



NATIONAL
DOCTORS
TRAINING
& PLANNING

Annual Report 2024



National Doctors
Training & Planning

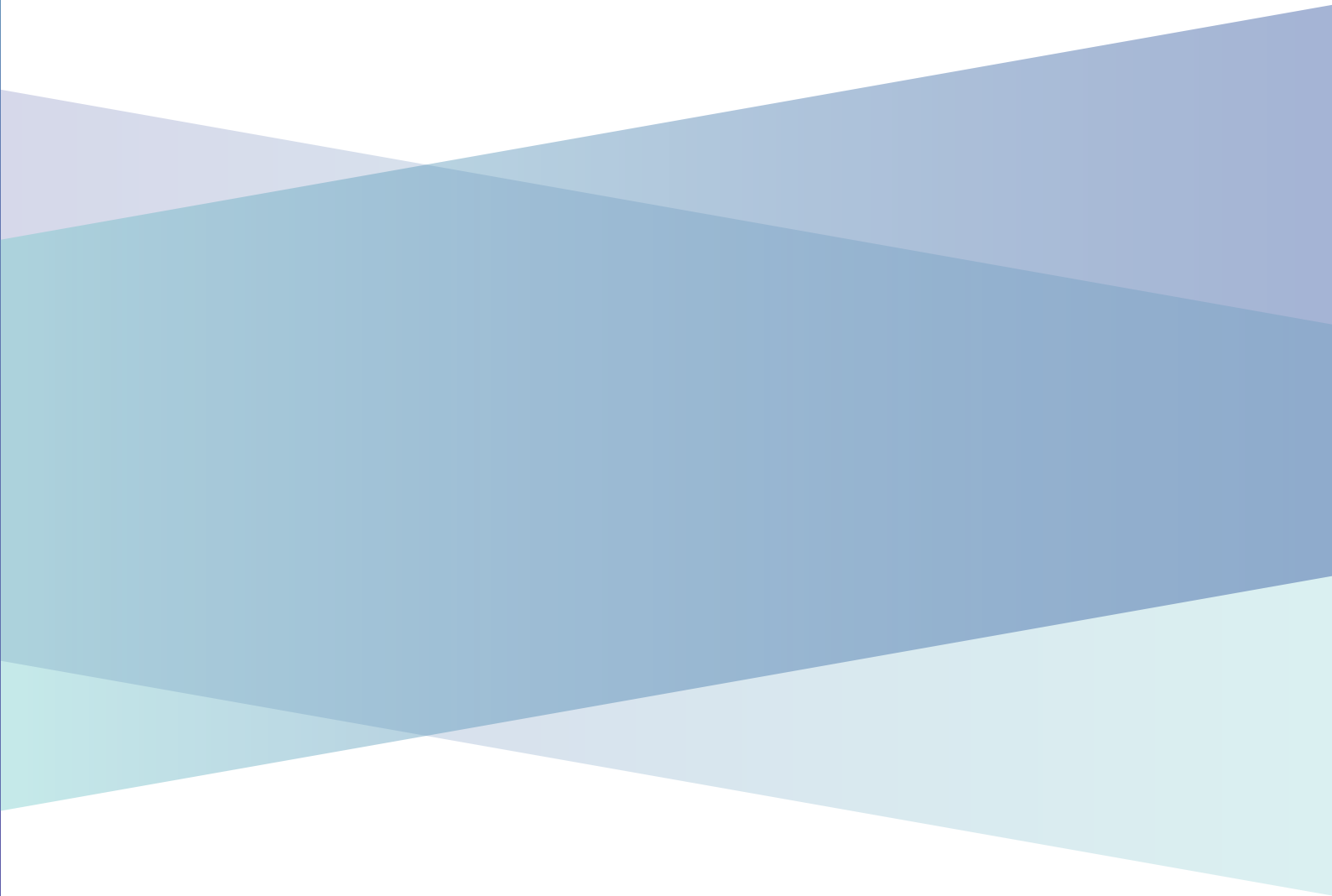
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CONTENTS

Foreword	2
Our Strategy	4
Year in Numbers	6
Achievements and Outputs 2024	7
Postgraduate Medical Education & Training	14
Medical Workforce Planning	18
Consultant Posts	19



FOREWORD

I am pleased to present the 2024 Annual Report on behalf of National Doctors Training and Planning. In this report you will find the key activities, achievements, and initiatives in 2024. This has been a challenging but successful year at NDTP as we continue to build on our goal to improve the training of doctors in Ireland.

