

Health Service Reform

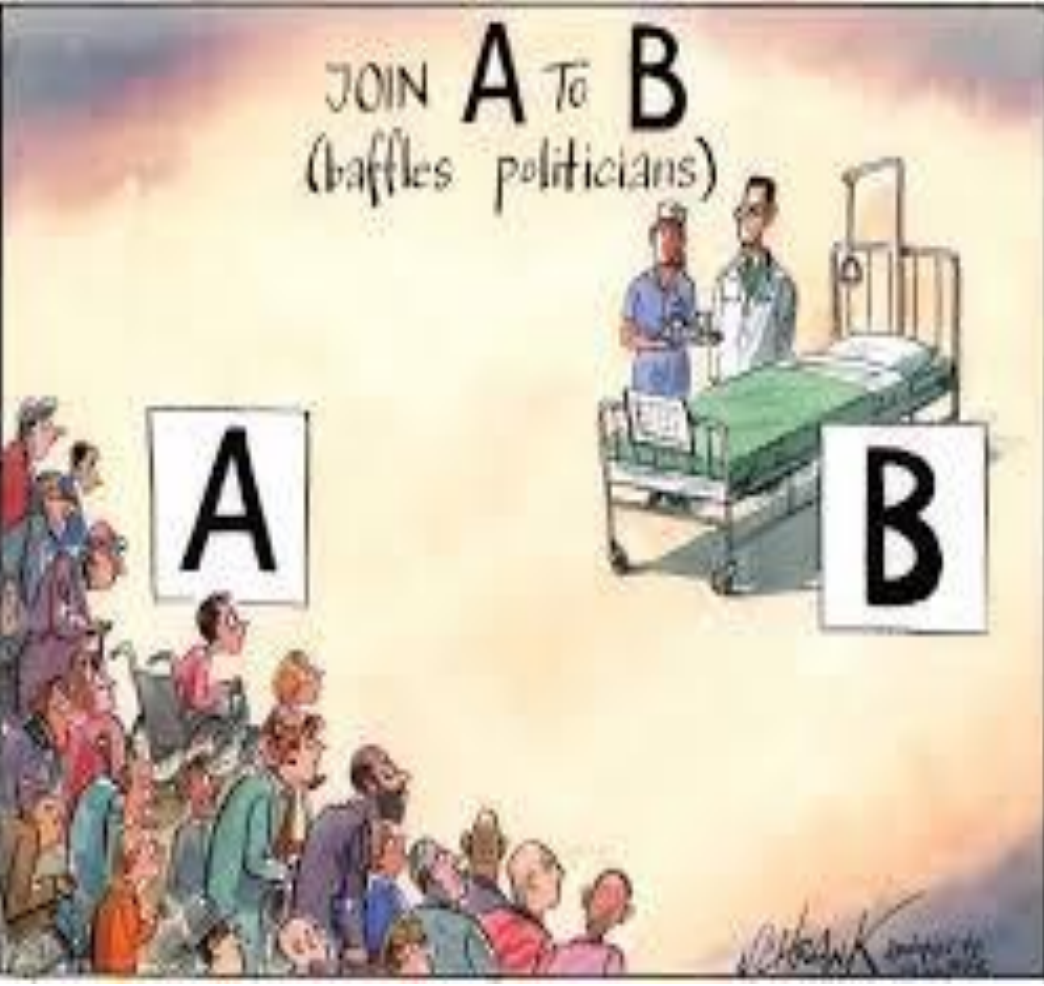
Reducing the burden of Chronic Disease

Improving staff health and wellbeing



Irish Medical Graduates – Trained for Export

Dr Peadar Gilligan





Valuing Doctors

Annual General Meeting | **5 - 8 April 2018**
Hotel Europe, Killarney

Atul Gawande

“our ever changing world of modern medicine challenges us with 13,000 diseases, 6,000 drugs and 4,000 surgical procedures. ... to rescue a critically sick patient, 178 tasks must be carried out correctly each day of critical care management. Failure to perform these correctly may lead to a patient safety incident...”

- the health workforce is an international market with professionals migrating in search of better terms and conditions and prospects and the Irish health service must become an employer of choice. P22





Sláinte Care Report

The Committee believes that we must create the conditions where we attract high calibre applicants back to all health service positions, including consultant posts.





- The Committee recognises and recommends that existing contracts may change through negotiation and the need for enhanced public only contracts for new recruits.
- Central to achieving this is ensuring the Irish public health system is a place where staff feel valued and in which they want to work.



Comhairle na nDochtúirí Leighis
Medical Council

HEALTHCARE IN IRELAND



Medical Council

Regulatory body of
doctors in Ireland

19,000+

doctors registered on the
Medical Council register



91%

of the public agree

General Practice, Medicine
and Surgery

areas most commonly reported
by doctors as their current area
of practice

doctors are the most
trusted profession in
Ireland

Health Service Executive

is responsible for public health
services and is the single
biggest employer nationwide

www.hse.ie



Department of Health

Government body which
oversees the healthcare
system in Ireland

www.health.gov.ie







Our health services do not have the bed capacity to provide timely urgent and planned care. P12

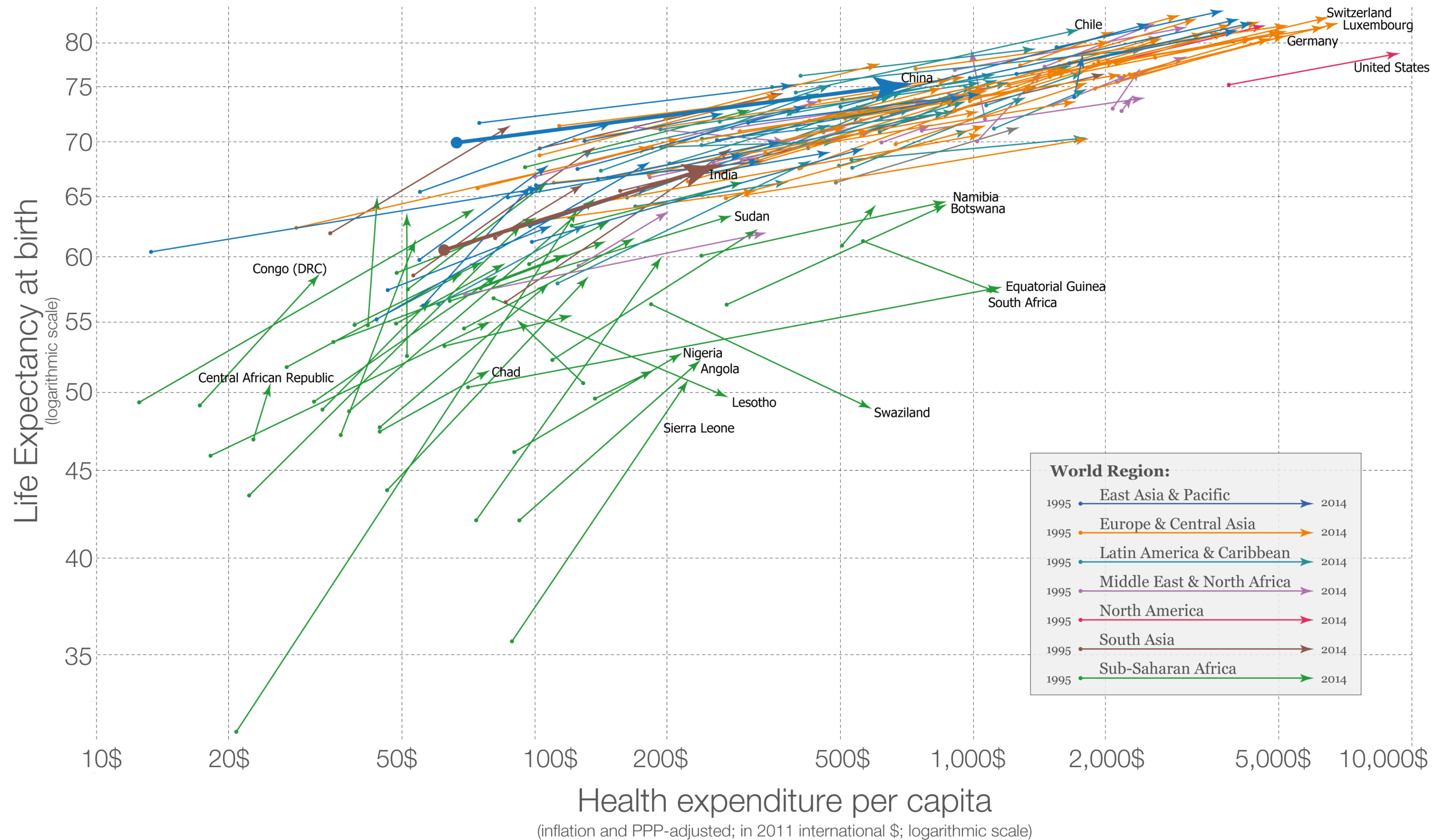
Recruitment and retention of staff is critical if we are to address the challenges facing our struggling health service. P13



Life expectancy is increasing as more money is spent on health

The arrows show the change for all countries in the world, from 1995 (earliest available data) to 2014 (latest available data). [Not all countries are labelled]

Total health expenditure is the sum of public and private health expenditures. It covers the provision of health services (preventive and curative), family planning activities, nutrition activities, and emergency aid designated for health but does not include provision of water and sanitation.

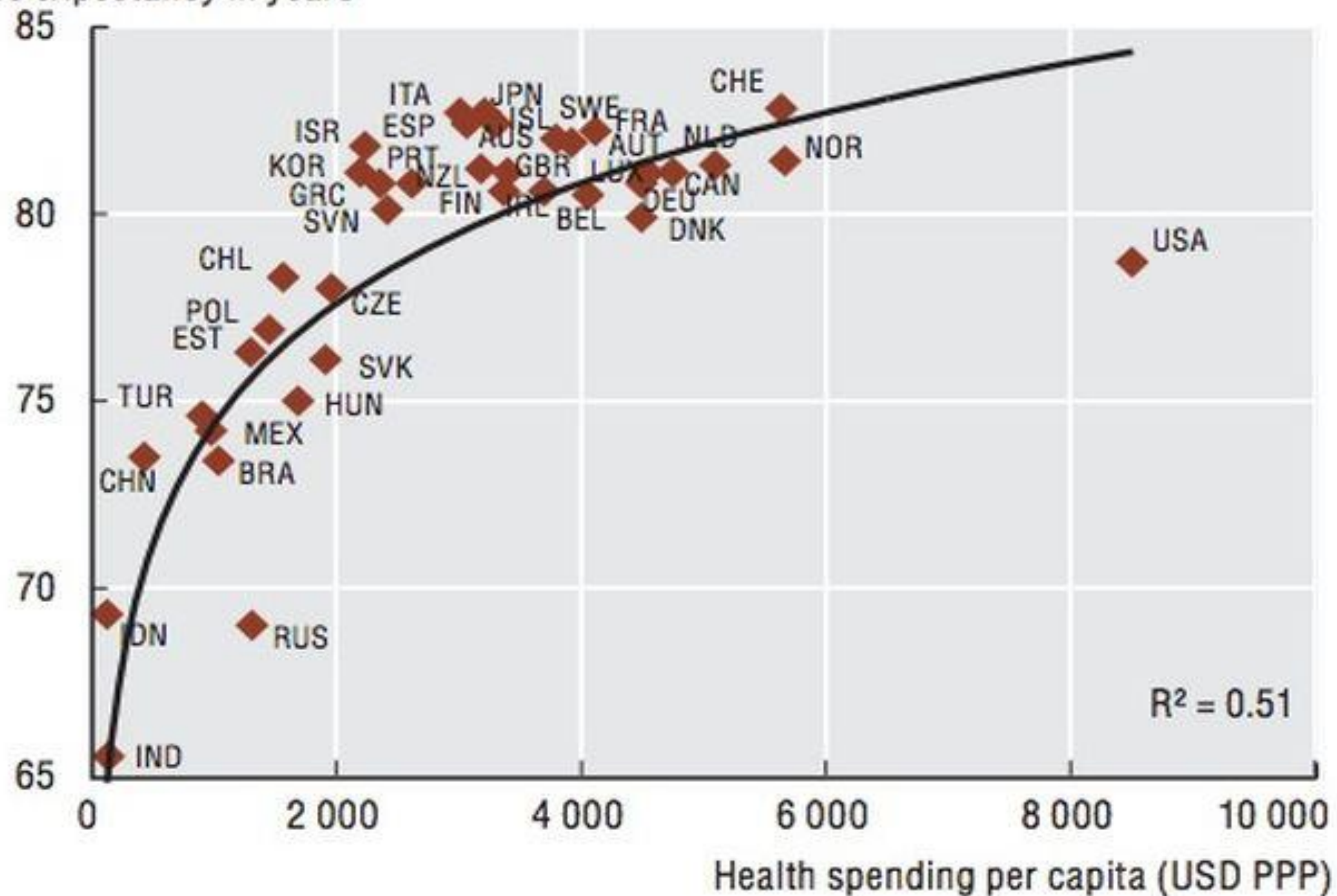


Data source: World Bank


The interactive data visualization is available at OurWorldinData.org. There you find the raw data and more visualizations on this topic.

