



National Doctors Training & Planning Annual Report 2022

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Forward



It is my pleasure to present this Annual Report on behalf of National Doctors Training and Planning (NDTP), which provides information on our key activities, achievements and initiatives in 2022. As we have emerged from the Covid-19 pandemic there is a new sense of possibility and we are more focused than ever on what we can achieve as a Unit.

I want to thank everyone in NDTP for their continued commitment, energy and enthusiasm after what has been the most difficult period for our health service in my memory.

My personal highlight of the last year was the opportunity to launch the NDTP Strategy for 2022-27 at our first National Medical Workforce Conference in November. Aligned across six key strands: Data, Workforce Planning, Training and Development, Career Development, Communication and Retention, this document will focus our efforts over the next five years, guided by the principle that patients should always be treated by the right doctor with the right training in the right place at the right time.

The first National Medical Workforce Conference was a great success and delegates heard from national and international experts on all aspects of the medical workforce. There were plenty of opportunities to network and learn throughout the day. I am delighted to announce that the National Medical Workforce Conference will return in 2023 on Thursday November 9th. Follow our social media accounts for more details and registration deadlines.

I am pleased to report that, NDTP received a number of awards in 2022. In December, the E-Portfolio Module on NER was named 'NCHD Project of the Year' at the prestigious Irish Healthcare Awards. The previous March the Spark team won the CIPD Award for Employee Empowerment and Trust for their collaboration with HHI on the Spark Ignite Innovation Programme.

In 2022 we advanced and further resourced two projects that will support onsite education and training: the NDTP Trainer Leads and the Clinical Education & Training model, which is being piloted within three hospital groups.

We also commenced working on the ambitious Model 3 Hospital Project. This project will deliver recommendations to ensure there is a pipeline of appropriately trained and qualified consultants available to provide

patient care in the Model 3 Hospital network.

The Workforce Planning Report produced in 2022 was substantially revamped to include new data and analysis. A new Workforce Planning partnership agreement commenced with Trinity College's Centre for Health Policy and Management. This will expedite development of a full suite of medical workforce supply and demand projections, completed on a specialty-by-specialty basis and by geographic location, by 2024.

NDTP has also conducted quantitative research into the migration patterns in order to understand the number of trainee doctors leaving the Irish health system and the numbers returning, bringing much-needed nuance and depth to a controversial topic. It is clear from our research that whilst many doctors leave Ireland at various stages during their career, the majority return be that post intern or post CSCST level. This important research is due for publication in Q1 2023.

NDTP's ambition is to produce a highly trained medical workforce that meets the current and future needs of the health service. This would not happen without our stakeholders, collaborators and partners across the Health Service. In this respect I would like to acknowledge amongst others, the Medical Schools, the Intern Training Networks, and the Postgraduate Medical Training Bodies and the Medical Council for their continued partnership and shared common ambition

The year ahead will see us continue to work on advancing the goals laid out in our Strategy document in our efforts to provide the best medical workforce planning, doctor training and career development.. In so doing, NDTP will contribute to ensuring the health service will benefit from having the right doctor with the right training in the right place at the right time.

The future remains bright.
Prof Brian Kinirons

Our Strategy

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



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

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



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



Achievements & Outputs 2022

Medical Workforce Conference

In November 2022 the first National Medical Workforce Conference: Building Towards a Sustainable Future took place. The conference showcased work on all aspects of the medical workforce and provided opportunities for participants to network with colleagues across the system, working in the area of workforce sustainability in healthcare. International speakers attended from Australia and the UK, both of whom were involved in medical workforce. Conference attendees gained insights on medical workforce through several plenary and parallel sessions.

The 2nd Annual Conference will take place on 9th November 2023.

NDTP Strategy

Dr Colm Henry, CCO launched the National Doctor Training and Planning Strategic Plan 2022-27: Delivering the Medical Workforce for Ireland. This Strategic Plan has been created through consultation with the NDTP team in alignment with current HSE policies and objectives. The Strategic Plan will guide the HSE in improving on the provision of the highest quality data driven workforce planning and doctor training solutions into the future. The strategy provides NDTP with a roadmap for the next 5 years and will ensure that all significant decisions made are aligned with the 6 key strategic objectives.