In September 2024, I was thrilled to join National Doctors Training and Planning as Medical Director. NDTP is an organisation I have had the opportunity to work with throughout my role as the Dean of the Institute of Medicine and Chief Academic Officer for Saolta University Healthcare Group, and I look forward to the future as we make a positive impact on the careers and lives of NCHDs. I would like to say thank you to my predecessor, Prof Brian Kinirons, for his fantastic work and innovation at NDTP which I plan to continue.



A highlight for me this year was the Medical Workforce Conference, my first conference as Medical Director. Now in its third year, over 200 attendees from across workforce planning in Ireland attended the event. I was delighted to see the high level of engagement and passion for the future of the medical workforce.

This event also saw the launch of the Surgery Medical Workforce in Ireland 2024-2038 report by Mr Kenneth Mealy, Joint Clinical Lead for the National Clinical Programme for Surgery (NCPS). The NDTP Workforce Planning team put together this expert-informed report to quantify the demand for surgeons in Ireland up to the year 2038. This team has done fantastic work developing specialty reports in 2024 including the Emergency Medicine Workforce in Ireland 2024-2038 report and Dual Training Specialties of Medicine Medical Workforce in Ireland 2024-2038 report.

Another key focus for NDTP is doctor retention, with NDTP releasing the first Annual Medical Retention Report in 2024. This report provides us with a clear picture of trainee retention and moreover provides key data and trends that will help us understand NCHD career trajectories into the future.

The NDTP National Survey of NCHDs was undertaken in 2024 with 2,608 NCHDs completing the survey. The goal of this survey was to gain a better understanding of the NCHD experience. The results provide insights and rich data across all disciplines, regions, and healthcare sites that will inform targeted projects and our strategic aims in 2025. This was lead by Prof John Cooke whom I am delighted to say took up the post of National Clinical Lead at NDTP in October. A key initiative that Prof Cooke is also overseeing is the development of NDTP Region Offices to support the clinical learning environment. In 2024 there were three pilot programmes which will inform our planning into 2025.

A key innovation was the go live of Consultant Application Portal (CAP) Phase II, extending the functionality of the Consultant Applications Portal. This has improved interaction between the Consultants Division, the Consultant Application Advisory Committee and National HR, reducing administration and improving efficiency.

I would like to thank NDTP's stakeholders, collaborators, and partners from the HSE, the Postgraduate Medical Training Bodies, the Medical Council, the Forum of Postgraduate Medical Training Bodies, and the Health Regions who work to ensure that our current and future health service is equipped with a highly trained medical workforce.

In addition to Prof Brian Kinirons, I would also like to extend my thanks to Prof Gozie Offiah, former Clinical Lead and Dr Consilia Walsh, former Clinical Advisor for their years of work and dedication to NDTP. I would also like acknowledge the remarkable work in the Consultant Application Advisory Committee of Mr Richard Bruton who retired this year after many years of work in the HSE.

Finally I want to highlight the highly talented NDTP team led by Ms Leah O'Toole. Their work is outstanding and it is important to recognise their individual and collective commitment to doctor training and planning. I am pleased to note that this work was recognised within the HR industry by CIPD who shortlisted NDTP in the Learning and Development category at the CIPD Awards in 2024.

As I look forward to 2025, NDTP will continue its work in workforce planning to ensure an effective medical workforce for the future. I also plan to focus on engagement with the newly established Health Regions. I hope to achieve this through close collaboration with NDTP offices in each region.

Regards,



Prof Anthony O'Regan, Medical Director, HSE, National Doctors Training and Planning

OUR STRATEGY

This Annual Report outlines NDTP’s key activities, initiatives, and achievements in 2024. This work aligns with the six strategic objectives set out within our Strategic Plan 2022-2027. Our strategy ensures that all significant decisions we make as an organisation are aligned with our strategic objectives. Our ambition is to support world-class postgraduate training programmes and in so doing ensure that the right doctor is in the right place at the right time with the right skills.