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Life expectancy in years



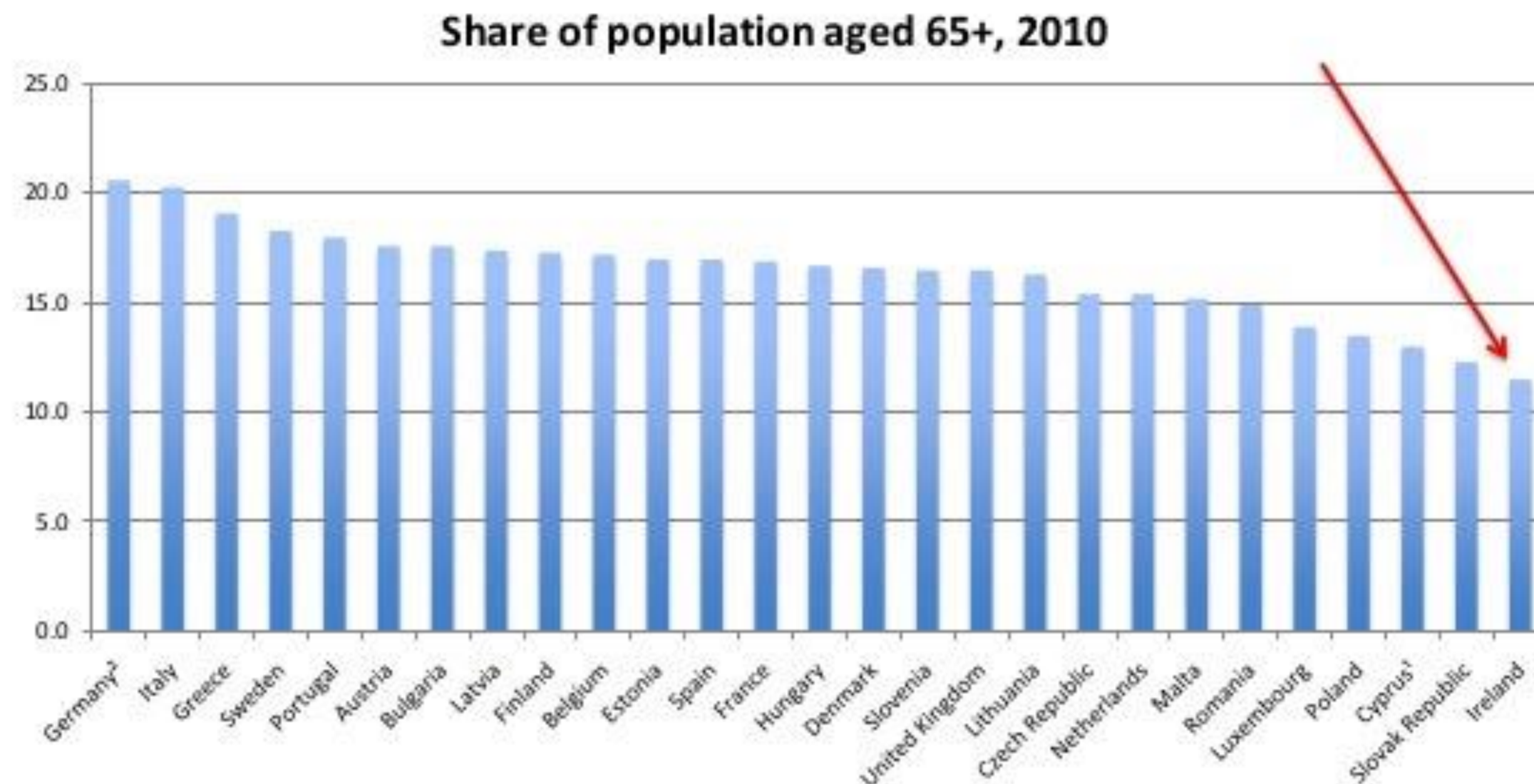
Source: OECD Health Statistics 2013, <http://dx.doi.org/10.1787/health-data-en>; World Bank for non-OECD countries.

StatLink  <http://dx.doi.org/10.1787/888932916040>



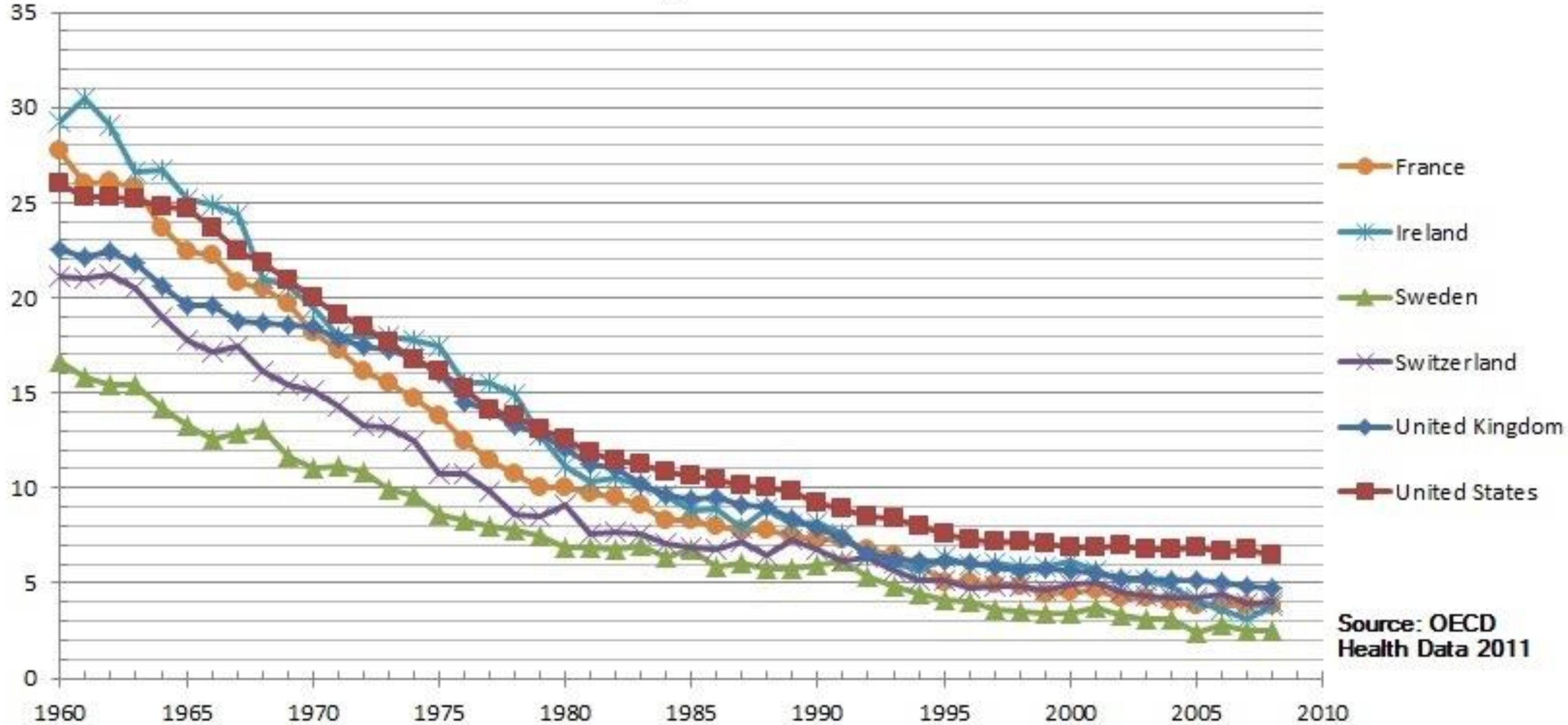
- The health of the Irish population has improved in recent decades.
- Life expectancy is high at 83.5 years for women and 79.3 years for men and is comparable to the rest of Europe.
- However, significant variations exist in health outcomes between social, economic, regional and age groups.p15

Ireland – youngest in Europe



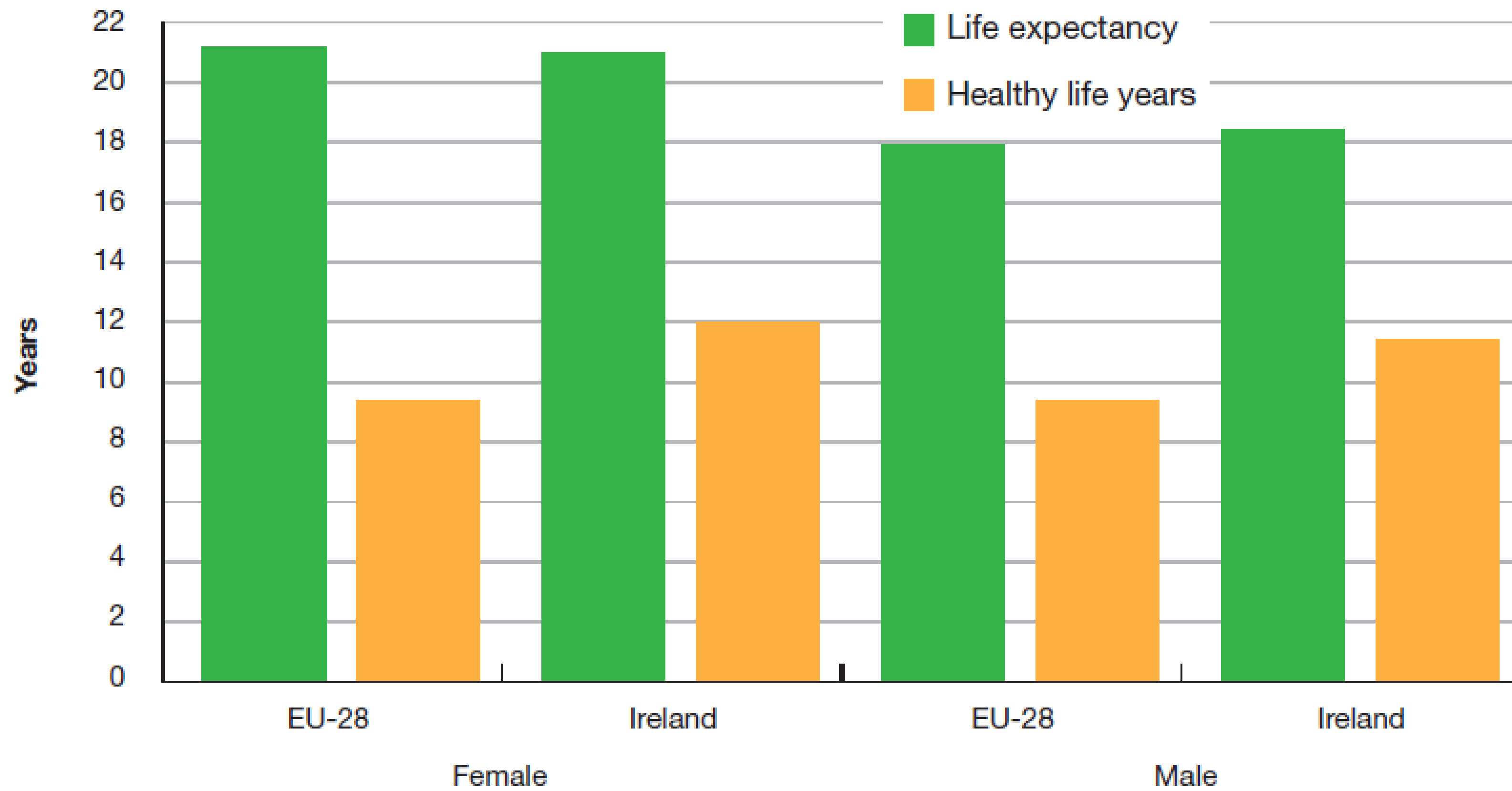
- Arguably, health spending *should* be relatively lower for this reason
- Ireland still has headroom to prepare for ageing (20 years behind most)