E-Portfolio wins Irish Healthcare Award

The E-Portfolio Module on DIME was awarded the 'NCHD Project of the Year' at the prestigious Irish Healthcare Awards 2022 in December. The E-Portfolio allows NCHDs who are not on a formal training scheme to have access to a generic standard document to record their training and career development as well as having their experience validated by their supervising Consultant where applicable. This resource is free and is easily accessible via the new NER App and web based portal.

Model 3 Hospital Project

This project commenced in January 2022 with the establishment of a working group and steering group for oversight. The vision is to produce a report which will provide recommendations to the HSE Board to ensure there is a pipeline of appropriately trained and qualified consultants available to provide patient care in the Model 3 hospital network. The key aims are:

- Undertake a baseline study of the current Consultant Medical Workforce in the Model 3 hospital network, across all specialties.
- Quantify the medical workforce requirements in 2022, and predict the future manpower requirements over the next 10 years to 2032.
- Prepare a report that provides a range of recommendations to address medical workforce issues to position hospitals improve consultant staffing levels.



Funding for Training and NCHD Experience

In 2021 funding was provided to support the transition to new ways of working required to deliver post graduate training in the Covid environment. In 2022 an annual budget was confirmed for the NDTP Trainer Leads to continue to support NCHD education and training at site level. Additional to this funding in 2022 each hospital group with NDTP Trainer Leads was allocated a once off programme of funding for minor capital projects to improve on site NCHD facilities in areas such as on-call facilities, out of hours catering facilities, lockers and NCHD residence.

Initiation of new Clinical Educator Model

NDTP has long been supportive of improving training supports at site level through clinical leadership. The Training Lead programme is however limited in terms of resources and funding currently available. In 2022 NDTP initiated the Clinical Education & Training (E&T) model within two pilot Hospital Groups, each led by a NDTP Group Clinical Director of Education & Training (CD E&T). The Group Clinical Directors of Education and Training will take a leadership role in the Hospital Group working directly with the site consultants for education and training, encouraging collaboration across the Group and providing support to the individual site consultants as required. The model envisages Group Clinical Directors of Education and Training at each Hospital Group and site consultants for education and training who would also have protected time. The model will expand to additional hospital groups in 2023.

The new medical E&T model will be based on a defined set of principles that include:

- Protection of time for the medical E&T roles to ensure that pilot can deliver.
- Appropriate administration support for the CD role and site medical E&T roles.
- Ensure support and resources for Model 2 and 3 hospitals proportionally to Model 4.
- Medical E&T roles focused on cross specialty educational structures.

Increased Specialist Training Places

There has been a steady annual increase in recognised postgraduate training posts in line with workforce planning projections. Overall the Basic Training intake increased by 19% and the Higher Specialist Training intake increased by 14% over the last 5 year period. Examples of some of these increases include:

- Total number of doctors currently enrolled in training programmes in 2022 is approximately 5250. This represents a 9% increase in the number of trainees compared to 2021, and 19% increase since 2019.
- General Practice: increase of 22 new places on the training programme for July equating to 258 new trainees. There has been a 24% increase in first year GP trainees compared to 2018.
- Radiology: 8% growth in trainees from 2021
- Surgery BST: 14% expansion of training places across the 2 year BST Surgery programme
- Psychiatry: 9.5% growth in trainees compared to 2021
- Intensive Care Medicine: four additional training posts in July 2022
- General Medicine: 8% increase in trainees across all higher general medicine programmes since 2021

Developmental Funding

Each year significant Development Funding is made available to Training Bodies/Intern Networks and Training Leads. The Development Fund 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. In 2022 continued support was given to stakeholders by providing financial investment in original projects that will contribute to the career development of doctors.

The July 2021 – July 2022 Development Funding cycle has now closed. There were a total of 22 successful projects which received funding. A condition of funding is that each recipient must submit an abstract on the completion of their project. Please click here to view the full abstract booklet on these projects.

The July 2022 – July 2023 Development Funding cycle saw a total of 16 successful projects which received funding. Abstracts will be available Q2 2023 in line with the end of the funding cycle.

Medical Workforce Planning Report published

[Medical Workforce Report 2021-2022](#)

DIME: New Module and Enhancements

NER APP

The National Employment Record (NER) App was launched on 07 November 2022 and is free and available to download on both App Store and Play Store.