NDTP STRATEGIC OBJECTIVES

1. DATA



Improve data quality, consistency & relevance

INVESTMENT

Invest in our data quality, tools, and analytics

QUALITY

Continually improve our data quality to facilitate effective decision making

DATA DRIVEN SOLUTIONS

Develop and promote data driven solutions

2. WORKFORCE PLANNING



Generate insights to optimise workforce planning (WFP)

GOVERNANCE

Lead development of governance structures

LEADERSHIP & COOPERATION

Lead and support the development of WFP in cooperation with the relevant stakeholders

PARTNERSHIP

Embrace a partnership approach to support implementation of medical WFP recommendations

EVALUATION & REPORTING

Evaluate and report on medical WFP implementation

REDUCTION IN DOCTORS ON THE GENERAL DIVISION

Liaise with stakeholders with the aim of reducing the number of NCHDs on the general division

3. TRAINING & DEVELOPMENT



Ensure High Quality, Progressive, Flexible Training Pathways

NEEDS-BASED

Promote and invest in the development of training to meet future healthcare needs

LEAD NCHD INITIATIVE

Enhance and support the ongoing Lead NCHD programme to develop our clinical leaders of the future

ALIGNMENT

Drive alignment between the training bodies, intern networks, HSE/NDTP, and the clinical sites

CLINICAL EDUCATORS

Support and refine a national network for onsite education and training

PATHWAYS

Support and develop multiple career opportunities and pathways for doctors

ROTATION EXPERIENCE

Improve trainee rotation experience for work-life balance and support the reduction of rotations requiring relocation undertaken during training

5. COMMUNICATION



Advocate for the strategic value of developing our doctors

STRATEGY

Develop a communications strategy

CHANNELS

Develop formal engagement channels with our stakeholders to deliver better patient outcomes

ENGAGEMENT

Identify opportunities where NDTP representation or leadership can enhance effective engagement

4. CAREER DEVELOPMENT



Enable Improved Access to professional development for Doctors on the General Division

E-PORTFOLIO

Enhance and promote the E-Portfolio for logging and validating experience and career development

PROFESSIONAL DEVELOPMENT

Promote and invest in the professional development opportunities for NCHDs on the general division

MEDICAL CAREERS WEBSITE

Development of a medical careers website

6. RETENTION



Foster inclusive workplaces, flexible conditions, and a culture of innovation and best practice

DATA-DRIVEN

Enhance data analysis and reporting on statistics related to workforce movement

SUCCESSION PLANNING

Proactive engagement and advice on succession planning through data analysis

PROMOTION & AWARENESS

Devise strategies to improve promotion and awareness of upcoming consultant vacancies and opportunities across the workforce

FLEXIBILITY & WELLBEING

Promote strategies that support more flexible working and training arrangements

DIVERSITY & INCLUSION

Promote strategies that support diversity and inclusion

EMPOWERMENT

Promote strategies that support empowerment of our medical workforce

THE YEAR IN NUMBERS



Glossary		
BST	Basic Specialist Training	
CAAC	Consultant Applications Advisory Committee	
CCERS	Clinical Course and Examination Refund Scheme	
CPD-SS	Continuous Professional Development Support Scheme	
CSCST	Certificate of Satisfactory Completion of Training	
HST	Higher Specialist Training	
IMGTI	International Medical Graduate Training Initiative	
NCHD	Non-Consultant Hospital Doctor	
NER	National Employment Record	
TSS	Training Supports Scheme	

ACHIEVEMENTS AND OUTPUTS 2024

Medical Workforce Conference

In November 2024, NDTP hosted the third National Medical Workforce Conference. Leaders from across the health service presented on the evolving medical workforce and had discussions on planning for the future.



Some of the speakers and panellists at National Medical Workforce Conference

Speakers and attendees examined medical workforce trends and considered how to support the development of a sustainable workforce. There were discussions on how the future workforce would inform training across all specialties and how emerging career options for doctors will impact future healthcare delivery. NDTP was delighted that Prof Jennifer K. Readlynn, M.D., a hospitalist working in the University of Rochester New York, agreed to provide a fascinating presentation on this evolving medical discipline in the USA.



Mr Kenneth Mealy launches Surgical Medical Workforce Report at National Medical Workforce Conference

Specialty Reviews Published

In 2024, NDTP published medical workforce planning reviews on the specialties of:

- [Anaesthesiology](#)
- [Surgery and Sub Specialties](#)
- [The Dual Training Specialties of Medicine](#)
- [Emergency Medicine](#)

These reports represent a collaboration between the National Clinical Programmes, the Irish Postgraduate Medical Training Bodies and NDTP.



See the respective reports [here](#) or by scanning the QR code.



