

Aspire Post CSCST Fellowships 2023

The Health Service Executive have established a number of
Aspire Post CSCST Fellowships for July 2023



Feidhmeannacht na Seirbhíse Sláinte
Health Service Executive

**Guidance Document for Postgraduate
Training Bodies**

Aspire Post CSCST Fellowships

Historically, Irish graduates travelled abroad to avail of specialist training offered through fellowship opportunities. The Irish health service to date has been hugely enhanced by the contribution of these doctors who, having trained in Ireland, then avail of fellowships or other specialist training in centres of excellence abroad prior to taking up permanent posts in our hospitals. However, a number of these doctors, once abroad, have chosen not to return to the Irish health service.

The MacCraith Report (2013) recommends the continued development of post-CSCST fellowship capacity in Ireland in order to retain specialist medical expertise in the public health system in advance of appointment to Consultant posts. High-quality fellowships may help to address consultant recruitment and retention challenges, not only by providing the necessary clinical experience, but also by demonstrating the HSE's commitment to investing in and developing world-class training programmes. Such fellowships will also appeal to trainees who do not wish to, or are unable to, travel abroad for fellowship training. Offering a post-CSCST fellowship which allows the fellow to remain in Ireland is likely to be attractive to many high-quality candidates who otherwise may opt to defer or forego fellowship training.

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.

These 12 month posts offer:

- A structured educational experience designed to deliver the requirements of a particular subspecialty, not readily available within HST
- A supervisor with authority and accountability for the fellowship post

- Opportunities for audit and research
- An enhanced salary

Aspire Post CSCST Fellowships

The HSE NDTP has partnered with the Postgraduate Training Bodies to identify, develop, recruit and oversee these 12 month Post CSCST Fellowships. These opportunities will provide formal recognition of the Fellowships by the Postgraduate Training Bodies.

The process of identification of the Fellowships and subsequent recruitment will be managed through the Postgraduate Training Body with input from HSE NDTP and the National Clinical Advisory Group Leads (NCAGL's) and National Clinical Programmes (NCP's) as appropriate. Consideration should be given to recently approved and upcoming consultant posts in the selection of fellowships to align the fellowships with the demands of the health service¹.

Fellowship Allocations

The fellowship allocations for 2023/24 will be consistent with those for 2022/23.

The Award

Those successful in being appointed to a Aspire Post CSCST Fellowship will receive:

- An SpR salary at the highest point of scale as per the NCHD contract and headcount for the duration of the fellowship
- Eligibility to access the Higher Specialist Training Fund the Clinical Course Exam Refund Scheme (CCERS) and the Training Supports Scheme (TSS) during the fellowship
- Formal recognition of achievement following completion of the fellowship from the relevant Irish Post Graduate Medical Education Body/Bodies
- A high quality fellowship experience in Ireland that will improve competitiveness for available and upcoming consultant positions within Ireland

¹ <https://www.hse.ie/eng/staff/leadership-education-development/met/consultantapplications/consultant-jobs-approved/consultant-posts-approved-all-2021.pdf>

Application Process

The Aspire Post CSCST Fellowship process will be managed by the Post Graduate Training Bodies.

- The first step of the process involves the Post Graduate Training Body issuing a call for high quality fellowship proposals across their national specialty network (See draft application form for guidance)
- Next step is for the Post-Graduate Training Body to establish a panel and selection process for the review and selection of fellowships with input from relevant faculty and NCAGL/ NCP's
- The principal considerations for this panel as part of the selection process will be:
 - Quality of the fellowship proposed
 - Identified unmet patient need*
 - Specialty and service priorities*
 - The potential benefits to the Irish health service and patients.
 - Consideration should be given to recently approved consultant posts
 - Geographic distribution as relevant to model of care or workforce planning and upcoming consultant posts should also be taken into consideration.