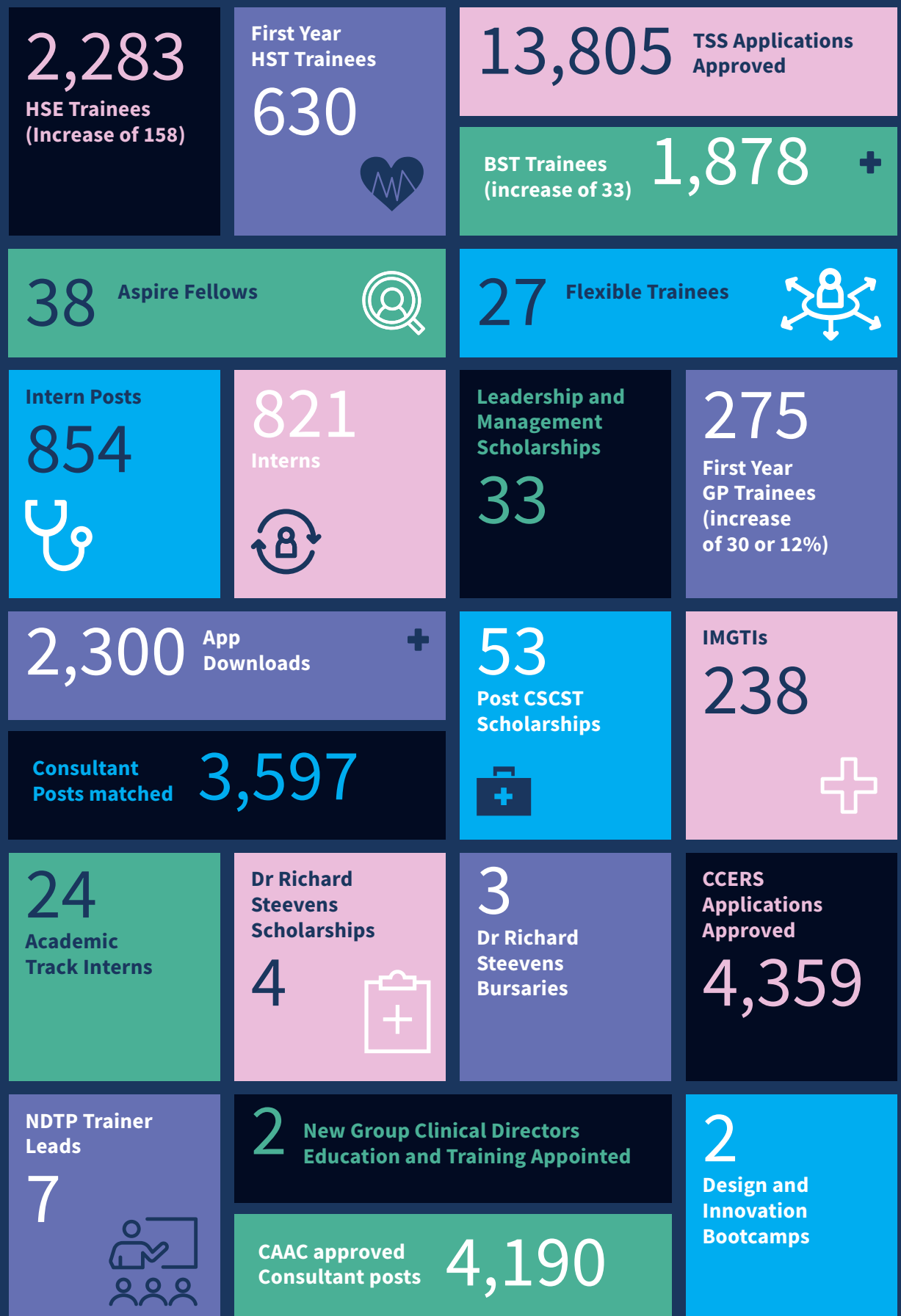
The NER App is an extension of the current NER web based portal, which has approximately 8,000 users. It enables NCHDs to interact with Medical HR and Occupational Health Departments nationally. It facilitates the upload of pre-employment screening documentation and allows NCHDs to apply for funding under both the Training Support Scheme and Clinical Course Exam and Refund Scheme. The E-Portfolio Module can also be accessed via the NER App allowing NCHDs to record their training and career development and have their experience validated by supervising Clinicians / Consultants where applicable.