Infant Mortality Per Thousand Live Births



Source: OECD Health Data 2011

HEALTHY LIFE YEARS AND LIFE EXPECTANCY AT AGE 65 BY GENDER, IRELAND AND EU-28, 2015



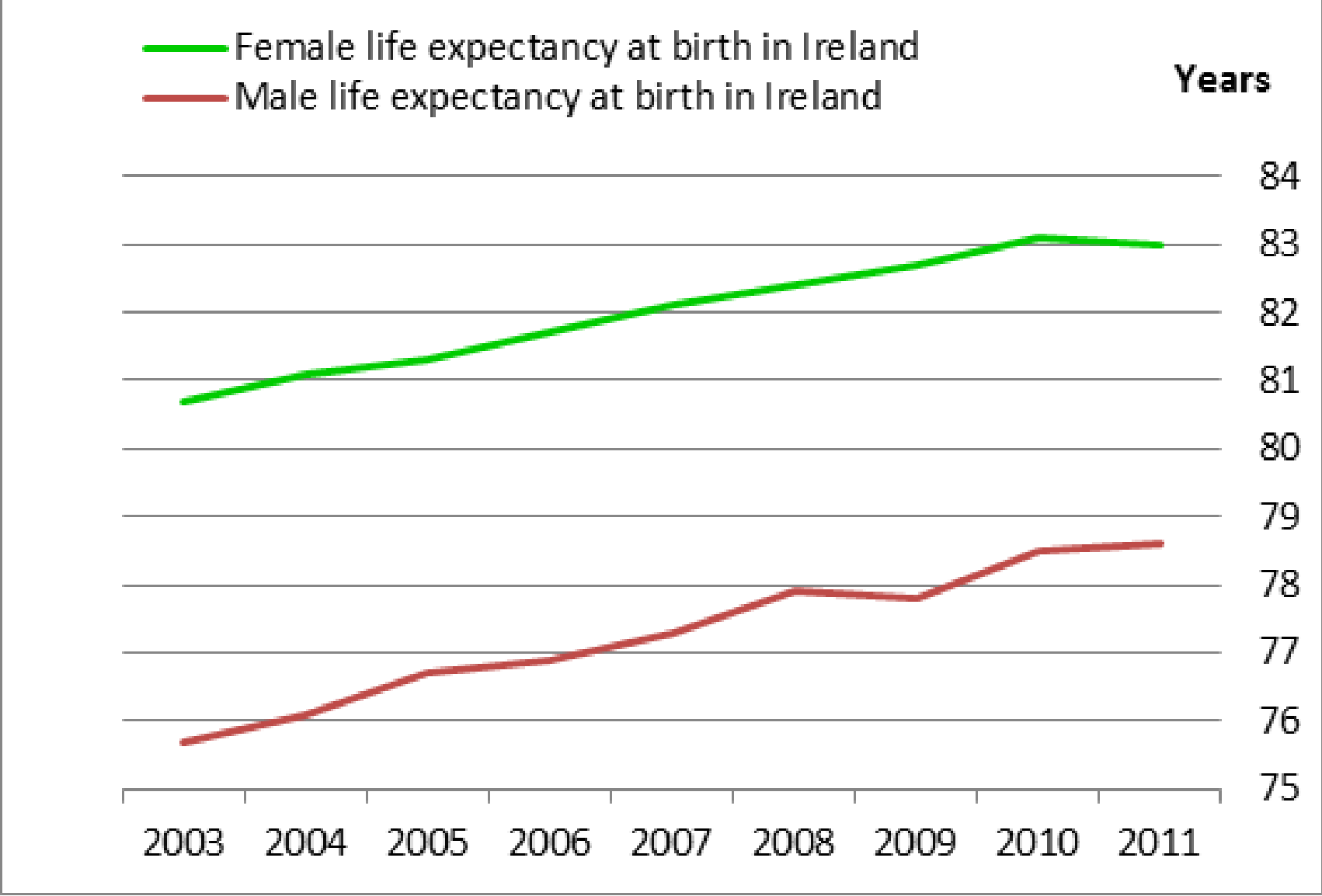
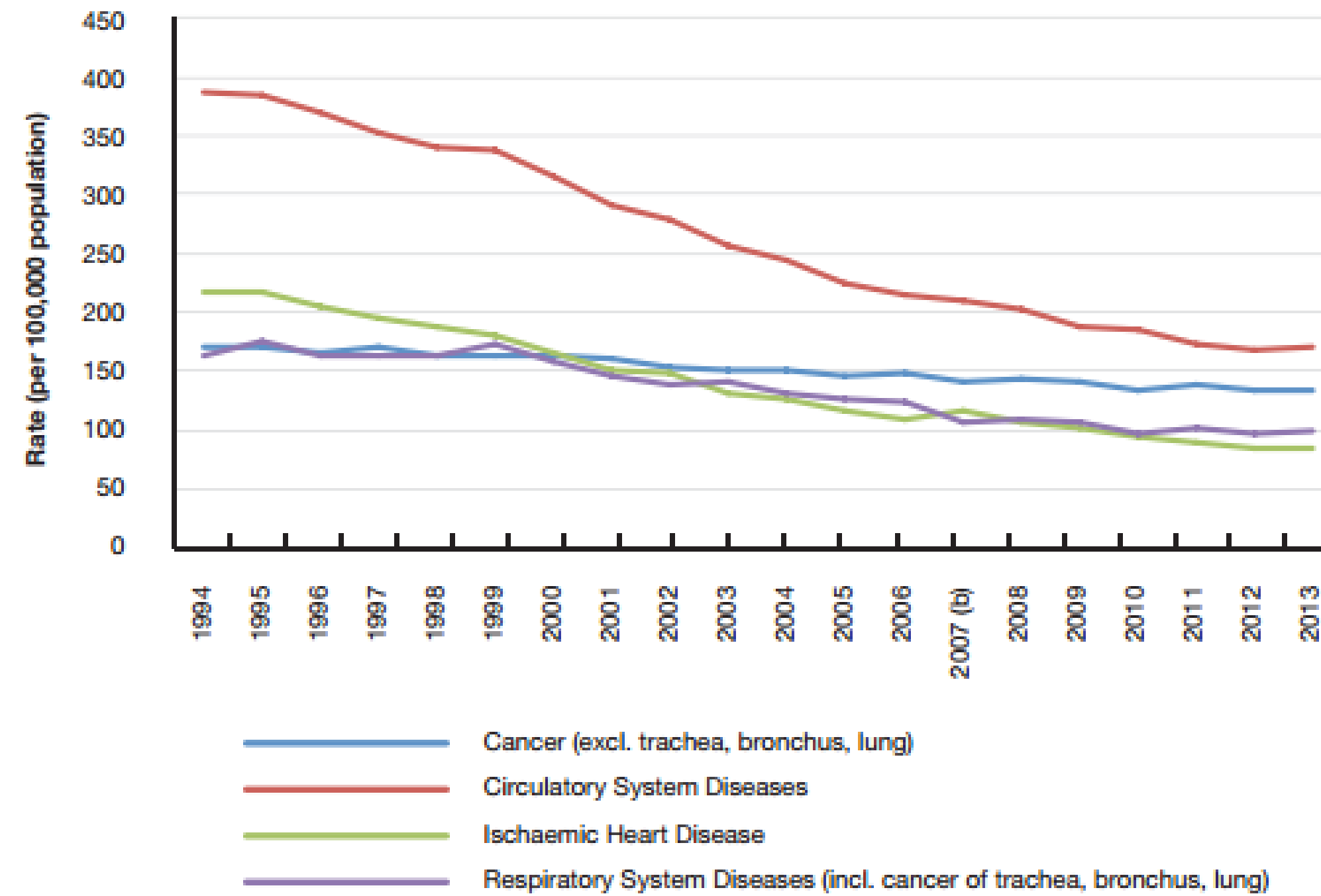
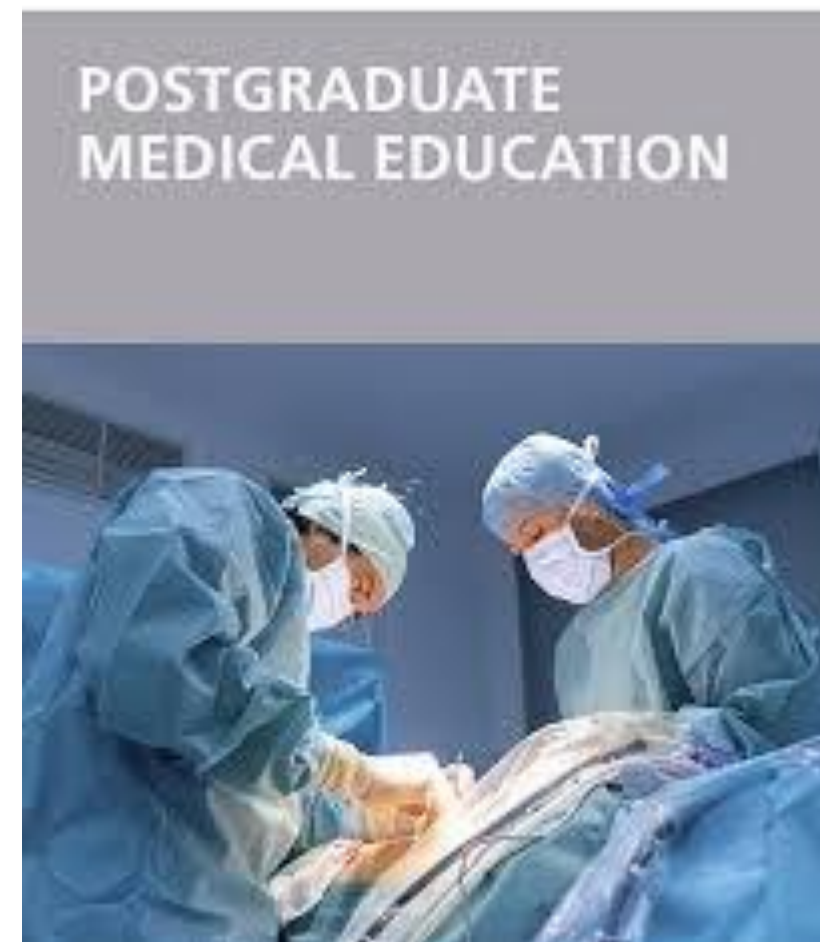
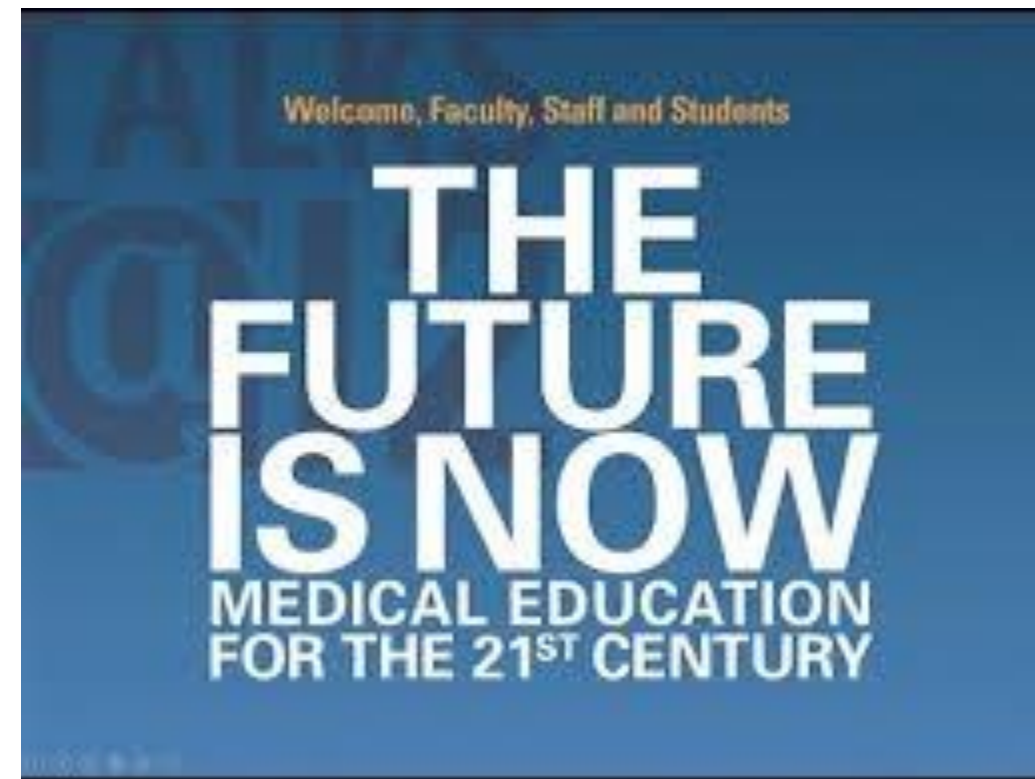
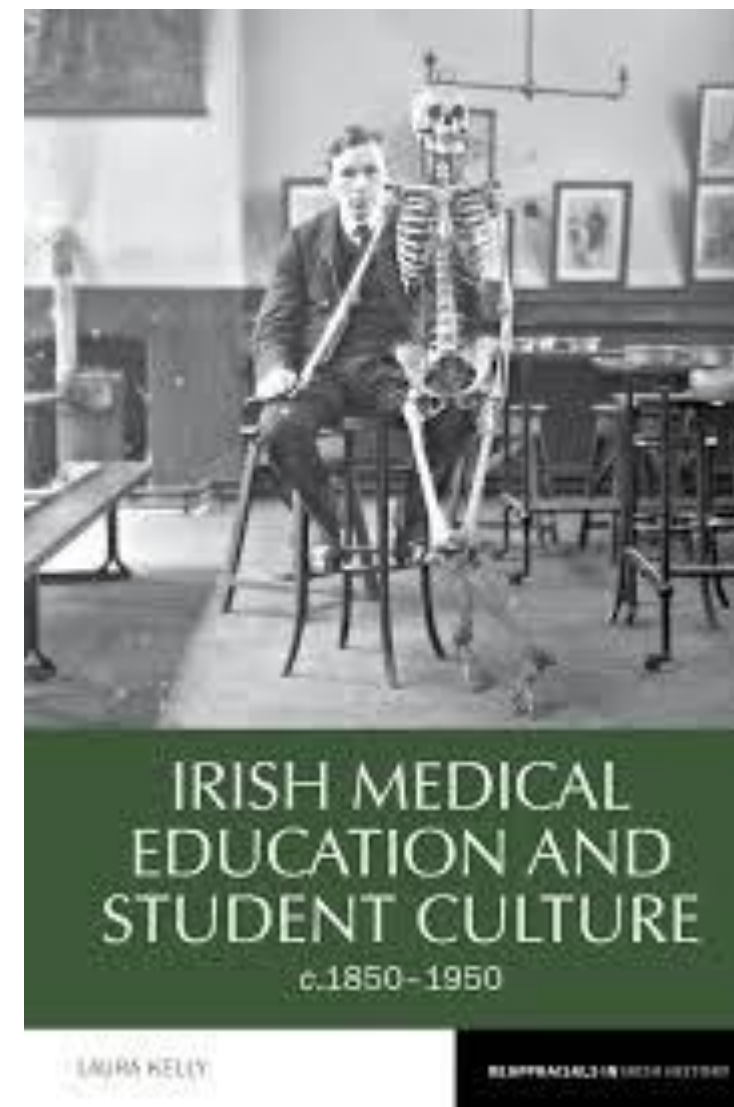