Medical Workforce Analysis Report 2023-2024

The Medical Workforce Analysis Report, published annually by NDTP, gives an overview of the publicly funded medical workforce in Ireland for the given year, as well as highlighting changes in the workforce over recent years.



The 2023-2024 report can be found [here](#) or by scanning the QR code.



Annual Medical Retention Report

In 2024, NDTP published the inaugural Annual Medical Retention Report. This report shows the retention of trainees between each of the stages of training and on to consultant posts.

Key findings from the report:

- 78% of 2019 CSCSTs were retained in Ireland in public and private posts by 2023
- 82% of the 2015-2018 Intern cohorts went on to further training in Ireland by 2023

The 2023 report can be found [here](#) or by scanning the QR code.



Model 3 Consultant Recruitment and Retention Project

In 2024, the HSE NDTP Model 3 Consultant Recruitment and Retention Project achieved several significant milestones. A dedicated project team, including a Clinical Lead, NCHD Lead, and Project Manager, was appointed within NDTP to drive the initiative. Three clinical sites - Regional Midlands Hospital Mullingar, Tipperary University Hospital, and Letterkenny University Hospital - were identified and have committed to participating in the project. Each site has established a local implementation group comprising local and Health Region representatives have developed plans to enhance recruitment and retention of permanent consultants in Model 3 hospitals.

Increased Specialist Training Places

There has been a steady annual increase in recognised postgraduate training posts in line with workforce planning projections. Overall, in 2024 the Basic Specialist Training intake increased by over 6% from 2023 and the Higher Specialist Training intake increased by 15% from 2023.

Examples of some of these increases include:

- Total number of doctors currently enrolled in training programmes in 2024 is 5,681. This is an increase of 5% in the number of trainees compared to 2023.
- General Practice: There has been an increase in first year GP trainees with 350 commencing training in 2024.
- Intake for HST Medicine increased by 23% from 2023.
- Intake for HST Surgery (All surgical Specialities) increased by 22% from 2023.

National NCHD Conference

In June 2024, NDTP hosted a National NCHD Conference in Croke Park, Dublin. This conference provided NCHDs a unique opportunity to engage in discussions about 'the Future of the NCHD Workforce in Ireland' through three key themes - how NCHDs live, how NCHDs work and how NCHDs train. NCHDs met and discussed

issues of national importance, and fostered collaboration. Hosted by the National NCHD Leads Dr Seán Casey and Dr Daniel Creegan, the agenda featured NCHDs, consultants, and Senior HSE Leaders including Dr Colm Henry, Chief Clinical Officer of the HSE.



*Dr Seán Casey and Dr Daniel Creegan,
National Lead NCHDs 2023/2024*

Launch of MedicalCareers.ie

In October, NDTP launched an updated website www.MedicalCareers.ie for doctors training in Ireland. Part of NDTP's strategic objective "Career Development", the goal of this website is to provide information that not only informs, but attracts doctors to train in Ireland. A collaborative project between NDTP and the Forum of Irish Postgraduate Medical Training Bodies, this website helps doctors to plan their career and find the key supports and resources they need.

Visit MedicalCareers.ie by scanning the QR code.



Developmental Funding

In 2024, significant Development Funding was made available to Postgraduate Medical Training Bodies and Intern Training Networks. Development Funding seeks to improve the careers of doctors by funding projects that develop doctors' knowledge and practice, improve education and training, and enhance learning and working environments. NDTP encourages eligible applicants to think

critically about some of the recurring issues facing NCHDs and submit projects that may address such issues. In 2024, continued support was given to stakeholders by providing financial investment in original projects that will contribute to the career development of doctors. There were a total of 19 successful projects which received funding.

To view the full abstract booklet on these projects please click [here](#) or scan the QR code.



Spotlight on – EMeraldSIM

The EMeraldSIM project, supported by Development Funding, was led by Dr Sean Underwood and a team of Emergency Medicine trainees, aimed to test a new teaching model for non-technical skills in Irish healthcare. The programme used a blended approach, combining simulation, debriefing, and interactive quizzing (Kahoot), to enhance communication and promote diversity awareness.

The EMeraldSIM sessions were held at University College Cork and five other hospitals in South/Southwest in July 2024. A total of 65 International Medical Graduates (IMGs) participated. The programme received excellent feedback, with participants rating it 98/100 for overall quality and 99/100 for likelihood to recommend it to a colleague.