Security Enhancements

Cyber security is a high priority and, following a penetration testing exercise in 2022 investment was made to strengthen the security in accessing the NER for all users by implementing Multi-Factor Authentication (MFA). A six-digit code is now sent to the mobile number provided by NCHDs and this is required for log in alongside other details.



Year in Numbers



NCHD Workforce

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 www.hse.ie/doctors or [click here](#)

NCHD Training 2022

The HSE is required to assess, on an annual basis, the number of intern posts, and the number and type of specialist medical training posts, required by the Health Service under Part 10 of the Medical Practitioners Act (MPA 2007). The Medical Workforce Report for the 2021-2022 training year, which includes the annual assessment of NCHD posts along with data on the consultant workforce, is available at www.hse.ie/doctors here

Medical Intern Training

120 new Intern posts permanently established in 2022

In 2022 the Minister for Health announced the permanent establishment of the extra 120 medical intern posts announced in July 2021. The current number of approved intern posts is now 16% higher compared with pre-Covid places (734). For the 2022 training year 821 Intern posts were filled.

Highlights of 2022 included:

- Permanent Increase to standard Intern intake numbers to 854 (20 additional posts for each Intern Training Network)
- *External Review of the Intern Allocation Process:* A review of the current Intern Recruitment process was undertaken by EY to review current practices against international standards for selection and allocation. The report provided a number of recommendations to improve the application process including selection of post preferences, improvements in the allocation to posts, flexible training options for interns, and return to training after prolonged absence. The report has been approved by the Medical Intern Board and work is underway within the Intern Management committee to assess how these recommendations can be implemented in 2023.
- *Review of the National Number of Medical Intern Posts:* An independent review of the National number of Intern posts, commissioned by the HSE on request of the DoH was carried out by Crowe Haworth. The report produced a number of recommendations for consideration in future increases to Intern numbers. The report also produced a planning tool to facilitate modelling of the projected Intern numbers required as a training pipeline for current and future demand for Consultant/specialist doctors in Ireland.
- The National Intern Curriculum Framework was completed and review by multiple International external reviewers. The Curriculum Framework received approval from the Medical Intern Board for a wider circulation and the commencement of the consultation process with a wider group of stakeholders with a view to piloting elements of the framework in 2023.



Intern Academic Track

24 Academic Track Interns Appointed

The Intern Academic 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)

1878 BST trainees

Highlights of 2022 included:

- 888 BSTs commenced training with our Postgraduate training partners in July
- Intake to GP training increased by 12% compared to 2021
- Intake to General Internal Medicine increased by 6% compared to 2021
- Intake to Psychiatry increased by 3% compared to 2021
- Intakes for BST increased by 12% for GP Training, 6% for General Internal Medicine and 3% for Psychiatry in 2022 compared with 2021



Higher Specialist Training (HST)

2283 HST trainees

Highlights of 2022 included:

- 630 HSTs that commenced training programmes with our Postgraduate training partners in July 2022, a 10% increase on the previous year
- Surgery had an overall increase of 44% compared to 2021
- Radiology had an overall increase of 8% compared to 2021

IMGTI

Over 200 IMGTI Doctors currently training in Ireland.

The Irish Medical Graduate Training Initiative enables overseas doctors in training to gain access to clinical experience on a scholarship basis e.g. HSE Scholarship Programme, College of Physicians and Surgeons Pakistan (CPSP) / Sudan Medical Specialisation Board (SMSB) or through a fully sponsored Clinical Fellowship or Residential programme. 138 Scholarship IMGs and 100 Sponsored Fellowship IMGs are currently training in Ireland through the initiative, with over 800 doctors having commenced the programme since its introduction.

2022 also saw the return of in person delegation visits from CPSP and SMSB. The HSE were privileged to host a meeting with a delegation from the Sudanese Federal Ministry of Health in May. The HSE and the Irish Postgraduate Medical Training Bodies hosted a delegation from CPSP in July and held the HSE/CPSP IMG Scholarship Programme Steering meeting during their visit.

Scholarships & Fellowships

Details relating to fellowships and scholarships are published [here](#).

Dr Richard Stevens' Scholarships

This programme supports clinical training in recognised centres of excellence abroad and is aimed at NCHDs in the final stages of their HST.