FIGURE 2.5

AGE-STANDARDISED DEATH RATES FOR SELECTED CAUSES, IRELAND 1994-2013

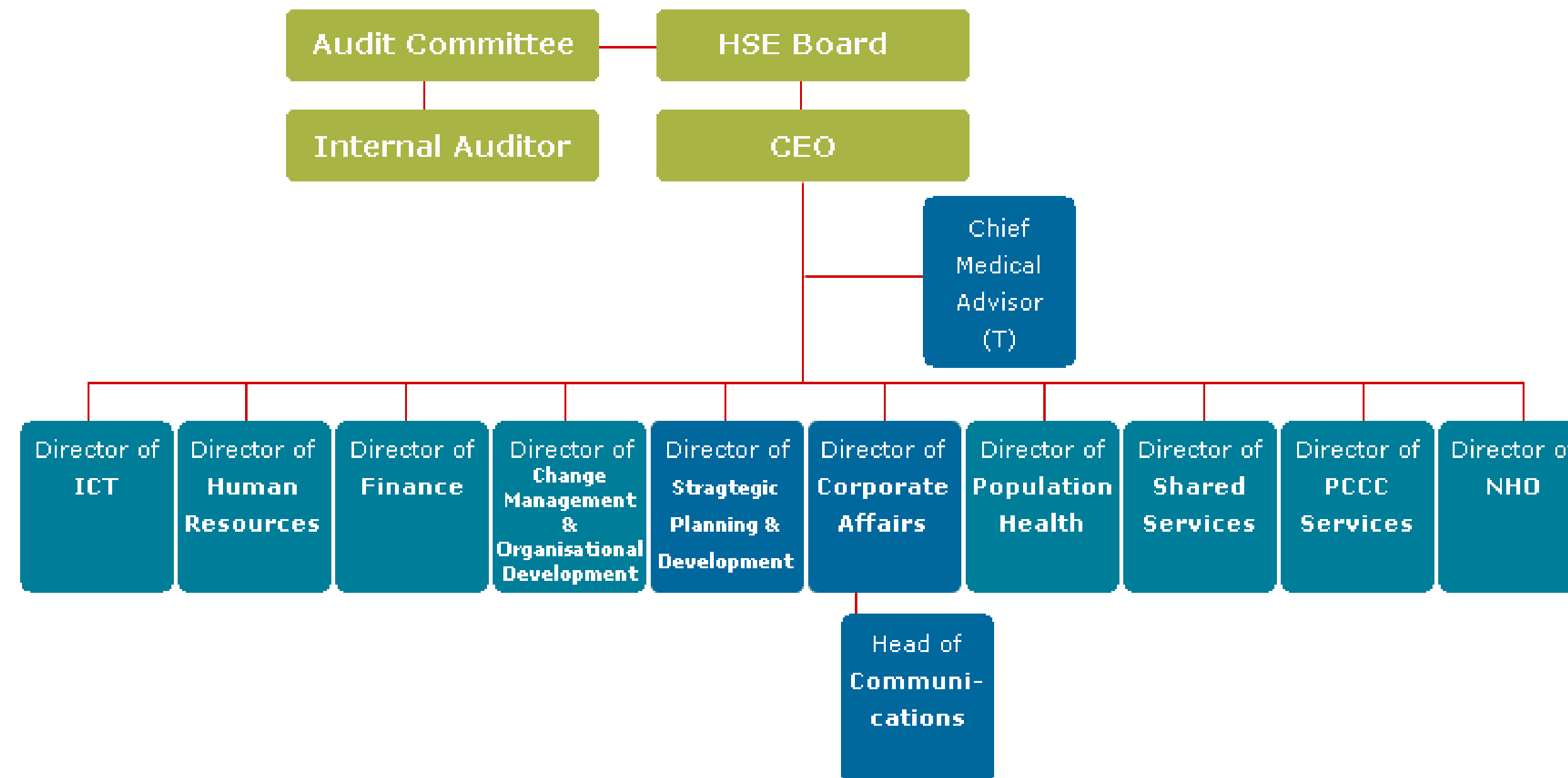




HSE

Since the HSE's establishment in 2005 it has been in a continuous state of re-organisation and restructuring with little apparent benefit to users of services and persistent disruption for staff.

Oireachtas Joint Committee on Health

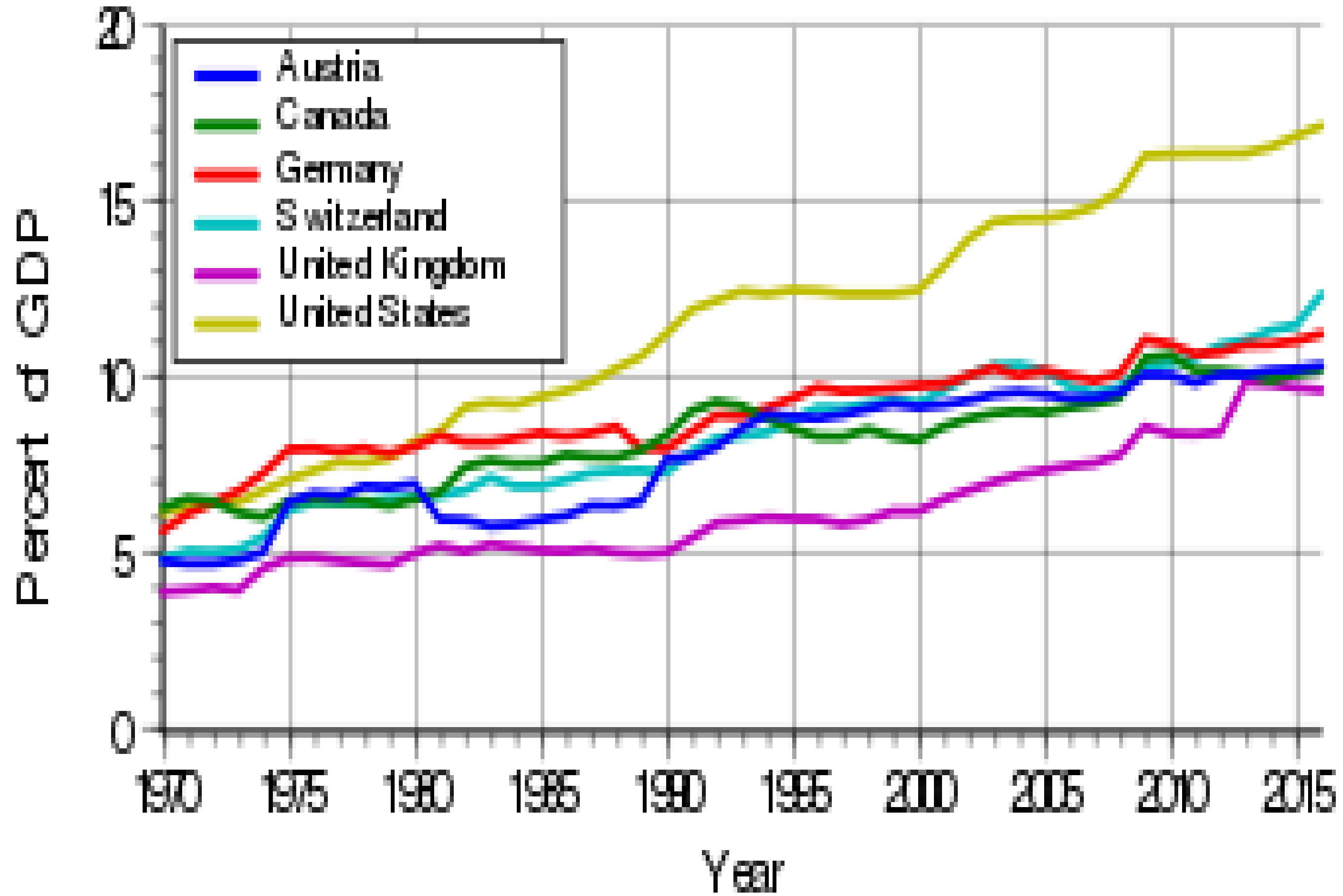




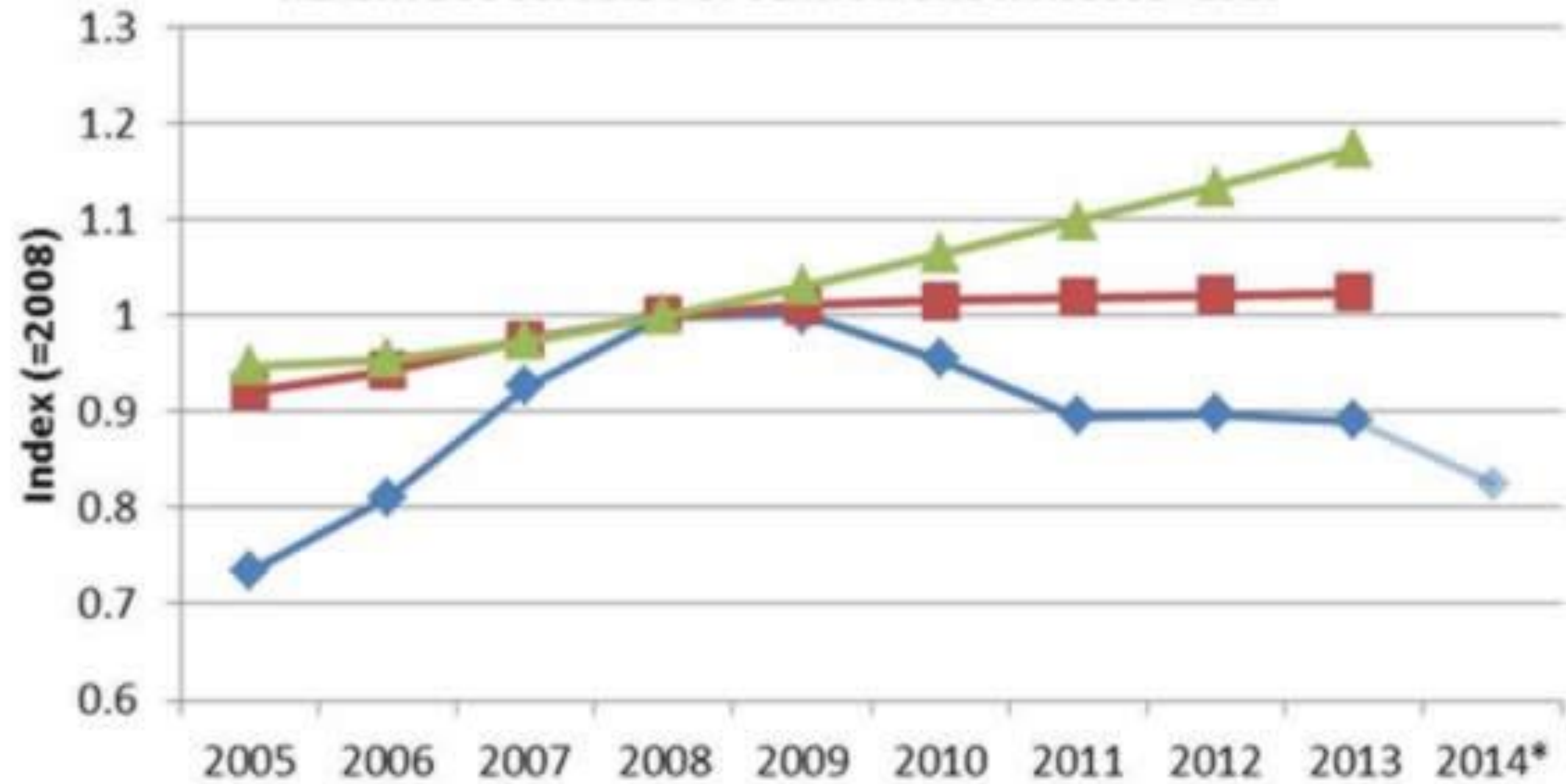
Waiting Lists



Health Care Cost (1970-2016)



