

Forum Trainee Newsletter

Forum Trainee Subcommittee

Inside this issue:

MacCraith Report	2
Protected Training	2
Flexible Training	3
National Employment Record	3
Careers Website	3
Medical Careers Day	3
Career Breaks	3
Membership List	4

Welcome to the first edition of the Forum Trainee Newsletter. We developed this newsletter to inform trainees about the work of the Trainee Subcommittee and to keep you updated on some of the current issues impacting trainees today. We hope you enjoy the newsletter and would welcome any feedback.

Dr. Elaine Neary & Dr. Hugh O'Connor, Co-Chairs

What is the Forum Trainee Subcommittee?

In 2006 the postgraduate medical training bodies in Ireland established a group called the Forum of Irish Postgraduate Medical Training Bodies (Forum). The purpose of the Forum was to develop co-operation and exchange of information between postgraduate medical training bodies in Ireland. The Forum has been involved in a number of areas such as retention of doctors in Ireland, the establishment of clinical directors, the set up of the professional competence schemes as well as a range of postgraduate training issues.

In 2012 when the Department of Health was considering introducing a new junior consultant grade into the system the Forum was approached for their views on this proposal. The Presidents of the training bodies as well as the chairs of the trainee subcommittees across the training bodies met to discuss the proposal.

The proposal was successfully pushed back following a meeting between these trainees and the Minister of Health. Following this experience the trainees involved felt that it was important to provide a forum for discussion of issues relevant to trainees across all the training bodies and they established the Forum Trainee Subcommittee.

The membership of the Forum Trainee Subcommittee includes representatives from all Training Bodies. The membership of the Forum Trainee Subcommittee is confirmed annually with two representatives nominated from each training body. We aim to act as a cohesive voice in advocating for improved healthcare quality and safety for patients and raised training standards for trainees.

Lead NCHDs

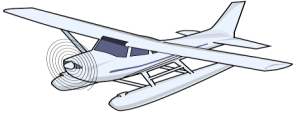
In 2013 Dr. Colm Henry, National Lead for the Clinical Director Programme, asked to meet representatives from the Trainee Subcommittee to get their views on establishing a Lead NCHD role. The Trainee Subcommittee were very supportive and provided feedback to Dr. Henry on the initial proposal.

Following the Labour Relations Commission proposals of October 2013 agreed between the HSE and the IMO the NCHD Lead role was piloted in a number of sites in 2014 and rolled out across all the acute sites in January 2015.

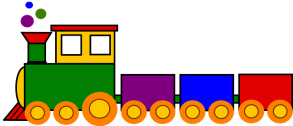
It is the view of the Subcommittee that the Lead NCHD role represents a positive step and could help give NCHDs a greater voice in their training sites.

The first NCHD Lead Workshop was organised by the HSE in March 2015.

MacCraith Report: Strategic Review of Medical Training and Career Structures



In 2013 the Minister of Health established the Strategic Review of Medical Training and Career Structures, chaired by Prof. Brian MacCraith. The Trainee Subcommittee were invited to meet with the Group to discuss the various issues impacting the retention of doctors in Ireland.



The trainees who attended these meetings outlined the numerous issues facing trainees in the system today. Discussion focused on training issues such as duration of training, the lack of protected training time, the challenge of having to move posts so often with little notice and the pressures on family life that this causes. The Trainee Subcommittee also discussed in detail the impact of the new entrant consultant pay cut, resource issues, inflexibility of career structures, and long working hours on attracting and retaining graduates.



Between December 2013 and June 2014 the MacCraith group published three reports in total. There were a suite of recommendations in these reports which are currently being progressed (some faster than others) by the Department of Health, HSE and training bodies.

The MacCraith report is high on the agenda of the Trainee Subcommittee and the Subcommittee is committed to continuing to put pressure on the Department, the HSE and the training bodies to try to ensure that the recommendations are implemented.

The Trainee Subcommittee expressed their grave concern that a number of recommendations are not progressing specifically task reallocation and remuneration of new entrant consultants

The Department of Health has now established a monitoring group whose role it is to oversee the implementation of the recommendations. The co-chairs of the Trainee Subcommittee were asked to sit on this Group.

In April 2015 representatives from the Trainee Subcommittee were invited to meet with the Monitoring Group to discuss the implementation of the report's recommendation. The Trainee Subcommittee expressed their grave concern that a number of recommendations are not progressing, specifically task reallocation and the remuneration new entrant consultants.

Protected Training Time

The 2013 Labour Relations Commission agreement between the HSE and IMO included a provision to allow for paid training time which is not classified as working time. This time is referred to as "protected training time" and these protected hours are not counted as part of the EWTD 48 hour working week. The Forum and the Forum Trainee Subcommittee were approached by the HSE and IMO to provide input into the policy on protected training time. The Trainee Subcommittee agreed to provide input but made it clear their participation was to ensure training was protected.

