



# NDTP

National Doctors Training & Planning



*"Investing in the career development of doctors"*

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

# NDTP Strategic Plan

2016 - 2020

National Doctors Training & Planning (NDTP) incorporating Medical Education and Training, Medical Workforce Planning and the Consultant Post Approval Process, was established in November 2014. It has a statutory remit that is outlined in the Health Act 2004 and the Medical Practitioners Act 2007.

The combined objective of the three core functions of NDTP is to ensure that, at all times, the Irish health service is provided with the appropriate number of specialists, who possess the required skills and competencies to deliver high quality and safe care, and whose training is matched to the model of healthcare delivery in Ireland, regardless of location.

The drivers and influencers of NDTP policy and decision-making are diverse and include national health policy, national clinical programmes, demographic changes, evolving health service structures, retention of doctors, the 'MacCraith Report' (Strategic Review of Medical Training and Career Structure 2014), HSE strategies and frameworks, and key stakeholder engagements regarding training for doctors.

The NDTP Strategic Plan contains six strategic objectives which, when delivered over the lifetime of the strategy, will result in a series of outcomes that will benefit patients. The six strategic objectives are as follows:

1. Develop a shared vision amongst all stakeholders of the future of doctor training and consultant post requirements in Ireland
2. The role, responsibilities and added value of NDTP is understood by all key stakeholders
3. Trainee and specialist/consultant numbers, specialty and skill-set are aligned with current and future service requirements
4. NDTP objectives and operations are supported by, and aligned with, key HSE divisions
5. Productive engagement mechanisms and relationships exist with stakeholders
6. NDTP is fit for purpose and capable of delivering on its objectives

It is anticipated that the following outcomes will materialise and become embedded as progress is made in the delivery of the strategic objectives outlined above:

- A shared approach to future doctor training and consultant post requirements for the Irish health service exists and is understood, leading to a combined and focused effort by all stakeholders
- The training provided to doctors is appropriate, adaptive and capable of responding to the changing needs of the patient and the health service
- Ireland's medical workforce is increasingly aligned with the needs of the Irish health system
- Doctors' experience of both training and work is consistently positive regardless of location
- Morale amongst all doctors – NCHDs, trainees, GPs, specialists and consultants - has improved, resulting in better outcomes for patients
- Doctors trained in Ireland remain and work in Ireland in the long term
- Medical training in Ireland is increasingly highly regarded internationally
- NDTP investment in doctors' training is delivering value for money
- An established workforce plan / framework is shaping appropriate medical education and training and the employment of all doctors in the health service
- Consultant posts are filled in a timely manner resulting in a reduced reliance on locums, which in turn is providing better training and patient experiences throughout the Irish health service
- There is equity of access to quality services and better outcomes for patients, regardless of where they live
- High quality data is enabling and informing decision-making and career planning for the medical workforce