HEALTH BUDGET AND POPULATION GROWTH 2005 - 2013

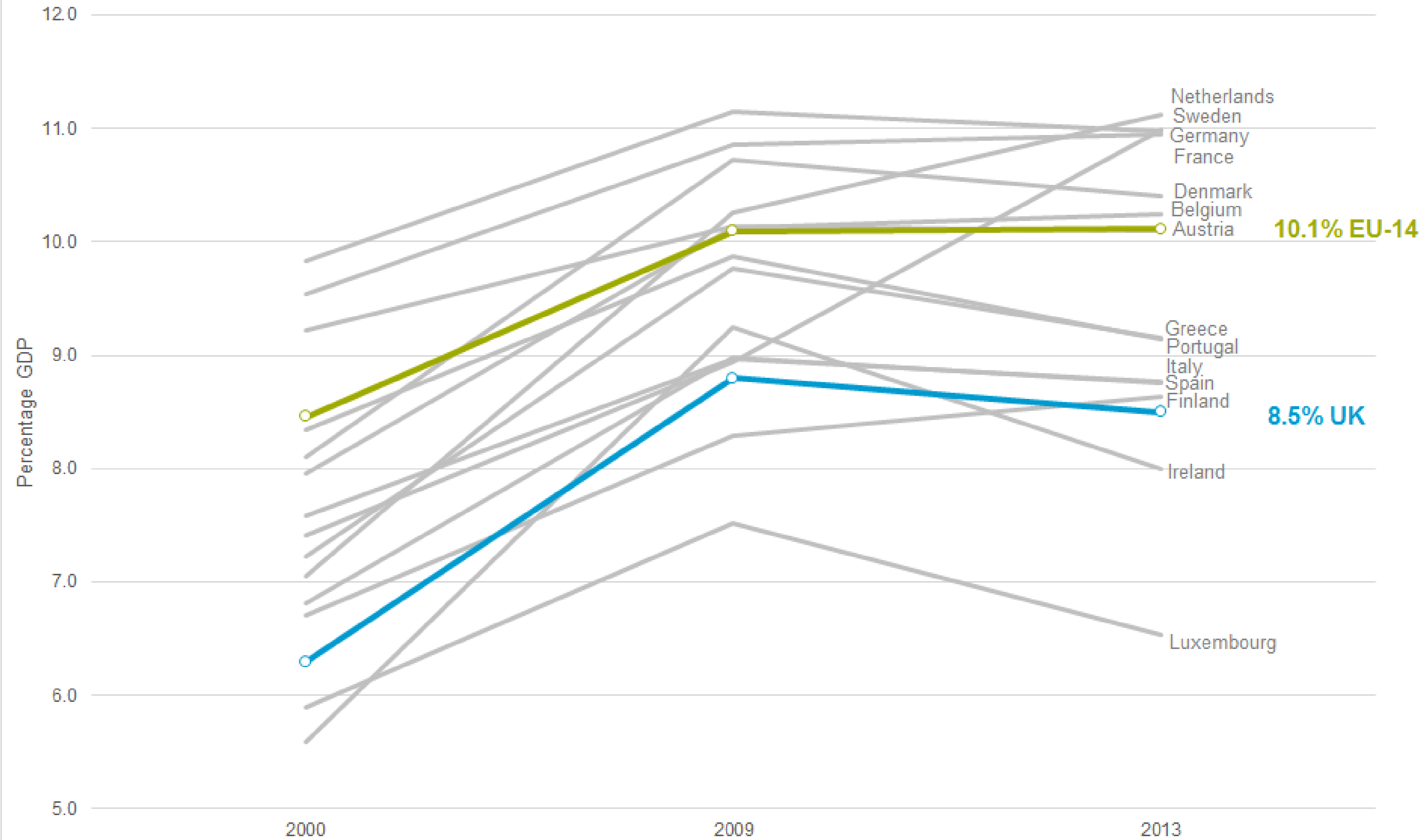


©www.resilience4health.com, Centre for Health Policy and Management, Trinity College Dublin, Ireland

Public Health Budget
Population
Population 65+

* Projected

Figure 1: Total health care spending (public and private) as a proportion of GDP



Data source: OECD

Tom Clonan: 'Ireland is on the brink of a perfect storm in our health services'

Minister Varadkar needs to do the bleeding obvious and demonstrate real leadership, writes Tom Clonan

18 hours ago 10,818 Views 47 Comments Share 100 Tweet 100 Email 10



Tom Clonan

WHILEST LAUNCHING AN initiative to measure patient safety metrics in Ireland this week, Minister for Health, Leo Varadkar had a classic John Cleese moment.

In other words, he made a 'statement of the bleeding obvious'.

Referring to the state of patient safety in Ireland, the Minister observed, 'Ireland is behind the curve when you compare us with the NHS or other western countries on patient safety'.

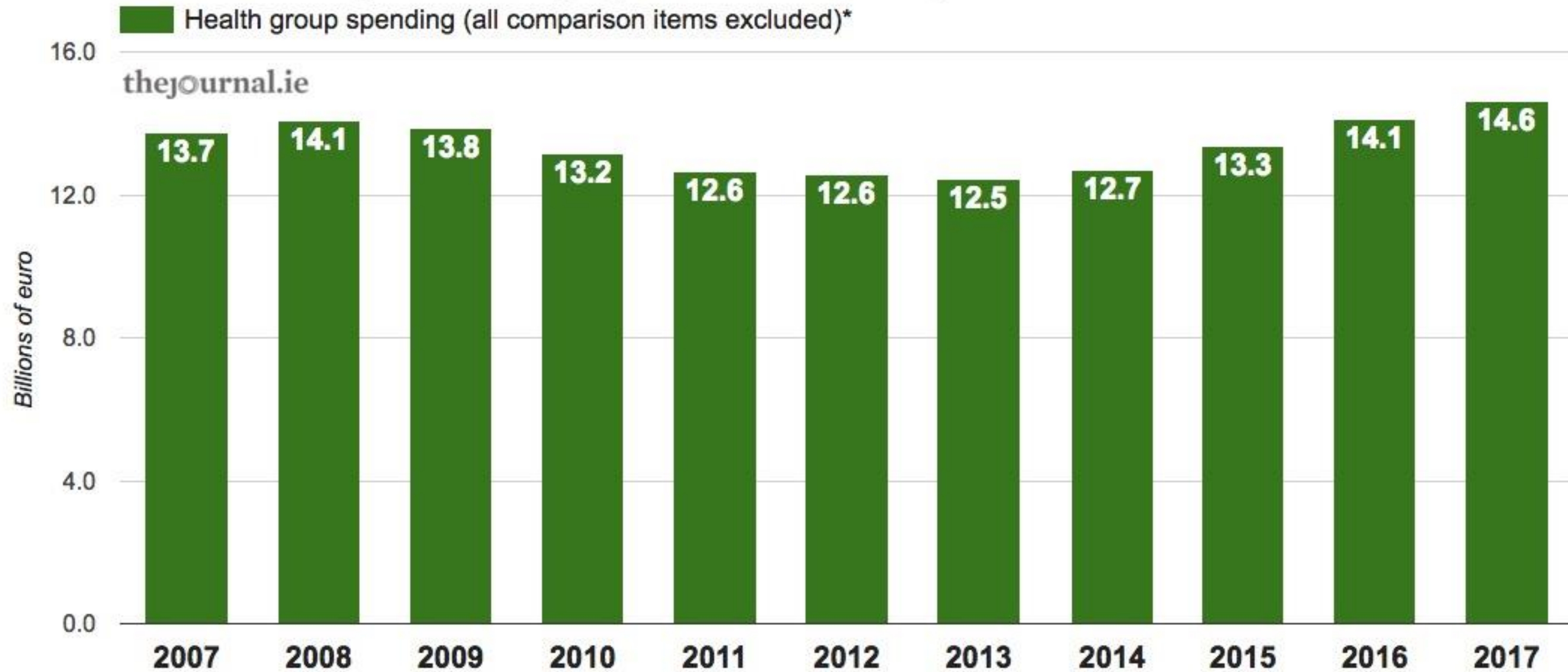
The thing is – we know this already. This is an issue that has been raised continuously by front line medical across all specialities in Ireland for at least a decade now.

Most recently, Dr James Gray a hospital consultant specialising in emergency medicine raised, for the umpteenth time, concerns about overcrowding in the Emergency Department (ED) in Tallaght Hospital.

• This is the letter a doctor wrote after a couple in their 80s spent hours on a trolley >



Health spending (like for like), 2007-2017



Sources: PER Databank, Dept of Health, HSE

*Excluded for fair comparison: Office of the Minister for Children; Child and Family Agency; Domiciliary Care Allowance, certain HSE appropriations-in-aid. Child and Family Agency spending 2005-2007 not provided by HSE

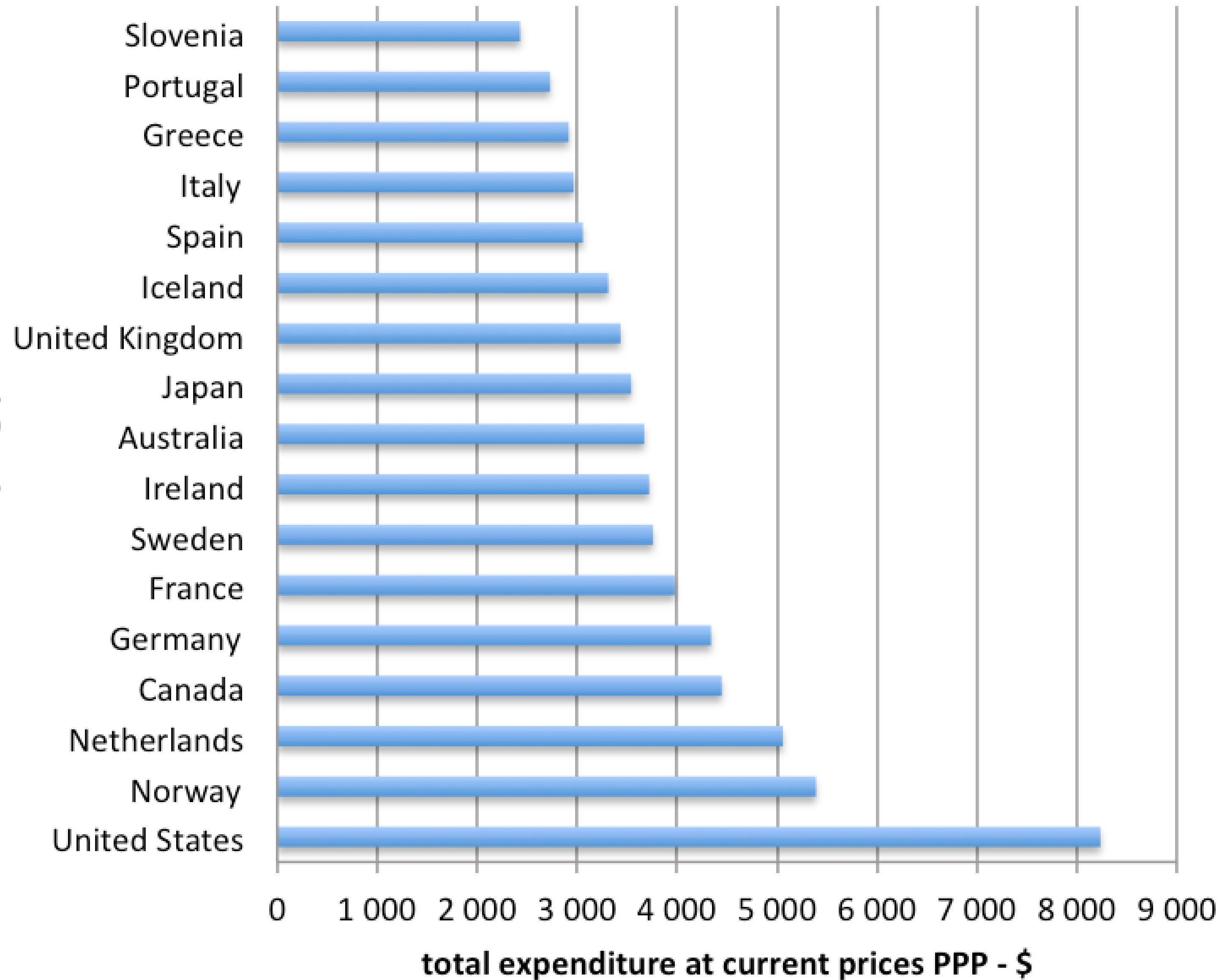
According to the HSE, there have been substantive real budgetary reductions during the recent recession, producing a pronounced, cumulative impact on funding and creating a backlog of unmet need.

