



NATIONAL
DOCTORS
TRAINING
& PLANNING

NATIONAL LEAD NCHD NEWSLETTER



WINTER 2024



[@NLNCHD](https://twitter.com/NLNCHD)



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INTRODUCTION FROM THE NATIONAL LEAD NCHD

The healthcare space in Ireland is at an inflection point, with significant evolution and progress anticipated in the near future. This vision is collectively shared by the NDTP, HSE, the Health ministry, postgraduate training bodies, and numerous committees, all motivated to enhance working conditions, training structures, and workforce standards across the country.

Amid these aspirations and collaborative efforts, one truth remains undeniable: the NCHD body is the backbone and driving force of the system. With this recognition comes both power and a profound responsibility, the responsibility to ensure we are seen, heard, and celebrated.

This understanding shapes our vision for the year, as agreed upon with the 104 lead NCHDs representing us nationwide, to foster greater collaboration, enhance visibility, and improve meaningful engagement.

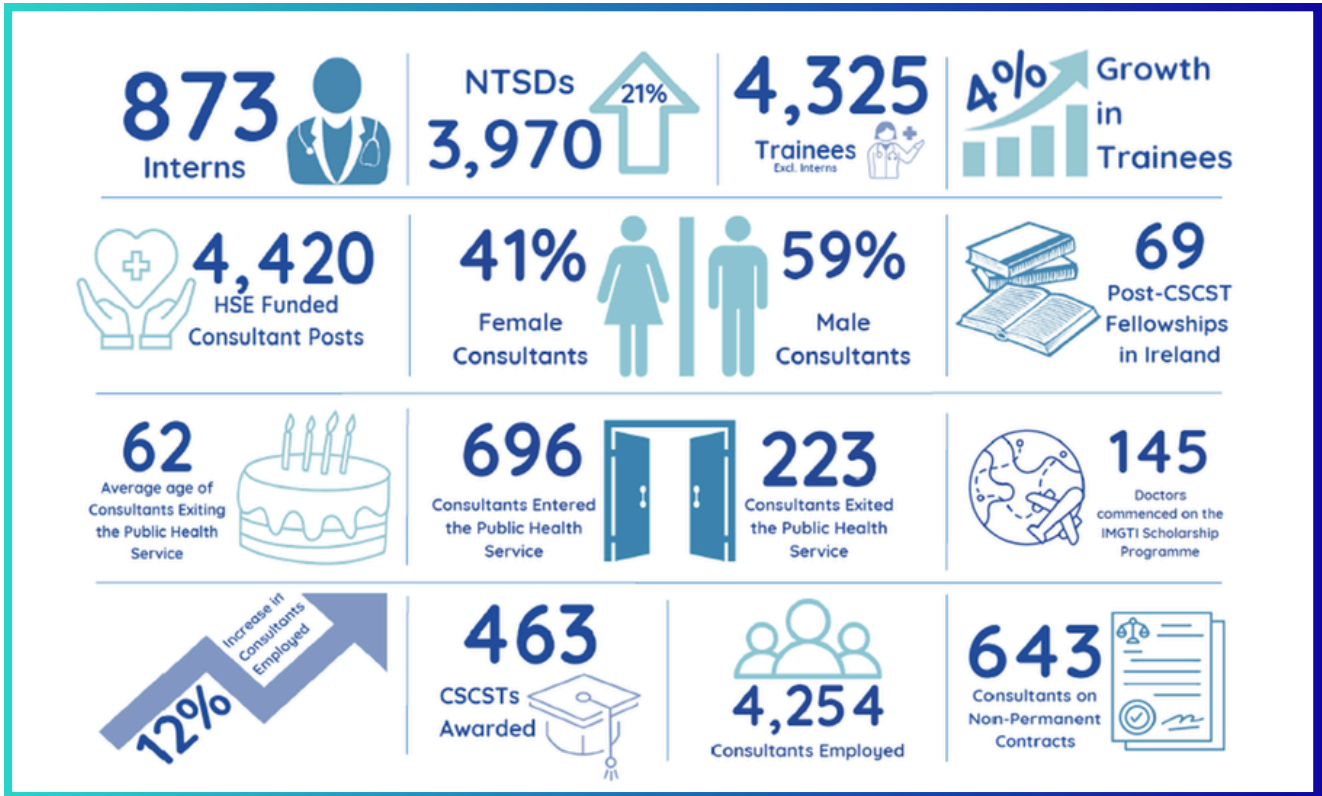
This newsletter marks a step toward realizing that vision, and I hope it resonates with you as strongly as it does with me.



