

Aspire Post-CSCST Fellowship July 2023

Clinical Leadership and Medical Education – Pain Medicine

The Health Service Executive, in partnership with the Postgraduate Training Bodies, have established a number of Aspire Post CSCST Fellowships to commence in July 2023 in key areas of need within the Health Service.

Aspire Post-CSCST Fellowships

Background

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.

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 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 the HSE.

Aims and objectives

The Aspire Post CSCST Fellowship awards aim to:

- Stimulate the design and introduction of a number of high quality, relevant and valuable post CSCST fellowships that are not only attractive to doctors, but also harnesses the potential for high quality specialist training now available in Ireland
- Address the need to provide specific post CSCST training opportunities needed for a range of roles and skill sets at consultant level in the Acute Hospital system at present and into the future
- Encourage innovation and medical leadership
- Increase retention of post-CSCST fellows
- Demonstrate that the Irish health system is world class and competitive
- Produce fellowship-trained consultants with skills tailored to the Irish context with consideration given to available and upcoming consultant posts
- Provide a more supportive and more diverse training environment for NCHDs
- Enable higher quality clinical research
- Encourage hospitals, hospital groups, and research institutions to compete for and support fellows
- Facilitate NCHDs who do not wish to (or are unable to) travel abroad for fellowship
- Opportunity to create a fellowship brand, similar to the strength of the Dr Steevens' Scholarships (during higher specialist training), for Post CSCST doctors to positively signal to the medical community at home and abroad the quality of opportunity in Ireland.

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 Postgraduate 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)
- 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 Higher 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
- Employers should note that other costs, including on-call costs / other additional payments/ trainers' grants/ overtime payments etc. are not provided within NDTP funding for this programme.
- All Aspire fellows sign the NCHD Contract 2010 with the relevant employing authority, and are subject to the terms and conditions of that employment contract.
- In the event that the Fellow is on any type of leave (including but not limited to statutory leave entitlements such as maternity leave and any non-statutory leave) other than normal holiday leave for any period greater than 4 consecutive weeks or an aggregate period of 6 weeks in any consecutive 52 week period (which leave is referred to in this clause as "the extended

leave”) the clinical site or host institution shall notify HSE-NDTP in writing immediately. It is acknowledged that the HSE-NDTP shall suspend payments of the Fellowship until such time as the Fellow’s leave ceases and the Fellow returns to the Fellowship programme.

- Following a formal request, HSE-NDTP may consider extending the Fellowship period by the period for which the fellow was absent due to the extended leave (other than holiday leave and other than the first 4 weeks of other leave). For the avoidance of doubt, the extension in the Fellowship period referred to in this clause will not result in any increase in the amount of the Fellowship payable. The liability of HSE-NDTP shall remain limited to payment of the amount of the Fellowship as set out above. The extension provided for in this clause shall therefore involve no extra cost to HSE-NDTP.

What is the eligibility criterion for a doctor applying for an Aspire Post CSCST Fellowship?

Doctors eligible to be appointed into one of the fellowships must be within three years of CSCST or entry onto the specialist division of the MCI register in July 2023 and have completed their HST training within an Irish Postgraduate Training Body.

In the case where a candidate has been appointed to the fellowship subject to completion of CSCST sign off from the relevant training body must be obtained.

Aspire Post CSCST Fellowship 2023-2024

Title:

(Please state the title of the proposed Fellowship)

Clinical Leadership and Medical Education – Pain Medicine
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Duration of the fellowship:

(It is expected that most fellowships will be of a 12-month duration, however Fellowship proposals up to 24 months will be considered if funding has been identified)

12 Months

Primary Location of the Fellowship (Employer):

Faculty of Pain Medicine, College of Anaesthesiologists of Ireland

Secondary Location(s) of the Fellowship (if applicable):

N/A

Primary Clinical Lead/Assigned Supervisor's Details:

Name	Organisation
Dr Hugh Gallagher	Faculty of Pain Medicine
Email	Telephone no.
painmedicine@coa.ie	01 265 0624

Please provide details of how the fellowship will protect/prioritise the unique learning requirements of the fellow:

This role will include providing leadership in the management of change in postgraduate training in pain medicine by:

- supporting the implementation of the Faculty's new Curriculum

To collaborate with the Faculty Training and Examination Chairs, the CAI Training, Education and Examination Committees in the following activities:

- Management and development of the assessment process including introduction of Workplace Based Assessments (WBAs)
- Supporting the clinical sites (hospitals, departments, consultants in Pain Medicine, Supervisors of Training and trainees) in the implementation of the new Curriculum
- Supporting the revision of the Fellowship Exam and the implementation of the new Clinical Case Series
- Engaging in research and evaluation and contributing to publishable outputs
- Providing opportunities for continuing professional development for consultants and trainees
- Developing a framework for assessment of equivalence of specialist training in Pain Medicine
- Participating in working groups to revise the Fellowship exam (mapping the exam to the main sections of the curriculum)
- Review the curriculum in detail - Identify the gaps between the opportunities for training currently available in the accredited hospitals and the clinical components deemed essential in the draft curriculum

Describe the opportunities for audit and research:

Non-clinical time will be available to organise clinical audits and collect data, including participation in the PANDOS opioid research project and any other collaborative projects. Non-clinical time will also be protected for CAI-related activities surrounding the Medical Council submission.