In 2017, as outlined in a HSE report, the public budget would need to increase by almost 25% to match changing demographics and compensate fully for the recession related budget reductions

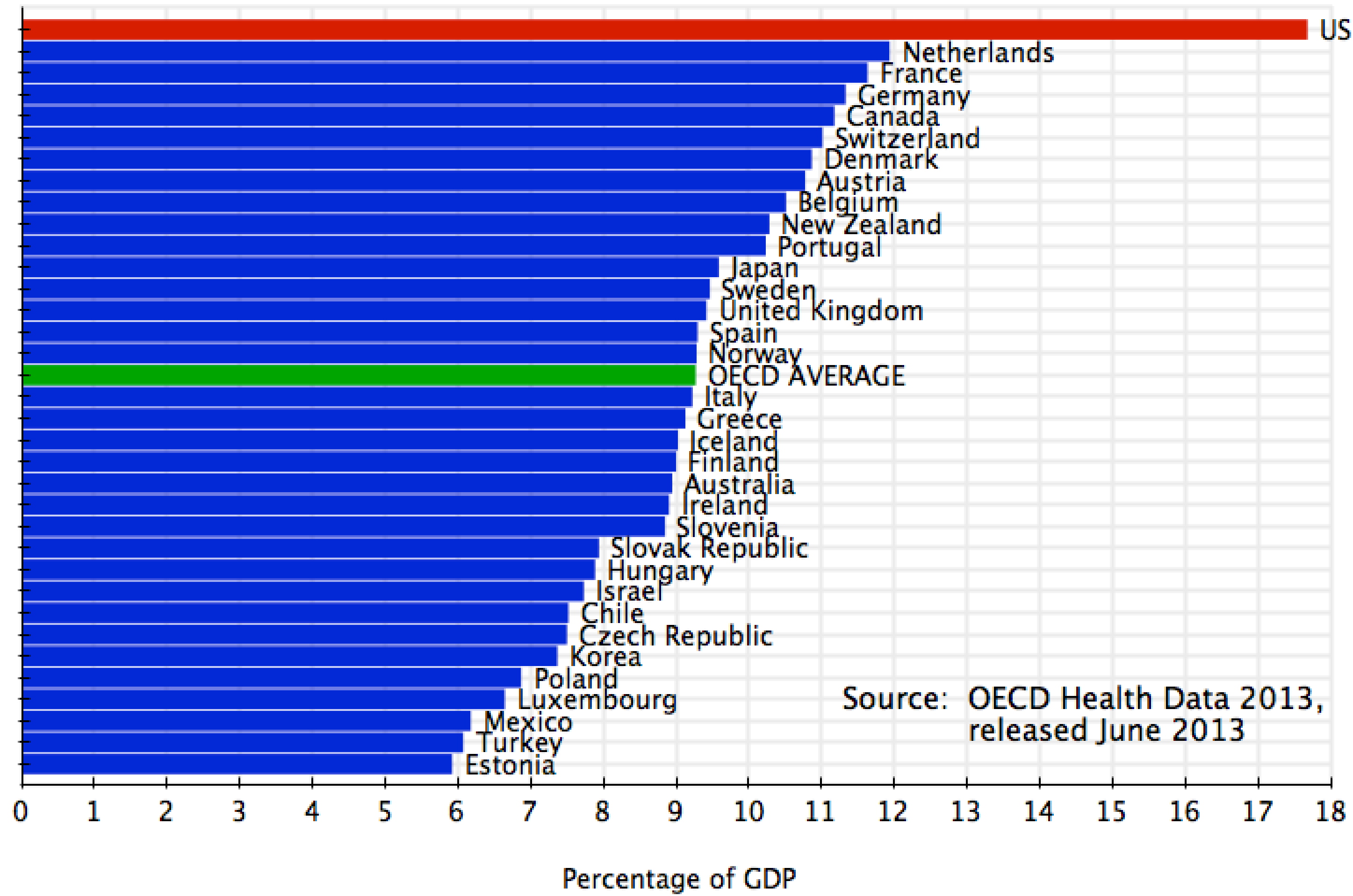


Total Health Spending per Capita

www.economicshelp.org | Source: OECD - 2010

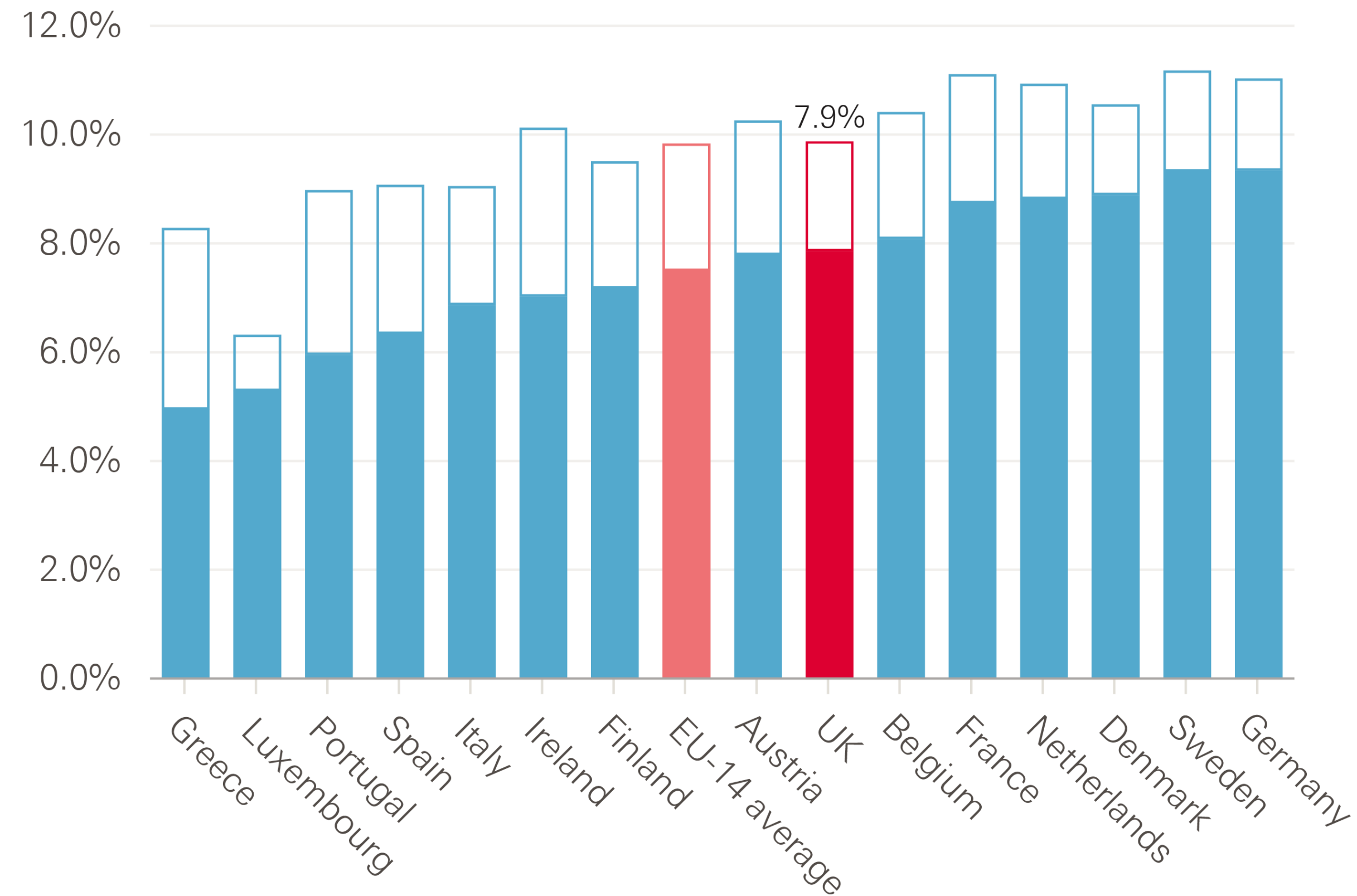


Health Expenditures as Percentage Share of GDP OECD Member Countries – 2011 or nearest available year



Public spending on health in 2014

UK spending as a percentage of GDP, compared to other EU countries

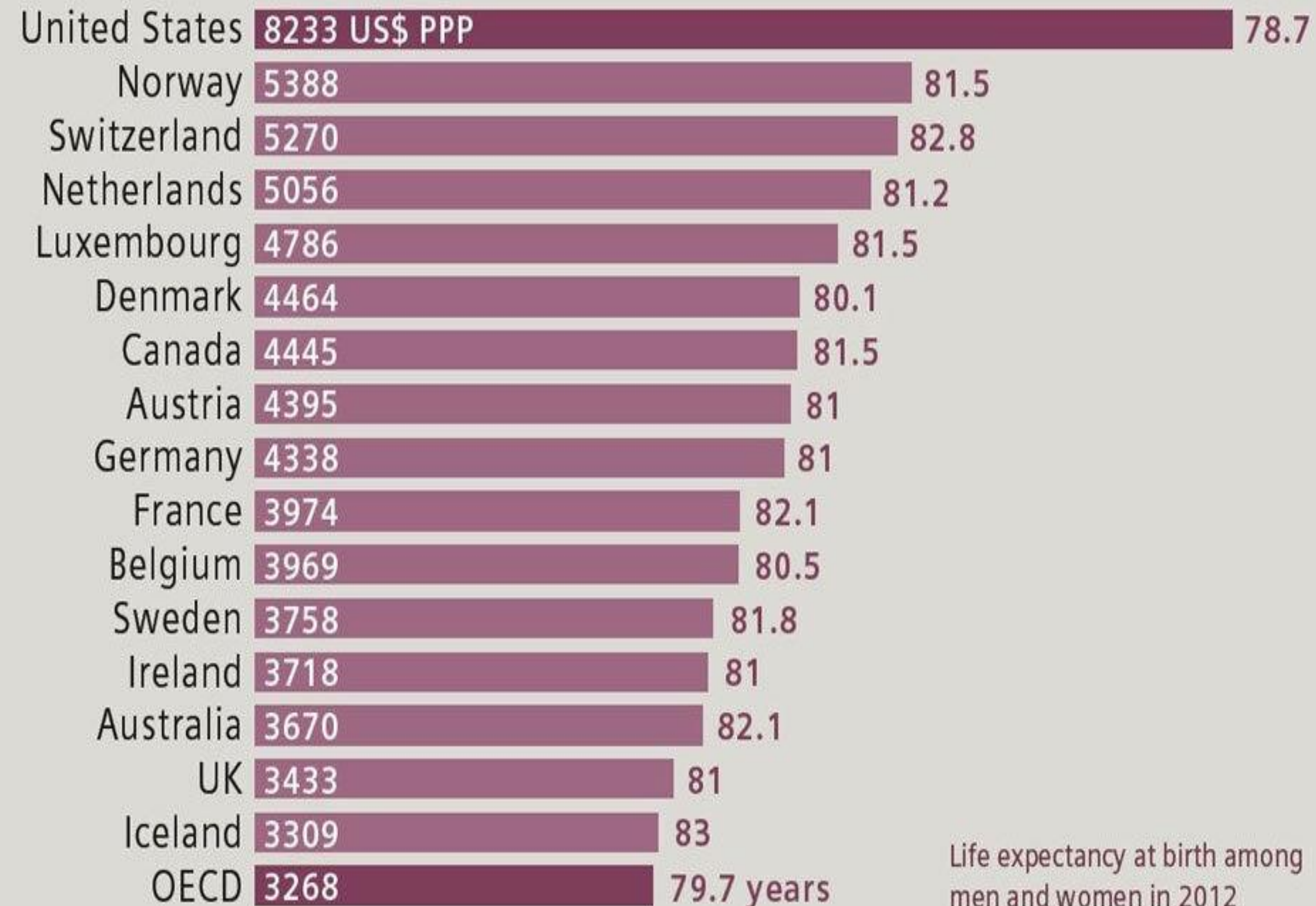


Note: EU14 average is the unweighted average of the first 15 countries to join the EU (excluding the UK). Total current spending shown in outline. The OECD definition of health has been used for international comparison which defines health as all activities with the primary purpose of improving, maintaining and preventing the deterioration of the health status of persons and mitigating the consequences of ill health through the application of qualified health knowledge medical, paramedical and nursing knowledge, including technology, and traditional, complementary and alternative medicine.



