

# Covid Era Post CSCST Fellowships 2021

The Health Service Executive is establishing a number of COVID Era  
Post CSCST Fellowships for July 2021



Feidhmeannacht na Seirbhíse Sláinte  
Health Service Executive

**Guidance Document for Postgraduate Training  
Bodies**

## 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.

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 which are not readily available within HST
- A supervisor with authority and accountability for the fellowship post
- Opportunities for audit and research
- An enhanced salary

## COVID Era Post CSCST Fellowships

The challenges faced by the Irish health service in 2020 and 2021 due to COVID are unprecedented.

The HSE Chief Clinical Officer has agreed, as a once off in this COVID era, to provide a number of fully funded post CSCST fellowships for the July 2021 – July 2022 training year.

To progress this initiative the HSE have partnered with the Postgraduate Training Bodies to identify, develop, recruit and oversee these once-off 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.

## The Award

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

- An SpR salary at the highest point of scale 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 positions within Ireland

## Application Process

The COVID Era Post CSCST Fellowship process will be managed by the Postgraduate Training Bodies.

- The first step of the process involves designing a quality fellowship proposal
- The next step involves engaging with an Irish post graduate training body (or bodies in the case of a collaborative fellowship), to agree the oversight, approval and certification of the fellowship
- The third stage involves submitting the completed fellowship proposal to relevant Postgraduate Training Body
- For the applications that are awarded the COVID Era Post CSCST Fellowships, the final stage involves recruiting a suitable candidate to commence in July 2021

## Selection Process

The Postgraduate Training Body, working with the HSE, will review the submissions and identify the eligible COVID Era Post CSCST Fellowships.

The principal considerations 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.
- Fellowships which support the delivery of COVID services

Geographic distribution will also be taken into consideration.

Following confirmation of the available Fellowships the Postgraduate Training Body will oversee a competitive recruitment process to identify incumbents for July 2021.

## Conditions of the COVID Era Post CSCST Fellowships

- Approval is provided in respect July 2021
- All approved post CSCST fellowships must provide a structured certifiable educational experience to doctors who have obtained CSCST and are within two years of post CSCST
- 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 a 12-month period from July 2021 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. Fellowship applications which support the delivery of COVID services are of a particular interest.
- 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.

To ensure an up to date register of Fellowships is maintained the PGTB must submit to the NDTP the existing *Post CSCST Fellowship approval form (appendix 1)*

**FOR COMPLETION by RCSI ONLY**

**Appendix 1: Post CSCST Fellowship Approval Form**

In order to ensure that the clinical area of the fellowship post remains relevant to health service planning and medical workforce requirements a register is maintained by HSE-NDTP and reviewed on an annual basis.

|   |  |
|---|--|
| <b>Title of Proposed Post</b>                       |  |
| <b>Proposing Training Body</b>                      |  |
| <b>Site / Employer</b>                              |  |
| <b>Subspecialty</b>                                 |  |
| <b>Brief description of the proposed fellowship</b> | Please attach supporting documentation |

**Please indicate that the training body confirms the proposed fellowship adheres fully to the following conditions:**

| Conditions   | Yes/No |
|--|--------|
| The proposed fellowship provides a structured certifiable educational experience immediately following CSCST, designed to deliver the requirements of a particular subspecialty which are not readily available within the specialist training programme |        |
| The proposed fellowship has been evaluated and approved by the appropriate training body   |        |
| The fellowship will not impinge on the training of pre-CSCST trainees  |        |
| The fellowship has a supervisor assigned, with authority and accountability for the fellowship post  |        |
| The fellowship will provides opportunities for audit and research  |        |
| The fellowship will be filled under the auspices of the relevant Irish postgraduate medical training body  |        |
| Candidates will be within 2 years of post CSCST  |        |

|   |  |
|---|--|
| <b>Signature on behalf of Training Body</b> |  |
| <b>Print Name</b>                           |  |
| <b>Date</b>                                 |  |

**Approval is confirmed for the proposed post subject to the conditions outlined above.**      Yes       No

**If no, comment**

**Signature on behalf of HSE - NDTP**

**Date**