Participants at ASSERT Centre, UCC

National Survey of NCHDs

In June 2024, NDTP reached out to NCHDs to complete a survey to ensure the regional postgraduate offices align with the needs of NCHDs. 2,608 NCHDs completed the survey.

A sample of the key findings:

- 90% of trainees want their future permanent post to be in Ireland with 1 in 4 NCHDs expressing a preference for working less than full time (LTFT) in their future permanent post.
- A significant number of NCHDs were unaware of available supports for example just 37% of Non-Training NCHDs are aware of and use the free NER E-Portfolio, 55% of NCHDs were aware of an active NCHD committee at their clinical site, and Two-thirds were not aware of the recently published NCHD Taskforce standards.
- 40% of NCHDs would recommend their clinical site to a friend, though 4 in 10 NCHDs were dissatisfied with access to food, rest, showering, and changing facilities at their clinical sites, while 3 in 10 were dissatisfied with hydration facilities.

These results will guide the work of the new NDTP regional offices and inform targeted projects in 2025. A follow-up survey is planned for June 2026 to track progress and address ongoing issues.

DIME Enhancements

Following consultation with stakeholders a number of enhancements were made throughout NDTP's Doctors Integrated Management E-System (DIME) which include:

E-Portfolio

Following engagement with NCHDs the E-Portfolio module was updated to include a summary table which outlines a count of entries for each section. The summary enables the end users to better manage their E-Portfolio. This update also included additional reports which provide increased visibility of E-Portfolio feature utilisation by the end users.

NCHD Taskforce Updates

The National Taskforce on the NCHD Workforce recommended that the National Employment Record (NER) be expanded to address key enhancements identified by NCHDs, such as

salary and point on scale and sick leave. This additional functionality was live in time for the July 2024 changeover. Medical Workforce departments now input these details on DIME and this feeds into the NCHDs NER account giving them full transparency on such records.

Health Regions

The DIME and NER system was updated in October 2024 to reflect the new Health Region structure. This ensures that DIME users are aligned to the relevant clinical sites as outlined in this new structure. In addition this update ensures that NDTP can provide accurate reporting and data by Health Region.

Consultant Application Portal Phase II

Consultant Application Portal (CAP) Phase II went live in December 2024 and extends the existing functionality in the Consultant Applications Portal to allow for post approval online. The Consultants Division can now interact with Consultant Application Advisory Committee (CAAC) via the CAAC Portal, which facilitates the provision of documentation to the committee. Communication of decisions and

recommendations and the automated generation of Letters of Approval are now managed through the module. This enhancement offers a digital end to end process, eliminating a significant administrative burden.

HSE Certificate in Medical Workforce (NCHD) Management

The National Taskforce on the NCHD Workforce included a recommendation on the provision of bespoke training to Medical Workforce staff. This was co-ordinated by NDTP and two four day courses with a total of 47 participants were delivered in 2024. The course aims to provide consistency in the service provided to NCHDs nationally. Modules included Culture, the NCHD Contract, Recruitment, Organisation of Working Time Act, DIME Training, and NCHDs as trainees and non-trainees. Speakers from across the Health Service, the Irish Medical Council, Postgraduate Medical Training Bodies, the Department of Justice, and the Department of Enterprise, Trade and Employment contributed to the programme.





POSTGRADUATE MEDICAL EDUCATION AND TRAINING

NDTP is responsible for meeting the HSE's legislative responsibilities in medical education and training as set out in the Health Act 2004 and the Medical Practitioners Act 2007 that include, among other things, that:

- The current and future needs of the public health service, in terms of medical training and specialist medicine workforce planning, are assessed, in order to ensure safe, quality patient care; and,
- The medical education and training system reflects, and is responsive to, the changing needs of the health service on a national and on-going basis.

Details are published at hse.ie/doctors or by scanning the QR code.



Postgraduate Medical Education and Training 2024

Medical Intern Training

879 medical intern posts available in 2024

The Department of Health confirmed the number of intern posts at 879 for the July 2024 intern intake. Included in the 879 are 48 Academic Track Interns. The Academic Intern Track programme provides the opportunity to undertake a three-month project to enhance skills and experience in clinical research, medical education or leadership, and management skills.

Basic Specialist Training (BST)

2,042 BST trainees

- 958 BSTs commenced training with our postgraduate training partners in July 2024.
- Overall intake to BST training increased by 6% from 2023.