*The Postgraduate Training Body should liaise with the National Clinical Advisory Group Leads (NCAGL's) National Clinical Programmes (NCP's) for the specialty (where available) to inform these principle considerations.

- Once the fellowship has been selected the Post-Graduate Training body are required to notify the HSE NDTP (via a log template provided by NDTP) and support the local clinical site in recruitment
- The Postgraduate Training Body will oversee a competitive recruitment process to identify incumbents for July 2023 and support the local site in this recruitment

As part of the selection process it is requested the Faculty will lead a process to:

- identify, assess and approve post CSCST fellowship posts in line with the allocations
- develop appropriate curriculum for each post CSCST fellowship
- recruit and appoint fellows for the approved post CSCST fellowship for a July 2023 start date

Conditions of the Aspire Post CSCST Fellowship award

- Approval is provided in respect of fellowships commencing in July 2023
- All approved post CSCST fellowships must provide a structured certifiable educational experience to doctors who have obtained CSCST from an Irish Post-Graduate Training body or entered the specialist division of the MCI register within three years
- The post CSCST fellowship post must be evaluated and approved by the appropriate training body and have a supervisor assigned, with authority and accountability for the fellowship post
- Approved Post CSCST Fellowships must demonstrate:
 - An overview of the core curriculum to be offered
 - Details of how the fellowship will protect/prioritise the unique learning requirements of the fellow
 - A quality fellowship experience, protected training time and less of a focus on service delivery commitment
 - Evidence that there will be opportunities for audit and research
 - Details of the value of the proposed fellowship to the health service, for example addressing a particular workforce requirement, niche area, particular skillset acquisition, obtaining of skills/knowledge that are not available in Ireland at the current time, etc.
- The duration of the Post CSCST Fellowship should be outlined within the application (funding provided is for 12-month period from July 2022 however it is noted that funding partnerships with host institutions may be developed to allow for 24 month Fellowships – this can only be progressed with the prior agreement of HSE NDTP).
- A previously funded Aspire fellowship could be considered for renewal if aligned with service requirements and workforce demands subject to review and endorsement by the review panel.
- The Post CSCST fellowship should align to workforce opportunities.
- The Post CSCST fellowship must not impinge on the training of pre-CSCST trainees
- Where appropriate, the fellowships should fulfil training body requirements for Medical Council specialist registration (e.g. Intensive Care Medicine) and HSE employment requirements for consultant posts.
- Aspire fellows are entitled to apply through the relevant training body for the HSE Specialist Training funding scheme and through their employer for the HSE Clinical Course / Exam Refund Scheme. Both of these programmes are funded by NDTP and accessed through the NER).
- In order to facilitate tracking of post-CSCST fellows a field has been added on DIME to categorise them, it is the responsibility of the Post-Graduate Training Bodies to claim them as with other trainees
- Please note that a Post CSCST fellow category has been added to DIME. NDTP will use the log provided by the training body to update the system however the post-graduate Training Bodies

must assign training attributes to Post CSCST fellows in the same way as trainees on BST or HST training programmes. This is essential for the accuracy of the data held on DIME and so the numbers of post-CSCST fellows progressing to consultant posts within Ireland can be tracked. The user guide for training bodies on DIME is available [here](#).

The training body must ensure that data on the system relating to all doctors participating in post CSCST fellowships is complete and accurate including:

- *All sections of training attributes for each trainee to be assigned once they have been appointed to a post CSCST fellowship post by end of July and end of January annually*
- *On-going review and update of the system to be undertaken to account for any changes such as maternity/approved leave, etc.*
- *To populate DIME so that the details and numbers of all post CSCST fellows (normally reflected in the TB proposal document) match the data held in the DIME system.*

Please note that all post CSCST fellowships including those being considered outside of the Aspire network need to be approved by NDTP. The post-CSCST fellowship log provided by NDTP should also be used to capture all post CSCST fellowships so that a register can be maintained and the information is available for workforce planning estimates.