Since the Scholarship was developed and established in 2007, 61 doctors have been awarded Scholarships and a further 26 have been awarded bursaries under the programme. A number of past recipients have since been appointed to consultant posts in Ireland.



Highlights of 2022 included:

4 scholarships awarded with funding provided up to the equivalent Specialist Registrar (SpR) salaries.

Four Scholarships

- **Dr Aisling Looney**, SpR in Surgery, undertook a fellowship in andrology and male factor infertility based in University College London.
- **Dr Fionnuala Cox**, SpR in Immunology, undertook a fellowship in adult drug allergy based in the Centre for Antibiotic Allergy and Research, Heidelberg, Australia.
- **Dr Kris Hughes**, SpR in Paediatric Surgery, undertook a fellowship in paediatric general surgery with a special interest in paediatric trauma based in The Karolinska Institute, Stockholm, Sweden.
- **Dr Roisin O’Cearbhaill**, SpR in Radiology, undertook a fellowship in neuroradiology based in University Hospital network, Toronto, Canada.

Three Bursaries

In addition to the prestigious and highly competitive Dr Richard Steevens’ Scholarships, the NDTP HSE have also awarded three Bursaries in 2022. Out of the rich pool of talent the following three HSE doctors were awarded a bursary:

- **Dr John Buckley**, SpR in Cardiology, undertook a fellowship in intervention cardiology based in Cardiovascular Centre, OLVA Aalst, Belgium.
- **Dr Patrick Moloney**, SpR in Neurology, undertook a fellowship in adult neurogenetics based in National Hospital for Neurology and Neurosurgery, London.
- **Dr Sinead Maguire**, SpR in Rheumatology, undertook a fellowship in pregnancy in axial spondyloarthritis based in Toronto Western Hospital, Canada



Aspire Post CSCST Fellowships

Post-CSCST Fellowships within Ireland offer an alternative to trainees now that 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 training programmes to subspecialties and advanced clinical skills.

The Aspire Post CSCST Fellowship programme has been in existence for a number of years however following an announcement from the Minister for Health in 2021 there are now 40 post CSCST fellowships permanently established across the acute, primary care and mental health specialties.

GP Academic Fellowships

The goal of the 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.

The scholarship includes salary, contribution towards PhD/ MD fees and Academic fellows receive an annual training and development allowance.

There were two GP Academic Fellows in 2022.

- Dr. Sarah McErean 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. 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’.

Leadership & Management Scholarship

33 Scholarships awarded

This scholarship provides part-funding to NCHDs pursuing a Master's Degree in Management and Leadership Skills. In 2022, the scholarship supported 16 doctors in their first year and a further 17 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 are published at Educational Supports

Training Support Scheme (TSS)

13,805 approved applications

The largest claims category with 2226 claims was National Courses / Conferences, with Professional Competency Scheme (PCS) Registration close behind at 2167 claims and Exams next with 2044 claims

The TSS can be used to claim for exams, courses or conferences which satisfy the TSS Eligibility criteria. The TSS is available to all NCHDs who hold a current HSE NCHD contract 2010 for a minimum period of 12 weeks and are working in a HSE funded post.

Due to the COVID-19 pandemic, a rollover of funds for a second year was approved in July 2021 allowing NCHDs continued access to unused TSS balances for a further year until July 2022. In July 2022, all balances reset to zero and a full new allocation for the new training year was made available, where applicable, for the appropriate NCHD grade.

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 Postgraduate Training Bodies.

Clinical Course and Exam Refund Scheme (CCERS)

€2,845,035 refunded to NCHDs

The Clinical Course and Exam Refund Scheme continues to be a central financial support in Postgraduate Medical Training in Ireland. The full fees of eligible courses can be refunded to holders of the HSE NCHD contract (2010).

Continual Professional Development Support Scheme (CPD-SS)

1912 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.

1,912 NCHDs enrolled in the CPD-SS, a 13% increase in participation on the previous year. Over 300 courses are available throughout the training year delivered by Postgraduate Training Bodies; generally over 15,000 CPD credits are attained by NCHDs who are not enrolled in specialist training programmes. A second enrolment date was introduced in January 2022 allowing a further opportunity for NCHDs to register for the scheme each year, which facilitated a further 200 NCHDs to register for the scheme for the remainder of the 21/22 training year. The second enrolment window will now be established on an ongoing basis. Further development of CPD-SS by training bodies during 2022/23 is expected to ensure the offerings for align with the changing health service needs.

