



Feidhmeannacht na Seirbhíse Sláinte
Health Service Executive

Guide to Post CSCST Fellowships

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Title:	Post CSCST Fellowships
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Date Effective From:	
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Version:	I

Background

Historically, Irish graduates travelled abroad to avail of specialist training offered through fellowship opportunities. This additional training assists the doctor in acquiring the necessary additional requirements for accreditation with the Medical Council (for example specialist registration in Intensive Care Medicine). It may also have resulted in the doctor acquiring the additional training / experience needed for specific consultant posts as specified by the HSE in the consultant's post qualifications.

Fellowship opportunities, both pre- and post-CSCST have existed for some time in the Irish health service. However, there has been no formal understanding of the range and scope of these posts, or a system for assessing and identifying them.

The HSE National Doctors Training & Planning in association with the recognised postgraduate training bodies are establishing a register of approved post-CSCST Fellowship posts in the Irish health service.

These posts will provide opportunities for doctors who have completed specialist training in Ireland to access high-quality training in a specialised area of clinical care.

The Irish health service to date has been hugely enhanced by the contribution of 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. This should continue to be the case. However, the post-CSCST Fellowship scheme offers an alternative to trainees now that our own specialist clinical expertise and services have matured and developed.

Requirements of a Fellowship Post

A fellowship post is a period of additional medical training, beyond that available in the national specialist training programmes, and that achieves the following principles:

1. 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;
2. Where appropriate, fulfils training body requirements for
 - a. Medical Council specialist registration (e.g. Intensive Care Medicine)
 - b. HSE employment requirements for consultant posts;
3. Has been evaluated and approved by the appropriate training body;
4. Does not impinge on the training of pre-CSCST trainees;
5. Is aligned to workforce opportunities;
6. Has a supervisor assigned, with authority and accountability for the fellowship post;
7. Provides opportunities for audit and research; and
8. Is filled under the auspices of the relevant Irish postgraduate medical training body.

These posts will most likely be created by the conversion of existing Specialist Registrar or non-training posts. In the case of an existing SpR post, and in order to maintain the number of such posts required for national specialist training programmes, a replacement post (which is suitable for training) will need to be identified.

In order to ensure that the clinical area of fellowship posts remains relevant to health service planning and medical workforce requirements, the register will be reviewed annually, and approval for the fellowship is only ever valid for 12 months.

Fellowship posts will not necessarily be occupied each year. In this case, the post may revert to either an Specialist Registrar post, a non-training post or a post within the IMGTI (International Medical Graduate Training Initiative) programme.

Payment

The salary payable to a doctor who moves from a national training programme to undertake an approved fellowship will be paid at the highest point of the SpR scale. This salary relates only to doctors appointed to Post-CSCST Fellowships which have HSE-NDTP approval for the duration of the fellowship.

Fellowships which do not hold approval from HSE-NDTP for the duration of the fellowship are paid at the top of the Registrar pay scale.

Process

The following process outlines the required steps for a Post CSCST Fellowship to be approved, filled and entered on the register maintained by HSE-NDTP.

1. Training body identifies post at Specialist Registrar (SPR) or non-training (service) level.
2. Training body reviews the post to ensure that all required criteria (see appendix 1 – application form) are met in full.
3. Training body completes application form and submits to HSE-NDTP.
4. HSE-NDTP reviews application and approves the fellowship for 12 months or returns with comments.
5. HSE-NDTP maintains a register of approved Post-CSCST Fellowships and is published online at www.hse.ie/doctors.
6. Following receipt of approval form, training body advertises and recruits suitable candidate to the fellowship post.
7. On appointment of trainee, the training body advises HSE-NDTP of successful candidate and duration of awarded fellowship.
8. Training body advises HSE-NDTP of any changes to the fellowship (eg fellow chooses to leave post early).
9. Application for renewal or re-approval of Post-CSCST Fellowship is submitted annually (see appendix 2 – renewal form).
10. Training body conducts follow up with previous Post-CSCST fellows at 12 months and 24 months post fellowship to gather data on employment status and location of employment.



Post-CSCST Fellowship Post Approval Form

Title of Proposed Post	
Proposing Training Body	
Site / Employer	
Subspecialty	
Brief description of the proposed fellowship	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 as been evaluated and approved by the appropriate training body	
Where appropriate, the fellowship fulfils training body requirements for Medical Council specialist registration (e.g. Intensive Care Medicine) and HSE employment requirements for consultant posts	
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	

Signature on behalf of Training Body	
Print Name	
Date	

Notes

Please note the following:

- 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.
- Following approval of a post-CSCST fellowship post, the Training Body is required to inform the site and HSE-NDTP when a candidate has been identified for position, the start date and the duration of the fellowship.
- Fellowship posts will not necessarily be occupied each year.
- HSE-NDTP maintains a register of all post-CSCST fellowships. Should a candidate withdraw from the fellowship, etc this should be brought to the attention of HSE-NDTP.

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

For Office Use Only:	
Received By: <input type="text"/>	Date of receipt: <input type="text"/>
Date application made to HSE-NDTP:	<input type="text"/>
Date approved:	<input type="text"/>
Date of review:	<input type="text"/>
Notes:	



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Post-CSCST Fellowship Renewal Form

Title of Post

Training Body

Site / Employer

Subspecialty

Brief description of the fellowship

Please identify any changes to the fellowship detail since the original application (or previous re-approval):

Please confirm that the conditions stipulated in the original application continue to be met and that the fellowship continues to adhere fully to all conditions:

Yes
 No
 (See notes page for detailed conditions and notes)

Signature on behalf of Training Body

Print Name

Date

Approval is confirmed for 1 year and is subject to the standard conditions.

Yes
 No

If no, please comment

Signature on behalf of HSE - NDTP

Date

Standard Conditions and Notes

- The 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 fellowship has been evaluated and approved by the appropriate training body
- Where appropriate, the fellowship fulfils training body requirements for Medical Council specialist registration (e.g. Intensive Care Medicine) and HSE employment requirements for consultant posts
- 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 provide 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
- 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.
- Following approval of a post-CSCST fellowship post, the Training Body is required to inform the site and HSE-NDTP when a candidate has been identified for position, the start date and the duration of the fellowship.
- Fellowship posts will not necessarily be occupied each year.
- HSE-NDTP maintains a register of all post-CSCST fellowships. Should a candidate withdraw from the fellowship, etc this should be brought to the attention of HSE-NDTP.

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