Dr Lenin Patrick Ekpotu
National Lead NCHD



2023 PUBLIC MEDICAL WORKFORCE IN NUMBERS

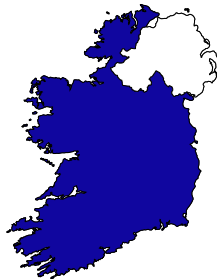


Overview of current workforce as of 2023 - Courtesy of the NDTP Medical workforce analytics team.

2024/2025 LEAD NCHD PROGRAMME



104 Leads
Appointed



Across 55
Sites

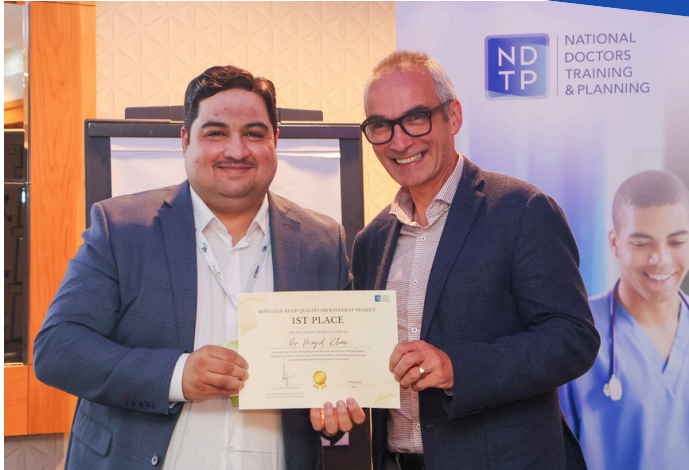


10+ QI Projects
initiated

FIND YOUR
LEAD NCHD!

[Click Here](#)





Nearly 60 leads in attendance from across the country.

Theme of workshop – “Connecting the dots: Leadership, Collaboration and sustainable impact”

Major outcomes - Established vision for the year
- Improve Lead NCHD visibility, engagement and Collaboration



Key Highlights

- Dr Siobhan Ni Bhriain – the importance of Leadership in healthcare.
- Prof Anthony O'Regan – The NDTP, its role in supporting the Lead NCHD programme and the steps needed to ensure better success.
- Prof John Cooke – The changing picture of education and training in Ireland. The importance of visibility and engagement and its impact on reputation and success.
- Previous NCHD Leads – presented successful QI projects and received their awards and certificates.
- Ms Roisin Egenton – QIP process, brainstorming ideas and necessary tools for implementation and execution.



Find your Lead NCHD [here](#).



NATIONAL MEDICAL WORKFORCE CONFERENCE

7th of November

On Thursday, the 7th of November, National Doctors Training and Planning (NDTP) hosted its third annual National Medical Workforce Conference at the Clayton Hotel, Cardiff Lane. Over 200 guests attended from across Ireland to engage in meaningful discussions about workforce planning.

Theme: "The Evolving Medical Workforce: Planning for the Future."



Key Highlights

- Some results of NCHD survey discussed
 - NCHD teaching and training
 - New regional changes and Clinical educator program
- Current state of medical workforce. Retention and future plans
- Evolving leadership, fellowship and ICET programs available to NCHDs
- Newly launched Surgery workforce report. Download and read the report [here](#).