Flexible Training

27 NCHDs availing of 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.

The NDTP and Training bodies are working together to expand opportunities for Less than Full Time Working (LTFT) to more trainees through job-sharing arrangements. This is also an area being examined by the National NCHD Taskforce.

- Applications decreased on the flexible training scheme from the previous year largely due to local arrangements and job shares being facilitated
- 18 trainees accommodated in job shares across: Anaesthesiology, Emergency Medicine, General Practice, Psychiatry, Obstetrics and Gynaecology, and Histopathology
- 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 a 50%



Lead NCHD Programme

81 Leads Appointed Nationally

The Lead NCHD initiative was introduced in 2014 to improve NCHD recruitment and retention in the Irish public health system.

The 2022/2023 academic year sees 81 Lead NCHDs appointed across 43 hospitals, public health, and CHOs.

- This year saw the return of our first face to face Lead NCHD workshop since COVID-19, which was well attended with positive feedback
- The bursary allocated to each lead to support education in leadership and management is this year, being reimbursed through TSS
- This year also saw Lead NCHD chairs appointed in SSWHG as part of the clinical education and training pilot
- The National Lead NCHD Fellow attended and presented at the Inaugural Medical Manpower managers conference in November
- A site visit to Galway University Hospital took place in 2022 with more site visits planned for 2023.
- The National Lead NCHD and a number of other NCHDs are members of the ministerial National Taskforce on NCHD Workforce with initial report expected before end of 2022. Work on this taskforce will continue in 2023.

NDTP Trainer Leads

There are now 7 NDTP Trainer Leads appointed across 4 hospital groups.

The primary role of the Trainer Lead is to support the delivery of training as appropriate to each clinical site. Trainer Leads have a key role in coordinating 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 training related issues, particularly from an educational governance perspective and relating to external stakeholders. In 2022 NDTP confirmed an annual budget to the NDTP leads to continue to support NCHD education & training at site level. Along with this baseline funding in 2022 NDTP provided each hospital group with Trainer leads a once off programme of funding for minor capital projects to improve on site NCHD facilities in areas such as on-call facilities, out of hours catering facilities, lockers and NCHD residence.

Academic Clinicians

NDTP, in partnership with Higher Education Authority (HEA) continued to fund six Academic Clinician posts within Medical School Academic Departments in 2022. These post holders play a central role in curricular reform and development, and the delivery of a modern balanced undergraduate medical training, reflective of the needs and strategic direction of the Irish health service

Medical Workforce Planning

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, Postgraduate Training Bodies, senior clinicians and administrators across the acute hospital and community health care system to estimate the total demand for consultants and specialists.

Medical Workforce Planning Model Development

Workforce planning involves developing demand projections for consultants and trainee doctors using a supply-demand statistical modelling approach incorporating such variables related to the demographic breakdown of the medical workforce, population ageing and related service utilisation projections, staffing standards and new models of service delivery. Over the course of 2022, NDTP worked to develop and enhance the NDTP statistical model that underpins the planning process and recommendations.

Specialty Specific Workforce Planning

Over the past year NDTP has worked on medical workforce plans to inform workforce planning for the specialties of Anaesthesiology, Surgery and Pathology. These plans outline the required training and consultant numbers to appropriately staff the Irish medical workforce 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 Clinical Programmes and Postgraduate Training Bodies as well as data on population projections, future service utilisation patterns as well as Government policy and strategy. Outputs from the Pathology and Anaesthesiology projects are expected to be published in Q1 2023.



Medical Workforce Report 2021-2022

The Medical Workforce Report published by NDTP incorporates the mandated annual assessment of NCHDs in the health service as well as an assessment of the consultant medical workforce broken down by demographic and service level variables. This report was substantially revamped in 2022 to include new data and analysis. The information in this report can be used for multiple purposes by a range of stakeholders, for example, in the development of medical workforce strategies around recruitment and retention, and in supply and demand modelling to better inform the current and future demand for consultants and trainees. The full report is available [here](#).

Retention of Irish Trained Doctors

There is little quantitative evidence on the migration patterns of training doctors in Ireland. NDTP is undertaking a study to estimate the number of trainee doctors leaving the Irish health system and the numbers returning. This study uses data from the DIME (Doctors Integrated Management E-System) database to show the career paths of doctors from internships to consultant posts. This study is currently under review and is expected to be published in 2023.



