caring for others (e.g. children or elderly relatives)**
2. **Physical and mental health**
3. **Personal family circumstances**

Flexible training posts will be assigned for the period July to July each year, in line with the training year. Applications for flexible training may be made for the following training year from **August 31st 2021 until October 29th 2021**. Applicants will be notified of the outcome of their application for the scheme by the end of 2021. **All queries should be directed to doctors@hse.ie.**

Flexible Training:

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

To date 439 trainees have availed of the HSE National Flexible Training Scheme, the scheme can accommodate up to 32 participants at any one time, however places are limited.

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%.

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

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

In line with NDTP's commitment to support NCHDs, we are pleased to announce a new **E-Portfolio module on your NER portal**. This module will launch on Thursday 16th September 2021. 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 will also give you the opportunity to have your experience **validated by your supervising Consultant** where applicable. The E-Portfolio will allow you to record your experience under multiple headings and will enable you to generate a **Logbook**. All NCHDs will be able to access the E-Portfolio, however it is principally aimed at Non Training Scheme Doctors.



National Employment Record

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

Fellowships

Post-CSCST Fellowships within Ireland provide opportunities for doctors who have completed specialist training in Ireland to access high-quality training in a specialized area of clinical care.

The HSE has partnered with the Postgraduate Training Bodies to identify, develop, recruit and oversee a number of 12-month Post CSCST Fellowships. These opportunities will provide formal recognition of the Fellowships by the Postgraduate Training Bodies. 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. **For more information on the selection process please engage with your relevant Postgraduate Training Body.**



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



UCD School of Nursing, Midwifery and Health Systems
UCD College of Health and Agricultural Sciences



Co-Lead

Researchers from the University College Dublin Centre for Research, Education and Innovation in Health Systems are currently undertaking research to better understand healthcare team dynamics (i.e. communication, trust, respect, influence) and explore whether staff experiences of teamwork have changed in response to the COVID-19 pandemic. COVID-19 has produced an unprecedented and extraordinary response from healthcare teams. There are stories emerging about more collaborative teamwork and shared decision-making. However, other staff note that care decisions have shifted back towards a hierarchical model due to restrictions on face-to-face multidisciplinary team interactions. To better understand these team dynamics, we are inviting healthcare staff to share their stories and participate in a one-on-one interview. If you would like to hear more about the project or be involved please contact Dr Lisa Rogers (lisa.rogers@ucd.ie).



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>

EAP and ME
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.

The banner features an illustration of five diverse healthcare professionals standing in a row: a male doctor in a white coat, a female nurse in green scrubs, a female manager in a pink top, a female nurse in blue scrubs, and a female professional in a dark suit.

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.**

Coronavirus COVID-19



Optimising Sleep for Night Shift Healthcare Workers

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




During a Night Shift (Power Napping)

 <p>20 minutes is the ideal nap-time. Try not to fall into a deep sleep.</p>	 <p>It's best to lie down flat if you can. Avoid neck strain.</p>	 <p>Try having a coffee before napping. It will kick in as you waken.</p>	 <p>Set an alarm. Give yourself some time to waken fully.</p>	 <p>If you can't sleep, just try to relax. Close your eyes and focus on breathing.</p>
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After a Night Shift

 <p>Watch out for signs of fatigue coming off duty.</p>	 <p>Have a light meal 30 minutes before bedtime.</p>	 <p>Try to avoid caffeine, alcohol and nicotine.</p>	 <p>Where possible avoid using electronic devices.</p>
 <p>Get at least 30 minutes of daylight upon waking and some exercise.</p>	 <p>Try to minimise sleep disturbances. Ask other household members not to disturb you.</p>		

Resetting after a Night Shift

 <p>Aim for a long nap (1-2h) before midday. Stick with your normal activities in the afternoon.</p>	 <p>Try to go to bed as close to your normal bedtime as possible.</p>	 <p>It usually takes two "normal" nights rest to re-establish your sleep pattern.</p>
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HSE Workplace Health & Wellbeing Unit
More Information at www.bit.ly/3cl7O93



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>