LAUNCH OF MEDICALCAREERS.IE

I am thrilled to share the newly launched Medical Careers website with you. This website has been launched to provide valuable information and resources for those interested in working and training as a doctor in Ireland.

The website will support doctors in Ireland or considering training in Ireland to:

- Plan their medical career
- Access information about medical specialties
- Access tips about moving to Ireland to train or work as a doctor
- Learn about the different supports, scholarships and programmes available to doctors training in Ireland

Explore website and all it may have to offer via this <http://www.medicalcareers.ie>



Pictured: Dr Lenin Patrick Ekpotu, NLNCHD & Prof Anthony O'Regan, Medical Director of NDTP

[Visit MedicalCareers.ie](http://www.medicalcareers.ie)



The Spark Innovation Programme was founded in 2017 by NCHDs to support innovation in clinical settings. We offer a huge range of supports to NCHDs including funding, mentorship, bursaries and fellowship opportunities. If you're an NCHD interested in improving the health system we encourage you to reach out and get involved!

Upcoming Initiatives and Events in 2025

- **Spark Seed:** Pitch projects for funding up to €5,000. Apply on our website; next closing date January 30th 2025
- **Spark Impact:** Funding between €5,000-€90,000 available. Opening January 2025
- **Spark Summit:** Annual HSE Innovation Conference in Dublin June 19th 2025. Huge discount for NCHDs.
- **Spark National NCHD Innovation Fellowship:** Application Process opening soon

For further information:

Website: www.hse.ie/spark

Email: spark@hse.ie

Linkedin: [HSE Spark Innovation Programme](https://www.linkedin.com/company/hse-spark-innovation-programme)



We would like to extend our heartfelt thanks to the 2,608 NCHDs who participated in this year's NCHD survey, representing an impressive response rate of 29% from a total of 9,003. Your engagement has provided invaluable insights that are already shaping meaningful discussions and driving actions to address key areas of focus.

Who Responded To The Survey

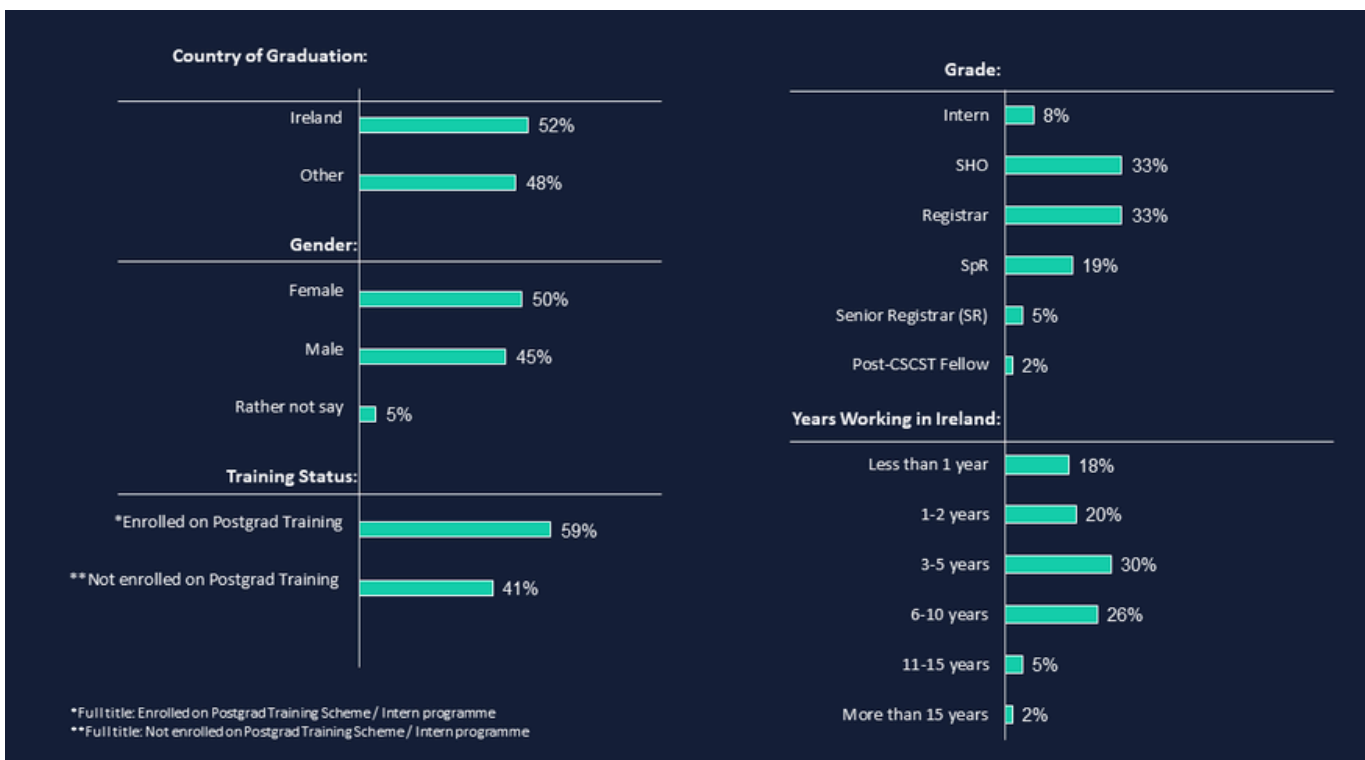
Table 1. The representativeness and response by health regions