Medical Workforce Planning Partnership

Towards the end of 2022 NDTP entered in to a medical workforce planning project partnership arrangement with Trinity Colleges Centre for Health Policy and Management. The aim of this Project is to expedite the development of medical workforce plans for all specialties and to produce a full suite of medical workforce plans by the end of 2024.

To this end, an expert team from the Centre for Health Policy and Management (CHPM), Trinity College Dublin will be collaborating with NDTP to develop medical workforce supply and demand projections, with a view to informing an appropriate model of the medical workforce to include recommended numbers of specialists, postgraduate medical trainees and doctors not aligned to a postgraduate medical training scheme.

The projection period for this project is to 2038. Workforce plans will be completed on a specialty-by-specialty basis and by geographic location across Regional Health Authorities or Hospital Groups and Community Healthcare Organisations, if and when possible and appropriate.

The Medical Workforce Planning Team continued to support colleagues throughout the HSE and the Department of Health in the project focused on the development of various workforce planning systems.

Consultant Workforce

Consultant Workforce

As of 31st December 2022 there are 4,190 CAAC approved Consultant posts. This is an increase of approximately 9% when compared to 31st December 2021.

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. 58% of applications submitted in 2022 were processed within 4 weeks of receipt.

All CAAC meetings continued to be held online with a total of 10 meetings during 2022.

509 applications were considered for approval by CAAC in 2022. Note: Following the December 2022 CAAC Meeting there were 5 applications which were recommended for approval 'subject to' clarification on queries. These posts are awaiting issue of a Letter of Approval pending clarification on queries raised. One application was deferred.

As noted below, there was a slight decrease of 11% in the number of posts recommended for approval at CAAC when compared to 2021.

Posts Recommended for Approval – 2022 Vs 2021

Application Type	2021	2022
Change of Contract	21	51
New	409	305
Replacement	111	111
Restructure	27	36
Total	568	503

Posts Recommended for Approval – 2022 Vs 2021

Medical Discipline	New Post	Replacement Post	Restructured Post	Total
Anaesthesiology	21	14	3	38
Emergency Medicine	63	4	1	68
Intensive Care Medicine	5	1	0	6
Medicine	79	19	12	110
Obs & Gynae	15	4	3	22
Paediatrics	22	7	3	32
Pathology	11	8	5	24
Psychiatry	37	30	4	71
Radiology	24	12	3	39
Surgery	28	12	2	42
Total	305	111	36	452

Note: the above does not include Change of Contracts

Type C Committee

The Consultants Division are also secretariat to the Type C Committee and processes all applications for their consideration.

Type C meetings also continued to be held online with a total of 5 meetings during 2022.

42 change of contract requests were approved in 2022.

Qualifications Specified for Consultant Posts

Qualifications applicable to the different types of consultant posts is held by CAAC, and can be accessed within the Consultants Division Section on the HSE NDTP website

Any amendments or additions to this list must be submitted to and approved by CAAC.

CAP (Consultant Applications Portal) Module

All applications for new, replacement and restructures for consultant posts are submitted online via the CAP.

The introduction of CAP in 2018, has resulted in greater overall transparency with regards to the application submission and approval process as well as greatly reducing processing time.

2022 saw further completed work around plans to enhance the existing CAP Module within DIME. The aim is to automate further manual elements and to extend access to relevant Stakeholders, including CAAC. Implementation of the enhancement is planned for 2023.



Innovation Improvement – “The Spark Programme”

Innovation and Improvement: “The Spark Programme”

The Spark Innovation Programme is a Frontline Innovation Arm within the HSE made up of clinicians, administrative staff and designers.



The Aims of the Spark Innovation Programme:

- Empower and engage frontline staff in Innovation
- Provide design and innovation expertise
- Promote early engagement with emerging technology
- Create a network of innovators to spread successful innovative ideas

The Seven Pillars of The Spark Innovation Programme



1. ENGAGEMENT

Providing engagement opportunities for our innovation collective across the health service.



2. INITIATIVES

Creating opportunities to develop skills, secure micro funding, access mentorship and embed innovation.



3. DESIGN

Implementing user informed change and innovation



4. NETWORK

Gathering and connecting our internal and external partners



5. RESEARCH

Contributing to the body of research in the frontline innovation space both nationally and internationally.