Higher Specialist Training (HST)

2,520 HST trainees

- 758 HSTs commenced training programmes across all specialties with our postgraduate training partners in July 2024, a 15% increase on the previous year.
- Overall intake to HST training increased by 15% from 2023 figures.
- Medicine: 8% growth in total HST Medicine trainees from 2023.
- Surgery: Over 5% growth in HST trainees across all Surgical Specialties compared to 2023.

IMGTI

Over 280 IMGTI Doctors training in Ireland

The International Medical Graduate Training Initiative (IMGTI) enables overseas doctors in training to gain access to clinical experience on a scholarship basis in partnership with the College of Physicians and Surgeons Pakistan (CPSP) / Sudan Medical Specialisation Board (SMSB) or through a fully sponsored Clinical Fellowship or Residential programme. In 2024, 178 Scholarship IMGs and 108 Sponsored Fellowship IMGs trained in Ireland through the initiative, with over 1,000 doctors having commenced the programme since its introduction.

The HSE and the Irish Postgraduate Medical Training Bodies hosted a delegation from CPSP in September 2024 and held the HSE/CPSP IMG Scholarship Programme Steering meeting during their visit. This was in addition to many online meetings with representatives from SMSB to ensure that their trainees were assisted as much as possible with their travel arrangements which were impacted by the crisis in Sudan.



College of Physicians and Surgeons
Pakistan delegation

Scholarships & Fellowships

Details relating to fellowships and scholarships can be found [here](#) or by scanning the QR code.



Dr Richard Steevens' Scholarships

The Dr Richard Steevens' Scholarship programme supports clinical training in recognised centres of excellence abroad and is aimed at NCHDs in the final stages of their Higher Specialist Training.

Since the Scholarship was developed and established in 2007, 65 doctors have been awarded scholarships and a further 27 have been awarded bursaries under the programme. Following an in-depth tracking exercise of past recipients, it was noted that there are approx. 70% of them currently working in consultant posts in Ireland.

In 2024, four scholarships were awarded.

- **Dr Brendan Kelly**, SpR in Radiology, undertook a fellowship in the Clinical Application of Artificial Intelligence to Paediatric Radiology at Great Ormond Street Hospital in London, UK.
- **Dr Stefanie Croghan**, SpR in Urology, undertook a fellowship in Endourology, including the complex management of kidney stones and Holmium laser enucleation of the prostate (HoLEP) at the Freeman Hospital in Newcastle, UK.
- **Dr Ian Reynolds**, SpR in General & Colorectal Surgery, commenced as the International Colon and Rectal Surgery Fellow in The Mayo Clinic, Rochester, Minnesota, USA.
- **Dr Catherine Weadick**, SpR in Oncology, undertook a fellowship in Adolescent Young Adult Oncology & Sarcoma in Princess Margaret Cancer Centre in Toronto, Canada.

In addition to the prestigious and highly competitive Dr Richard Steevens' Scholarships, the HSE NDTP also awarded two bursaries in 2024:

- **Dr Catherine King**, SpR in Immunology, commenced her fellowship in the assessment, workup, treatment and post-procedure care for adults with inborn errors of immunity (IEI) undergoing haematopoietic stem cell transplant, and management of transitional care (paediatric to adult) in patients with complex IEI at the University College London, UK.
- **Dr Elaine Quinlan**, SpR in Radiation Oncology, commenced a Proton Beam Therapy Fellowship at the Christie NHS Foundation Trust, Manchester, UK.

Aspire Post CSCST Fellowships

31 Aspire Fellows Appointed

Post-CSCST Fellowships offer an alternative to trainees who do not wish to travel abroad but still want to gain this invaluable experience within Ireland. This is now possible as our own specialist clinical expertise and services have matured and developed. These Fellowships provide opportunities for those doctors who have completed specialist training in Ireland to access high-quality training in a specialised area of clinical care. They are designed for doctors who need to acquire additional training or experience which was not available on their Higher Specialist Training programme. The additional training provided exposes graduates of the Irish postgraduate medical training programmes to subspecialties and advanced clinical skills.

GP Academic Fellowships

The goal of this Fellowship Programme is to support the professional development of future leaders of academic general practice in the Irish health service. It does so by offering a structured three year programme of 1) research, 2) education and training and 3) clinical practice, all overseen by an academic department of general practice.

There were two GP Academic Fellows in 2024:

Dr Sarah McErlean commenced her fellowship in UCD in July 2022 and her research project is entitled is 'Management of Atrial Fibrillation in General Practice and Integrated Care'. Dr McErlean is currently in her third year completing her PhD.