	Population of NCHDS x Health Regions	% Breakdown	Survey Completes x Health Regions	% Breakdown	The proportion of survey completes vs. population
1. HSE Dublin and Midlands	1938	22%	619	24%	+2%
2. HSE West and North West	1534	17%	382	15%	-2%
3. HSE Dublin and North East	2038	23%	580	23%	0%
4. HSE Midwest	659	7%	183	7%	0%
5. HSE South West	1180	13%	379	15%	+2%
6. HSE Dublin and South East	1535	17%	422	16%	-1%
Children's Health Ireland*	394	4%	117	4%	0%

*Children's Health Ireland is included in HSE Dublin and Midlands and separated for reference.

Sample Breakdown



We look forward to sharing the complete and detailed results with you early next year, and we deeply appreciate your continued involvement in shaping the future of our healthcare system.

HSE CERTIFICATE IN NCHD MANAGEMENT



47 Medical Workforce staff from across the country took part in this 4-day course in 2024, with input from your National Lead NCHD. NDTP ran two 4 day courses in 2024 during the spring and autumn. The course was a key recommendation of the National Taskforce on the NCHD Workforce and aims to provide consistency in the service provided to NCHDs nationally. Modules include the NCHD contract, pay scales, culture, and more. Further iterations will run in 2025.

HSE UPDATE: UPDATE ON 1 OCTOBER 2024 PAY INCREASE

A pay increase of 1%, which took effect from 1 October 2024, will be applied across the HSE from early December. This pay increase is per annum, or pro rata for those on less than full-time hours. The date you receive the increase will be different depending on what payroll area you're in.

Payroll will start processing payments for new rates and arrears from:

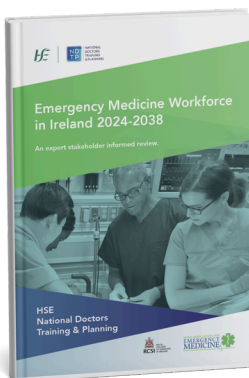
- Thursday 5 December to Tuesday 31 December in East and West
- Thursday 12 December to Monday 23 December in Mid West
- Thursday 5 December to Thursday 19 December in Midlands
- Thursday 5 December to Friday 20 December in North West
- Tuesday 10 December to Tuesday 31 December in South
- Thursday 12 December to Friday 20 December in South East

In the North East, new rates will be applied from Thursday 19 December to Monday 23 December and arrears from Thursday 30 January to Thursday 6 February.