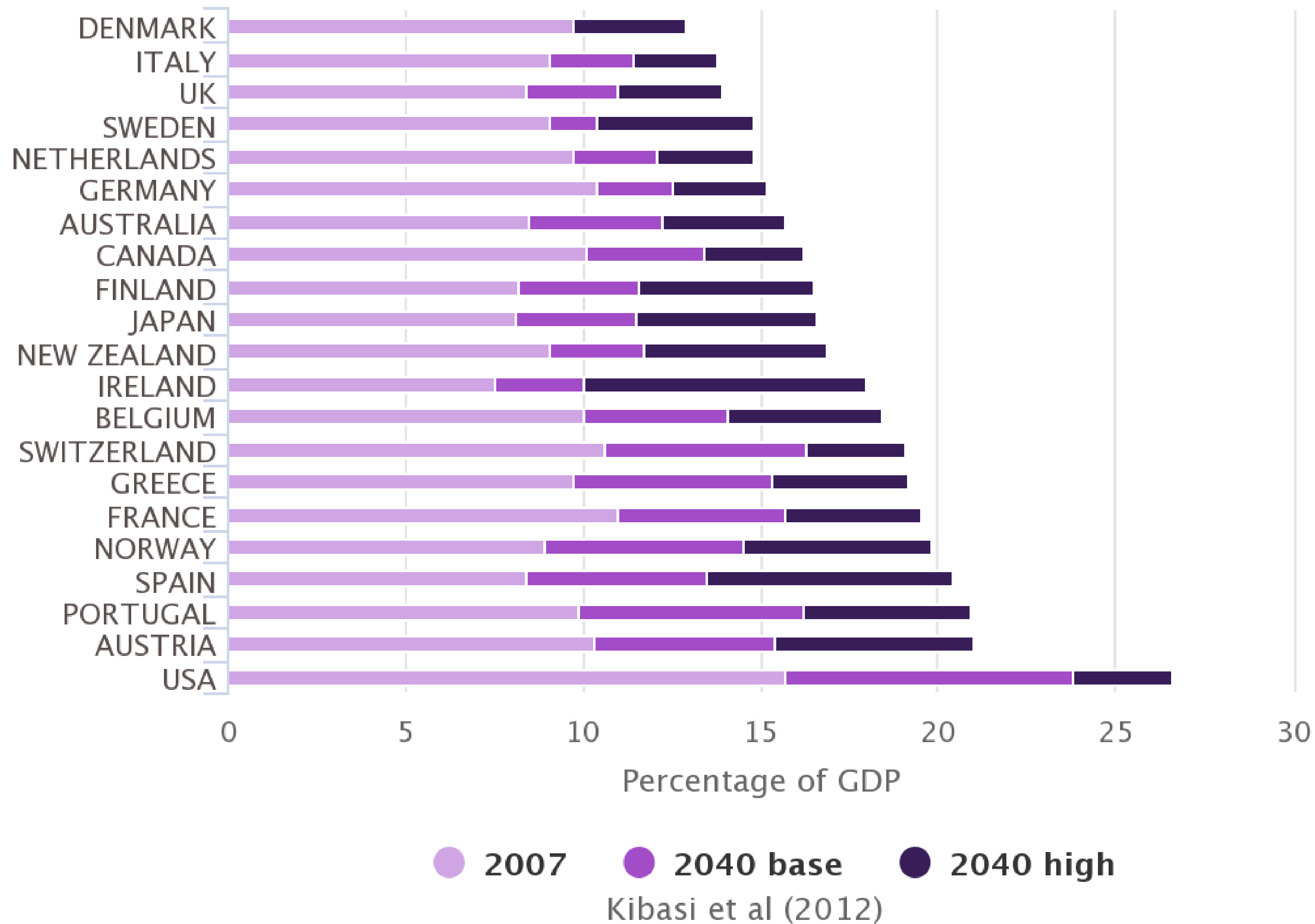
Total health expenditure per capita, public and private related to life expectancy

High health expenditures do not necessarily result in a higher life expectancy.

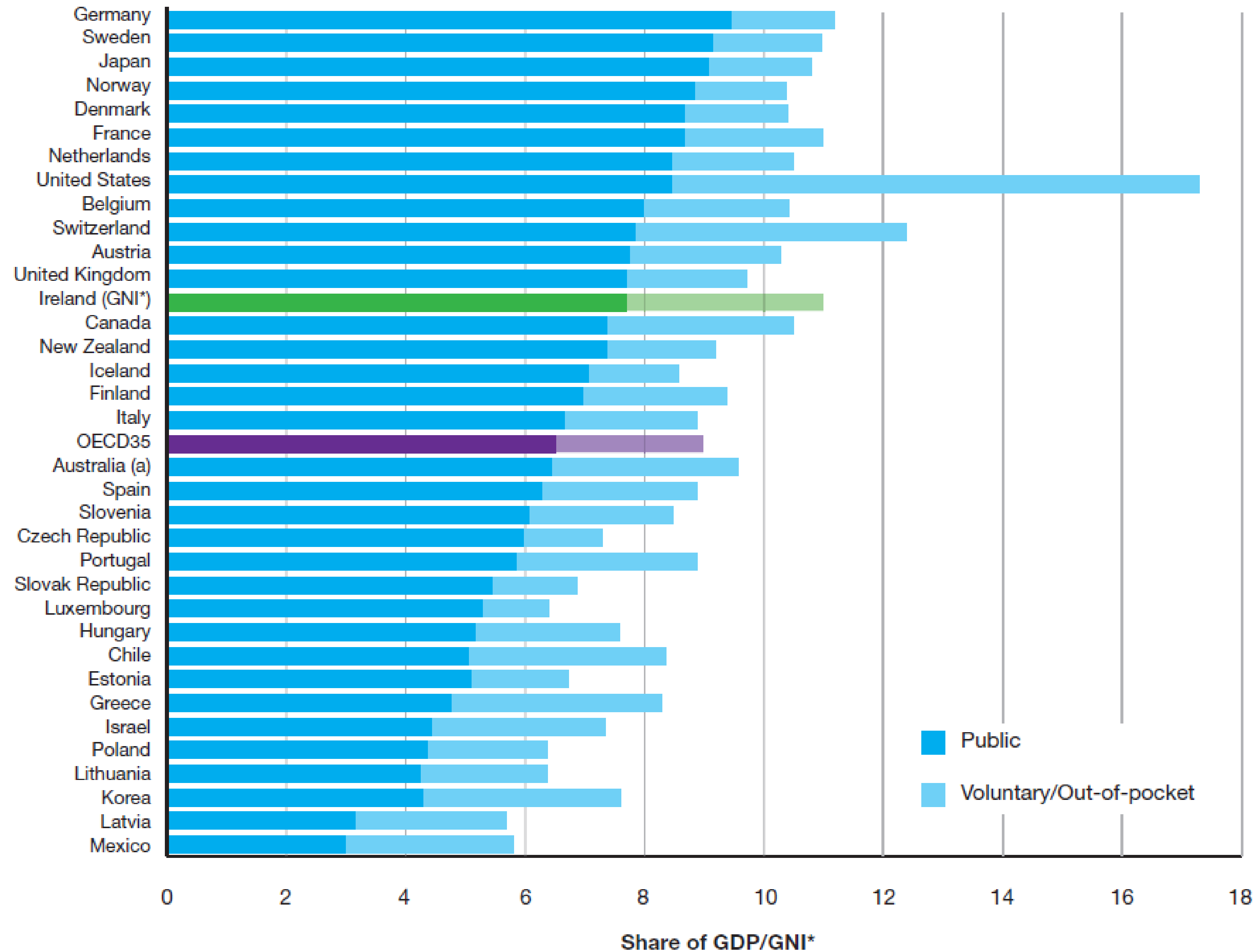


Life expectancy at birth among men and women in 2012

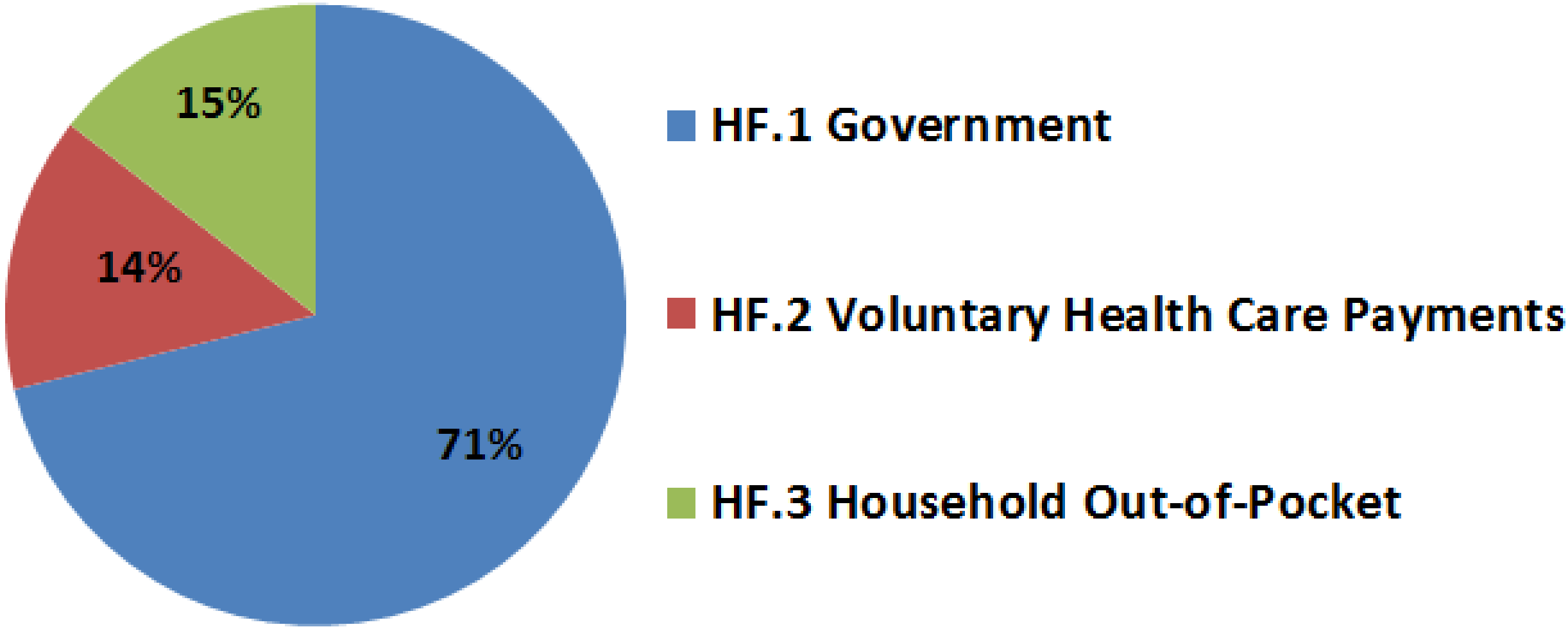
Projected potential growth in health care spending by 2040



HEALTH EXPENDITURE AS A SHARE OF GDP FOR SELECTED OECD COUNTRIES AND GNI* FOR IRELAND, 2016 (OR NEAREST YEAR)



**Figure 1: Ireland's Health Care Expenditure
Distributed by Financing Schemes, 2013**



The truth setting us free

- All truth passes through three stages. First, it is ridiculed. Second, it is violently opposed. Third, it is accepted as being self-evident.
- Arthur Schopenhauer (1788 - 1860)





TRAGEDY



▲ COLLAPSE Derek Earley
Footballer dies during training

By CATHAL McMAHON
A FOOTBALLER collapsed and died during a training session with pals.
Derek Earley, 31, was just a few minutes into a warm up with Skerries Town senior football club when he fell to the ground last Thursday.
A team-mate said last night that there was a defibrillator on site but it was too late for "gentle giant" Derek.
The pal added: "Derek was fitter than he has ever been and had recently lost around half a stone."
"That night he played indoor soccer for an hour before travelling to training. We were doing sprints.
"As we were jogging back, Derek was one of the last lads. When we turned around he had collapsed on the ground. He was dead almost instantly."
The 6ft 6ins centre-forward, whose father Kevin runs the Gladstone Inn, was buried yesterday. It is feared he died as a result of a heart attack or Sudden Adult Death Syndrome.

SHOWBIZ



▲ CLASSIC Neeson as Oskar
Schindler's List 'saddest movie of all'

By RICHIE TAYLOR
STEVEN Spielberg's movie Schindler's List has been voted the saddest film of all time.
Movie-goers voted it ahead of well-known tearjerkers such as Love Story, Terms Of Endearment and Titanic.
The 1993 Holocaust epic, starring Liam Neeson as kind-hearted German businessman Oskar Schindler, told how he saved hundreds of Jews from being sent to their deaths in Auschwitz.
More than 20% of movie-goers who took part in the poll by Entertainment Weekly to name cinema's weepiest production singled it out.
The 1957 Disney film Old Yeller was second while Terms Of Endearment, starring Jack Nicholson and Shirley Maclaine, came in third with 14% of the vote.
Back Mountain, which told of a gay relationship between two cowboys came in fourth, while another film set around the Holocaust - Life Is Beautiful - came fifth with those questioned.

By DECLAN BRENNAN
news@irishmirror.ie

MORE than 6,600 people were left waiting on trolleys in A&E wards last month, startling figures revealed yesterday.

The record numbers from the Irish Nurses and Midwives Organisation were laid bare as the hospital system is being choked by record levels of overcrowding due to the closure of 2,000 beds.
The INMO warned the dire situation will get worse as demand for health services rise in the autumn and winter months.
INMO general secretary Liam Doran said it was clear the Government's current cost-cutting measures "are having a serious negative impact upon patient care".
He added many hospitals are attempting to deal with this problem by stuffing already cramped wards with more beds.
Mr Doran said: "Emergency Department overcrowding and people waiting for beds on trolleys is the greatest challenge facing the health system everyday.
"It cannot be solved by hiding the problem with extra beds on wards, which compromises the care of all patients."
Last weekend an Irish Sunday Mirror investigation revealed the scourge of patients on trolleys. It

OFF THEIR TROLLIES..

Record hospital overcrowding levels as barmy bosses close 2,000 beds

exclusively reported how the HSE itself believes at least 50 lives could be saved each year by reducing the number of trolleys in EDs.
Following on from our sister paper's investigation a review of overcrowding in the last five years has found that August saw the highest ever levels of overcrowding in Emergency Departments.
The INMO survey also shows overcrowding levels are up by

106% since 2007. Its "trolley watch" figures found 6,624 people found themselves waiting on one for a hospital bed in August.

Last Wednesday alone, 401 patients were on trolleys nationwide. The August figure marks a 106% rise on the same month in 2007, when



▲ SCOURGE Hospitals probe

just more than 3,200 patients were on trolleys.

As of September 1, almost 2,000 beds have been closed, including 97 in Louth County, 86 in the Midlands Regional in Tullamore, 62 in Cork University, 61 in the Dublin's Mater and 29 in Letterkenny General.