Protected training time was officially introduced by the HSE in July 2014 for NCHDs. It is defined as on site regular weekly/ fortnightly scheduled educational and training activities such as conferences, grand rounds, morbidity and mortality conferences and planned, rostered observation and potentially participation in procedures. Postgraduate trainees can claim up to 328 hours per annum protected time. To be considered "protected" the trainee must be off call and not carrying a bleep.

Feedback from trainees to the Trainee Subcommittee is that implementation has proven to be variable across sites and specialities. The Trainee Subcommittee has expressed these concerns to the Department of Health and the HSE over the last number of months.

For more information about protected training time please contact your medical manpower manager or your postgraduate training body.

Quick Updates

National Employment Record

The HSE is in the final stages of development of an on-line national employment record (NER). The NER will eliminate duplication of the majority of paperwork associated with rotating employers, such as Occupational Health, Garda vetting, Hire Form, Training Certificates etc. The system will be piloted for interns in July and it is planned to extend the system to all NCHDs in January 2016. Representatives of the Trainee Subcommittee were invited to view a demo of the system.



H. O'Callaghan and H. O'Connor, trainee subcommittee, with E. Staddon, HSE NDTP, viewing demo of NER system

Flexible Training

Opportunities for training flexibly should see an improvement over the year.

A number of the training bodies will be introducing a job sharing policy as well as establishing a formal process for those trainees who would like to change their rotation for family reasons.

The HSE continues to run the National Flexible Training Scheme. This scheme facilitates up to 24 doctors at higher specialist training level to continue their training in a flexible manner for a set

period of time. Ask your training body for more details.

Medical Careers Day

The Forum, HSE and the Medical Council are hosting a national careers day on 19th September in Dublin Castle. This event is held annually and is aimed at medical students and interns. All the training bodies and many members of the Subcommittee will be on hand to speak to the medical students and interns.

Careers Website

A new careers website is being launched shortly which provides information about all the postgraduate training programmes in Ireland. You can view the website on www.medicalcareers.ie. This website was funded by the HSE and going forward will be maintained by the Forum.

If you are intending on taking time out for research or going overseas you should apply for a career break ...

What else do we do?

Representatives from the Forum Trainee Subcommittee sit on the following committees:

- Forum of Irish Postgraduate Medical Training Bodies
- Retention Steering Group (System Reform Group, HSE)
- MacCraith Implementation Monitoring Group (DOH)
- Clinical Handover Group (HSE)



Going Away? Don't Forget to Apply for a Career Break...

If you are intending on taking time out for research or going overseas you should apply for a career break with the HSE to ensure that you hold the same terms and conditions when you return. All NCHDs with more than 2 years service are eligible to apply for career breaks.

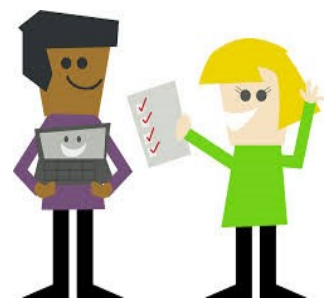
If an NCHD who commenced before January 2013 leaves

public service for more than 6 months they are regarded as breaking service and are subject to the revised 2012 superannuation arrangements on return to employment instead of those they held prior to breaking employment.

By applying for a career break you can protect your superannuation arrangements for when you return.

For more information see the HSE circular 011/2014 or contact your local medical manpowermanager.

http://www.hse.ie/eng/staff/Resources/HR_Circulars/circ0112014.html



Membership 2014/2015

Co-Chairs	Elaine Neary Hugh O'Connor
College of Anaesthetists of Ireland	David Moore Hugh O'Callaghan
College of Psychiatrists of Ireland	Roisin Plunkett Gearoid Moynihan
Faculty of Occupational Medicine	Vacant
Faculty of Paediatrics	Orla Walsh Adam James
Faculty of Pathology	Aoife Doyle John O'Neill
Faculty of Public Health Medicine	Ian Quintyne
Faculty of Radiologists	Doug Mulholland Michael O'Reilly Alternate: Siofra O'Sullivan
Institute of Obstetricians & Gynaecologists	Rupak Sarkar
Irish College of General Practitioners	Rukshan Goonewardena Mark O'Kelly
Irish College of Ophthalmologists	Barry Quill Kevin Kennelly
Irish Emergency Medicine Trainees Association (http://www.iemta.ie/)	Alan Watts Aileen McCabe
Royal College of Physicians of Ireland	Paul McElwaine Susie O'Callaghan Alternate: Grainne O'Kane
Royal College of Surgeons in Ireland	Katherine Browne



Want to become involved?

If you are interested in joining the Forum Trainee Subcommittee contact the trainee committee in your postgraduate training body or email Leah O'Toole at leahotoole@rcpi.ie in the Forum for more information.