Publication of research on all aspects of work performed during the ASPIRE fellowship year will be encouraged.

Outline how this post CSCST fellowship would provide a quality experience, protected training time and less of a focus on service delivery commitment:

This role is supernumerary to the non-consultant staffing of any anaesthesiology department. As such, there will be protected time to deliver the aims of the fellowship without the obligations of service delivery. The successful candidate will have direct access to the Supervisors of Training, and Administrator, Vice Dean and Dean of the Faculty of Pain Medicine to facilitate the implementation of the aims of the ASPIRE fellowship.

This role is of major significance to the College of Anaesthesiologists and the Faculty of Pain Medicine. It will support the submission to the Medical Council of Ireland for recognition of Pain Medicine as a specialty. This is essential for the development of Pain Medicine as a constituent part of the CAI and will ensure the development of services for the population it serves. The successful ASPIRE fellow will be central to this enterprise and help with the delivery of an enhanced national service.

Outline the value of the proposed fellowship to the health services

The post will help to serve as a template for the development of a collaborative model to help develop pain medicine services in Ireland. The Faculty has developed a proposed Framework for Service Delivery and Workforce Planning which is attached to this document.

1. Speciality and service priorities / particular workforce requirement
2. Niche area, particular skillset acquisition
3. Unavailability of such training in Ireland currently
4. The potential benefits to the Irish health service and patients
5. Consideration given to recently approved consultant posts



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Introduction

The Faculty of Pain Medicine CAI, a faculty of the College of Anaesthesiologists of Ireland is the educational organisation in Ireland for Specialists in Pain Medicine and for specialists in training and is directly responsible for the education and training, examination and accreditation of Specialists in Pain Medicine in Ireland. The Faculty provides a two-year training programme in Pain Medicine, undertaken in hospitals and clinical placements approved by FPM, leading to the specialist qualification of Certificate of Satisfactory Completion of Specialist Training ('CSCST') in Pain Medicine.

The format of the training has evolved over the years and currently takes the form of 2 separate years of training, one usually completed as a 'Special Interest Year' and the 2nd year as a 'Post CSCST Year'. The Faculty has now developed a new two-year programme which will be open to holders of a CSCST in Anaesthesiology (and to those who satisfied the requirements to gain entry to the Medical Council of Ireland's Specialist Register for Anaesthesiology).

A curriculum for the specialist training programme was developed to standardise the Faculty's specialist training programme and to support the Faculty's application for accreditation of the Specialist Pain Medicine Training Programme by the Medical Council of Ireland. The purpose of the curriculum is to define the required learning, teaching and assessment of the FPM training programme.

Job Description

Post Title: Fellow in Clinical Leadership and Medical Education

Directorate: Training Department

Reporting to: Director of Training, CAI.

The Faculty of Pain Medicine, College of Anaesthesiologists of Ireland seeks to appoint a Fellow in Leadership, Education and Project Management on either a full-time, or part-time basis, commencing July 2023.

Duties:

This role will include providing leadership in the management of change in postgraduate training in pain medicine by:

- Supporting the implementation of the Faculty's new Curriculum

Responsibilities:

To collaborate with the Faculty Training and Examination Chairs, the CAI Training, Education and Examination Committees in the following activities:

- Management and development of the assessment process including introduction of Workplace Based Assessments (WBAs)
- Supporting the clinical sites (hospitals, departments, consultants in Pain Medicine, Supervisors and trainees) in the implementation of the new Curriculum
- Supporting the revision of the Fellowship Exam and the implementation of the new Clinical Case Series
- Engaging in research and evaluation and contributing to publishable outputs
- Provision of continuing professional development for consultants and trainees
- Development of a framework for assessment of equivalence of specialist training in Pain Medicine

Experience and Qualifications:**Essential**

- Has achieved a CSCST in Anaesthesiology within the last 3 years or entry on to the specialist register

Candidates should also have an interest in healthcare management. This can be demonstrated by evidence of having enrolled/passed appropriate exams, Master's or UCD diploma.

It may be possible to coordinate a clinical attachment to the role should this be the candidates desire.