6. PIONEERING

Leading the way with new product and services and ways of working through pilots and validation studies.



7. PROFESSIONAL DEVELOPMENT

Developing our staff for agency and impact.

The programme is funded and supported by the National Doctors Training and Planning (NDTP) in collaboration with the Office of the Nursing and Midwifery Services Director (ONMSD) and the Office of Health and Social Care Professionals (HSCP).

2022 CIPD Award Winner

The Spark Programme won the National CIPD 2022 Award for ‘Employee Empowerment and Trust’ with the Spark Ignite initiative in partnership with HIHI.

Further information can be found [here](#)

Initiatives

An initiative for frontline healthcare staff with innovative solutions to problems within the Health Service Spark Seed refines and supports ideas providing mentorship and design thinking workshops, before a pitching event for support and funding

- 184 Project Applications
- 47 projects supported



Examples of Projects:

- **“Amble Alert”** - a digital upgrade to the hospital wristband
- **Irrigation Pressure Device** - freeing up time in theatre

The Hospital Innovation Fund

The Hospital Innovation Fund is an Initiative to support larger, senior-led, Innovation Projects in Acute Hospitals that:

- Add value through increased delivery of best practice care, cost savings or increased capacity.
- Demonstrate new ways of working
- Are scalable solutions
- 85 Projects Applications from 27 Hospitals.
- 15 Projects Supported

Examples of Projects:

- Home-Hydration Service for Children receiving Chemotherapy
- The use of Artificial Intelligence in Carrying out Neurology Exams in Parkinsons
- Wearable Technology Post-Op in Intra-Abdominal Surgery for early detection of Infection

Spark Ignite

Spark Ignite enables staff to develop their commercial ideas through validation of clinical need and market analysis for their proposed solution. Successful applicants benefit from a bespoke healthcare-focused entrepreneurial innovation series.

- 100 Applications
- 24 Finalists
- 6 Commercial Solutions

Spark Summit hosted 220 delegates in July, mainly doctors, nurses and HSCPs

- 25 Speakers
- 3 Breakout Sessions
- Innovation and Change Educational

Poster Competition

- 24 Entries
- 2 Winners



Design on the Frontline

6 Design Schools

- 50 Applications
- 12 Scholars
- 3 Winning Projects

DOFTL challenges design students across the country to develop smart solutions to unmet needs and unresolved challenges in healthcare. The initiative promotes interdisciplinary collaboration between healthcare providers and various design disciplines. Fledgling designers witness first-hand the challenges at the frontline; healthcare staff become active participants in ideating and testing solutions. The 3 winning projects of 2022 were:

1. Bubblo - A communication device combating boredom and isolation in children's hospitals - Asia Cheung, NCAD
2. Eureka - A modern, minimal and cost-effective solution tackling the social stigma attached to hearing aids - Gareth Byrne, NCAD
3. SmoothScan - A dynamic, handheld US scanning device with enhanced ergonomics for the user - Alexander Fives, TU Dublin

Artificial Intelligence and Machine Learning Forum

- 93 Attendees
- 15 Guest Speakers
- 5 Business Showcases
- 2 Workshops



Design + Innovation Bootcamps

- 2 Subspecialty Bootcamps
- Trauma and Orthopaedic Surgery
Sept - Nov 2022
4 Days | 25 Attendees | 6 Interdisciplinary Teams
- Designing Health for an Ageing Population
Dec 2022
2 Days | 44 Attendees | 11 Interdisciplinary Teams

In November 2022, The Artificial Intelligence and Machine Learning Forum brought healthcare workers together with start-ups, corporates, researchers and academic institutions to forge exciting and innovative partnerships. The event was launched by Patricia Scanlon, Ireland's AI Ambassador. A wide variety of speakers then offered insights into the exciting opportunities, as well as the challenges, of embracing AI and ML solutions in healthcare.

Health professions education does not routinely incorporate training in design, innovation or creative problem solving. Taking inspiration from the emerging trend of "bootcamps" in medical education, the Spark Programme developed two design and innovation bootcamps open to all healthcare staff. The sessions consisted of a combination of lecture-based didactics along with immersive, hands-on group activities. The curriculum focussed on

- Empathy building
- Idea generation
- Prototyping and testing
- Business canvas planning
- Pitching