Dr Paul Ryan commenced his fellowship in UCC in September 2022 and his research project is entitled 'Characterising Higher-risk Prescribing in People Living with Multi-morbidity and Supporting Clinicians to Reduce Medication-related Harm'. Dr Ryan is due to complete his fellowship in early 2025.

Leadership & Management Scholarship

24 Scholarships awarded

This scholarship provides part-funding to NCHDs pursuing a Master's Degree in Management and Leadership Skills. In 2024, the scholarship supported 8 doctors in their first year and a further 16 in their second year.

Supporting NCHD Training

NDTP provide a suite of financial supports to alleviate high costs associated with the specialist training and continuous professional development.

Scheme policies and details can be viewed [here](#) or by scanning the QR code.



Training Support Scheme (TSS)

2024 saw a further increase in the number of TSS applications with over 26,000 claims approved throughout 2024.

Higher Specialist Training Fund (HSTF)

7 Post-graduate Training Bodies Funded

The HSTF fund is available to Higher Special Trainees and is administered through the Irish Postgraduate Medical Training Bodies.

Clinical Course and Exam Refund Scheme (CCERS)

5,241 CCERS claims approved in 2024

The Clinical Course and Exam Refund Scheme continues to be a central financial support in postgraduate medical training in Ireland and is accessible by all NCHDs employed under the 2010 contract.

Continual Professional Development Support Scheme (CPD-SS)

2,369 NCHDs enrolled

The CPD-SS is an education programme open to NCHDs registered on the General or Supervised Division working in the public service. The scheme is designed to enhance clinical knowledge and skills and fulfil some of the Medical Council legal requirements under the professional competence, and allows doctors on the General Division access to educational activities worth up to 20 external CPD credits.

The number of NCHDs enrolled (2369) and participating in the scheme in 2024 increased by 2% on the previous year. Over 300 courses are available throughout the training year delivered by the Irish Postgraduate Medical Training Bodies; generally over 15,000 CPD credits are attained by NCHDs who are not on a formal training scheme. A second enrolment which is now established on an ongoing basis, allows a further opportunity for NCHDs to register for the scheme each year. Further development of CPD-SS by training bodies is expected to ensure the offerings that align with the changing health service needs.

Flexible Training

30 NCHDs in Training availing of HSE Supernumerary Scheme

The scheme provides for a limited number of supernumerary places to facilitate doctors to continue their training in a flexible manner for a set period of time. Alongside the HSE supernumerary scheme more NCHDs in training availed of job sharing opportunities in 2024. The number of trainees in job sharing arrangement increased with 16 trainees accommodated in job shares across: Microbiology, Haematology, Histopathology, Anaesthesia, Psychiatry, Dermatology, and Neonatology. To encourage job sharing arrangements “top up” funding has been provided through HSE NDTP to allow two trainees to work 0.6 WTE (or 3 days a week) rather than 0.5 WTE.

Lead NCHD (LNCHD) Programme

106 LNCHDs Appointed Nationally

A Lead NCHD represents their NCHD colleagues at an executive level within their clinical site. The role allows NCHDs to have their voice heard at the highest levels of their local healthcare facility and to gain valuable experience in healthcare management. The LNCHD programme was piloted as a recommendation of the MacCraith Report in 2013. Since its inception it has grown in scale and LNCHDs are now present across most acute hospital sites and community healthcare organisations.

The 2024/2025 academic year saw 106 LNCHDs appointed across 43 hospitals, public health, and CHOs. The programme is overseen by National LNCHD Fellow, Dr Lenin Patrick Ekpotu.

Highlights:

- Three in person LNCHD Workshops were hosted in 2024, including a National NCHD Conference hosted at Croke Park, Dublin.
- Engagement from LNCHDs across the country was strong and feedback from each workshop was overwhelmingly positive.
- Each LNCHD was provided with a bursary to develop their skills in leadership and management.
- The National LNCHD Fellows supported the development and delivery of the inaugural HSE Certificate in Medical Workforce (NCHD) Management in November and delivered a session outlining core NCHD challenges and how Medical Manpower Managers can make a positive difference.
- The National LNCHD Fellows represented NCHDs on various national working groups including the Greener Models for Healthcare Working Group, Medical Intern Board, Irish Medical Council Education and Training Committee, and the Ministerial NCHD Taskforce.
- Several site visits took place in 2024. These visits allow representatives from NDTP to engage with the Lead NCHDs and their stakeholders (Medical Manpower Managers, Clinical Directors etc., where relevant) to review areas of strength and areas for improvement in embedding the LNCHD Programme at site level.