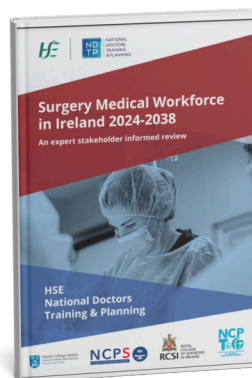
[Read the HR circular on the application of pay adjustments for 1 October 2024](#)

(Source: HSE News)

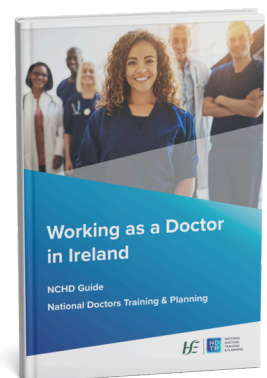
LINKS & RESOURCES



[Download Emergency Medicine Workforce in Ireland 2024-2038](#)



[Download Surgery Medical Workforce in Ireland 2024-2038](#)



[Download Working as a Doctor in Ireland - NCHD Guide](#)

Are you a woman doctor in the Republic of Ireland who is either:

- currently pregnant,
- have one or more children, or
- has experienced infertility or has accessed fertility treatments ?

If you answered yes and would like to support the development of recommendations or initiatives to better support women doctors, we would like to hear from you. Please scan the QR code to complete our survey or go to:
<https://www.surveymonkey.com/r/C8DQ35J>



Denovo

A new financial wellness platform for NCHDs

Denovo simplifies complex financial processes, helps you secure your income and brings clarity to your payslip, tax and future financial planning.

Register your interest today and be among the first to join Denovo when we launch in early 2025.

www.denovo.ie



Expert Independent Financial Advice

Direct access to advisors with expertise in health and public sector personal financial planning - including mortgages, pensions, protection and investing.



Calculate and Submit your overtime through the platform

Access several other digital tools to give you control and confidence over your personal finances



Library of financial guides and FAQs

Extensive guides and FAQs on personal finance and planning issues specific to working as an NCHD in Ireland

See Denovo.ie for full list of benefits

Get in touch:



[@NLNCHD](https://twitter.com/NLNCHD)



nl.nchd@hse.ie

TOP TIPS FOR NCHD CHANGEOVER



1. DOWNLOAD THE NER MOBILE APP

Use the NER app to process pre-employment screening documentation and access financial supports. The app is available on the Apple App Store and Google Play Store.

2. CHECK YOUR NER ACCOUNT IS ACTIVE

Contact your current Medical Manpower Department to reactivate your NER account. To unlock your account contact dime.team@hse.ie.



3. REVIEW YOUR HIRE FORM

Review your hire form to check you have:

- Current contact details, next of kin details and bank details
- Current Training Certificates, Personal Documents (e.g. Passport, CV etc.) and Occupational Health Documents

4. CHECK YOU HAVE COMPLETED MANDATORY TRAININGS

Visit hse.ie to ensure you have completed all the mandatory trainings required and upload your certificates to the NER App.



5. SUBMIT YOUR TSS/CCERS APPLICATIONS

With large increases in TSS/CCERS application submissions, submit early to receive timely reimbursement.

6. CHECK YOUR EMPLOYMENT SUMMARY IS CORRECT

In the NER App or portal you can view your employment history, pay details and sick leave. Check you are assigned to the correct division of the Medical Council Register.



7. SUBMIT YOUR TRAINING AND CAREER PROGRESSION RECORDS ON E-PORTFOLIO

The E-Portfolio module can be used to track your training and career progression records. You can use it to submit records within the past 6 months for verification.

8. CONSIDER YOUR ANNUAL LEAVE / STUDY LEAVE / TRAINING

Review what trainings or days off you may need during your next rotation. Let the manager of the roster at your new position know as soon as possible.