2024/2025 NCHD Leads with National Lead Dr Lenin Patrick Ekpotu

Postgraduate Medical Education & Training (PMET) Regional Leads

A key strategic aim for NDTP is to support and refine a national network for onsite education and training with the aim of supporting the NCHD education and training.

Prior to the establishment of the Health Regions, each Hospital Group had a designated NDTP clinical lead/s to support postgraduate medical education and training. Building on this model in 2023, NDTP introduced three pilot Post Graduate Medical Education and Training Models in South/South West, Saolta, and Children's Health Ireland hospital groups. In 2024 these programmes resulted in key improvements, including better adherence to NCHD Taskforce standards, enhanced simulation training, increased mentorship opportunities, and stronger support for

Medical Workforce Managers. Collaboration with external stakeholders also grew, and local training opportunities expanded.

With the introduction of the Health Regions in 2024 NDTP began to transition from the model of Hospital Group leads to Regional Leads. The primary role of the Regional Lead will be to focus on optimising the Clinical Learning Environment for all NCHDs across the Region. Regional Leads will have a key role in coordinating education and training issues at clinical site level and work closely with the Lead NCHDs in their respective hospital groups to act as a central point of contact for all education and training related issues, particularly from an educational governance perspective including medical council and postgraduate training accreditation.

The roll out of the Regional model will continue in 2025.

MEDICAL WORKFORCE PLANNING

In line with its statutory obligations, NDTP is tasked with projecting and proposing, on an annual basis, the number of post-graduate trainees required for each medical specialty. In order to do this NDTP works with specialty stakeholders including national clinical programmes, Irish Postgraduate Medical Training Bodies, senior clinicians, and administrators across the acute hospital and community health care system to estimate the total demand for consultants and specialists.

Specialty Specific Workforce Reviews

Over the past year, NDTP has published medical workforce reviews to inform workforce planning for the specialties of Anaesthesiology, Surgery, Medicine, and Emergency Medicine. This follows on from the publication of a series of other medical workforce reports published since 2015. It is anticipated that the remaining specialty workforce reports for Medicine,

Radiology, Public Health Medicine, Paediatrics and Neonatology and Obstetrics and Gynaecology will be completed in 2025.

These plans outline recommended training and consultant numbers to meet the needs of the population of Ireland over a specific timeframe. Projections are aligned with future population health needs and service developments and are informed by National Clinical Programmes and Irish Postgraduate Medical Training Bodies as well as data on population projections, future service utilisation patterns, Government policy and strategy.

Specialty specific workforce reviews can be found [here](#) or by scanning the QR code.



CONSULTANT POSTS

Consultant Applications Advisory Committee (CAAC)

The Consultants Division, as the CAAC secretariat, processes all applications for the Committee's consideration. Applications for new, replacement, and restructure Consultant posts, as well as change of contract requests are all screened by the Consultants Division.

A link to the annual report of CAAC activity is available [here](#) or by scanning the QR code.



Consultant Applications Portal (CAP)

All applications for new, replacement and restructure for consultant posts are submitted online via the updated Consultant Application Portal (CAP). 2024 saw the enhancement of the existing system which now allows for the streamlining of approving and issuing Letters of Approval (LoA) with a quicker turnaround time. Clinical sites and Health regions can complete, verify, submit, and track the entire journey of a consultant application form using the portal.

Data Services

DIME is the strategic partner within the HSE that records the status of all the NCHD and Consultant workforce nationwide. Data Services continues to monitor and provide regular data on the status of occupied and vacant posts recorded on DIME. System alerts and continuous rigorous monitoring is in place to strengthen data compliance.

DIME is the sole platform for recording and reporting on the uptake of Public Only Consultant Contract 2023 (POCC '23) implemented in March 2023. Uptake of POCC'23 increased by 88% in 2024 compared to 2023, 74% are existing consultants that have changed over to the new contract.

The accuracy and integrity of the data recorded in DIME is paramount to the work undertaken by NDTP. Data Services has a full programme of work scheduled including data validation which is performed continuously through interrogating the data, targeted data compliance, and engagement with clinical sites to produce high quality comprehensive data reporting.



Knee Aspiration





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