WORST W

Based on the HSE's...
...of six...
...ranked...
...in terms of...
...their emergency...
...Last night the...
...number of patie...
...hospital is up thi...
...with last year an...
...day-case activity...
...It added the b...
...facing an extren...
...financial situatio...
...the year and hor...
...within their agre...
...But Noel Dor...
...review to its cost...
...which are dire...
...frontline staff, an...
...opening of close...
...He said: "There...
...or solution to de...
...which exists eve...



..Oh boy, it's Keira

HOLLYWOOD golden girl Keira Knightley dazzles in this sparkling frock - but thinks she looks like a boy.
Despite her claim in an interview with Marie Claire magazine, her sultry feminine charms were to the fore in the photoshoot.
Keira, 26, also reveals why she chopped off her girly, long locks.
She says: "They asked me to cut my hair for a movie. I said 'No, you can do it with a wig'.
"We had a glass of champagne, then another. By the third glass my hair was cut off."

IT'S OKAY NOT TO BE OKAY.
BUT IT'S NOT OKAY TO STAY THAT WAY.



Public Appointment Service

- 84 Consultant posts advertised and closed in 2016
- 1 in 10 posts advertised received no applicants
- $\frac{1}{4}$ received just 1 applicant
- $\frac{1}{4}$ received just 2 applicants
- No suitable applicant found for 22 of 84 posts

- 60% of advertisements for Consultant posts in the Irish Health Service attracted 2 applicants or fewer.

HSE Staff Turnover Report 2016

- 39% of those who left their Consultant posts resigned.
- In 2015 73 Consultant posts became available arising from resignations.

Towards Successful Consultant Recruitment, Appointment and Retention

HSE 2016

The terms of reference specifically excluded the examination of contractual issues related to the terms and conditions of Consultants.

- “A key concern for many potential candidates for Consultant posts in recent years has been income. Starting Salary, progression through points on the salary scale, how new appointees compare to colleagues appointed in earlier years and access to private practice all influence decisions by potential candidates to apply or to accept an offer of a post.

- In October 2012 the then Minister for Health unilaterally reduced new entrant Consultant salary rates by 30%
- Some mitigation of the extent of this cut was achieved by the IMO in 2015 but Consultants appointed after 1st October 2012 take longer to reach to top point of the scale and don't reach parity.
- Towards Successful Consultant Recruitment, Appointment and Retention HSE 2016

IMO submission to Public Pay Commission

- There is a global shortage of approximately 2.6 million Doctors.
- 21 of 29 EU countries report vacancies in their healthcare workforce.
- Consultant salaries in Ireland when taxation and cost of living considerations are taken into account, often lag behind those of other jurisdictions.
- It takes 10 to 15 years of postgraduate training to become a specialist in Ireland whilst in Canada or the USA it is between 3 and 7 years to become a specialist.
- In Ireland, even before the pay freeze and the doubling of the incremental scale in 2015 pay is lower for longer at Consultant level.

FEMPI

- In excess of 20% salary cut, increased hours.
- An overt disrespect of public service.
- Then specifically for new entrant Consultants a 30% pay cut.
- 38% reduction in resourcing of General Practice

- 2.9 practising physicians per 1000 population as compared to an EU average of approximately 3.4

OECD Health Statistics 2017

- Leaving earlier and staying abroad due to:
- Dissatisfaction with working conditions
- Uncertain career progression
- Austerity related staff reductions
- Salary reductions
- Taxation increases

AM Walsh and RF Burgha RCSI 2017

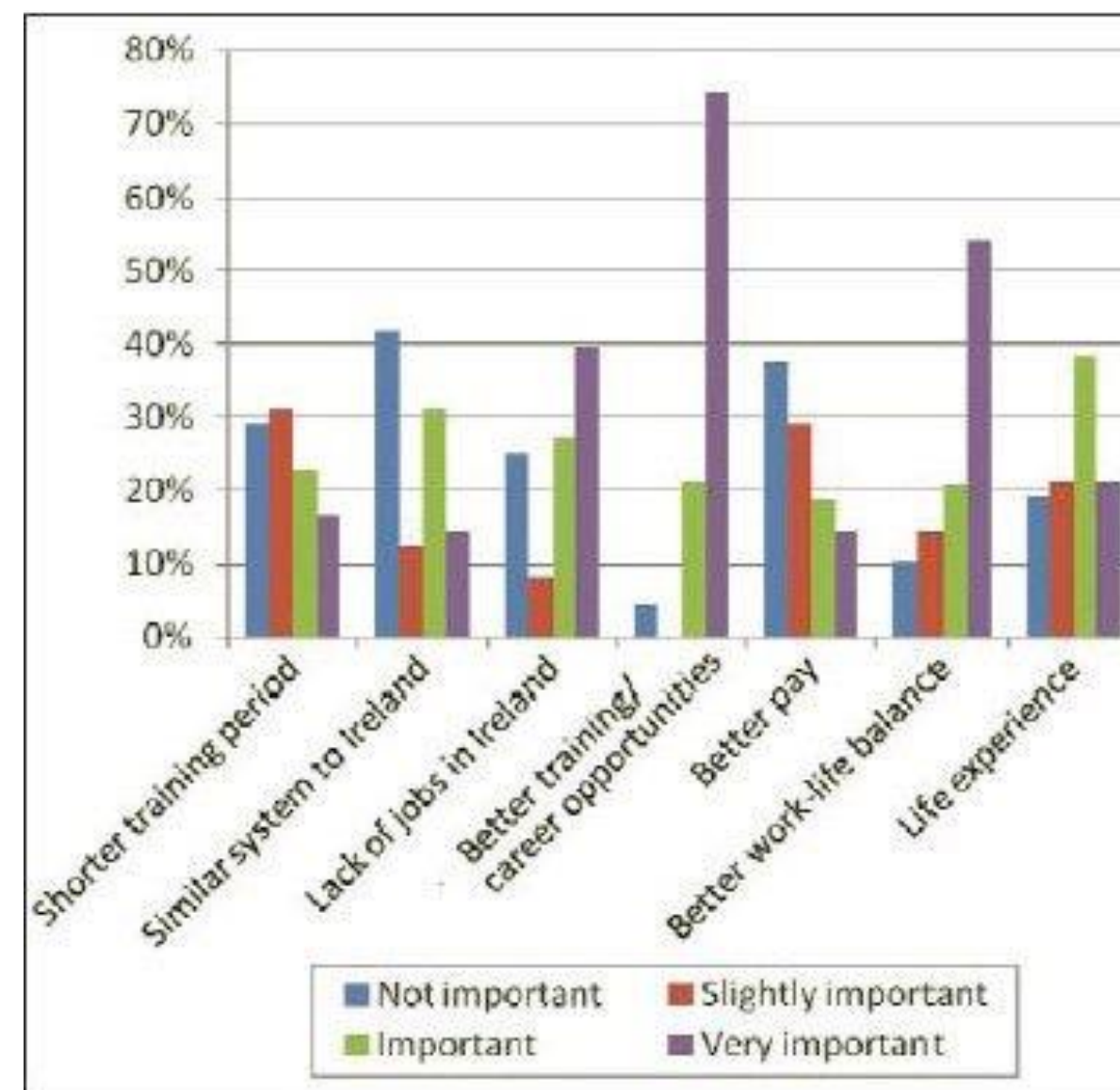
Medical Students and NCHDs

- 87% of medical students are contemplating emigrating, with 80% intending to emigrate. DPER 2015



- Only 58% of trainees see themselves practising in Ireland for the foreseeable future. IMC 2016

IMC 2016



YOUR UNION

YOUR FUTURE



**IRISH MEDICAL
ORGANISATION**
Ceardchumann Dochtuiri na hÉireann

NCHDs - YOU'VE HAD YOUR SAY

TIME FOR CHANGE

CHANGE NCHD CONTRACTS

- > Appropriate pay and supports for the role, responsibility and hours
- > Enhanced supports to reflect the nature of work
- > Hours that respect doctor and patient safety issues

CHANGE HOW TRAINING IS DELIVERED

- > Expand range of training opportunities and supports
- > Proper flexible training
- > Structured career pathways

CHANGE CULTURE THAT DEVALUES DOCTORS

- > Deal with toxic working environments
- > Respect NCHDs and honour all contract terms
- > Improve morale through real employee engagement

JOIN THE IMO CAMPAIGN FOR CHANGE



NCHDs Have Your Say

Email: haveyoursay@imo.ie Web: www.imo.ie



@IMO_IRL

What Consultants say

- “I am sick of working in a poorly resourced stressful environment on less pay than my older colleagues.”
- “HSE don’t honour pay set out in contract.”
- “The disparity between existing consultants and new entrants is deeply corrosive.”
- “Consultants are poorly supported in their professional development by HSE once they are in post, and this is a source of burnout, ennui and cynicism.”
- “It is soul destroying to work so hard, at enormous personal expense, and only be able to deliver a mediocre service because of system failures.”

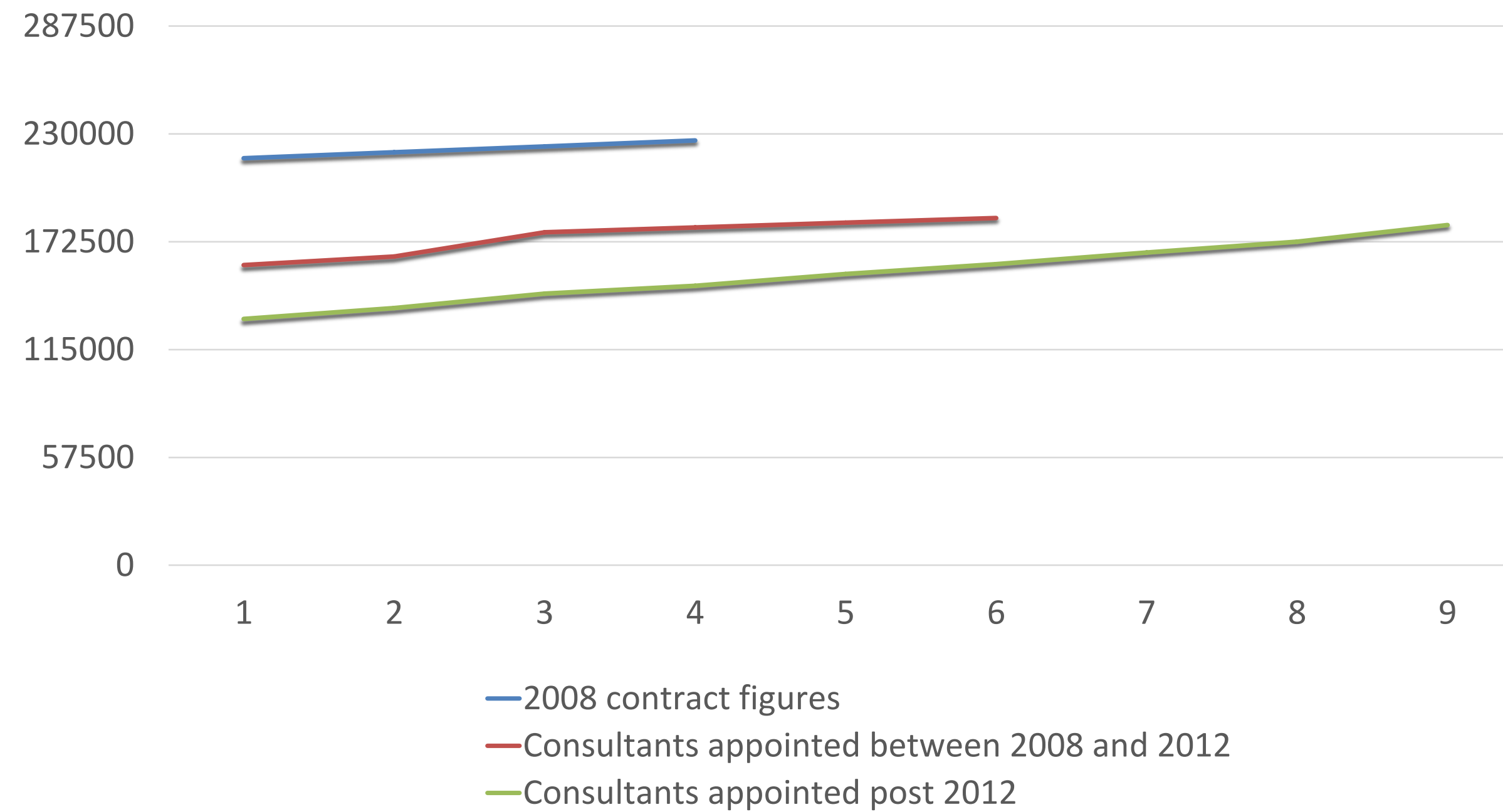
IMO Consultant Survey on Recruitment and Retention Issues,
November 2017

- 76.6% of all Consultants surveyed felt pay would be better abroad.
- 68.5% felt improving pay in Ireland would help to improve retention.
- 99.1% felt the pay disparity impacted on recruitment.
- 93.7% felt the failure to honour the 2008 contract was an impediment to recruitment.
- 89.2% had been approached by foreign employer recruitment agencies

- The Irish Health system should have 4,400 Consultants The Hanly Report 2003
- Currently approximately 3000 approved but only 2427 filled.

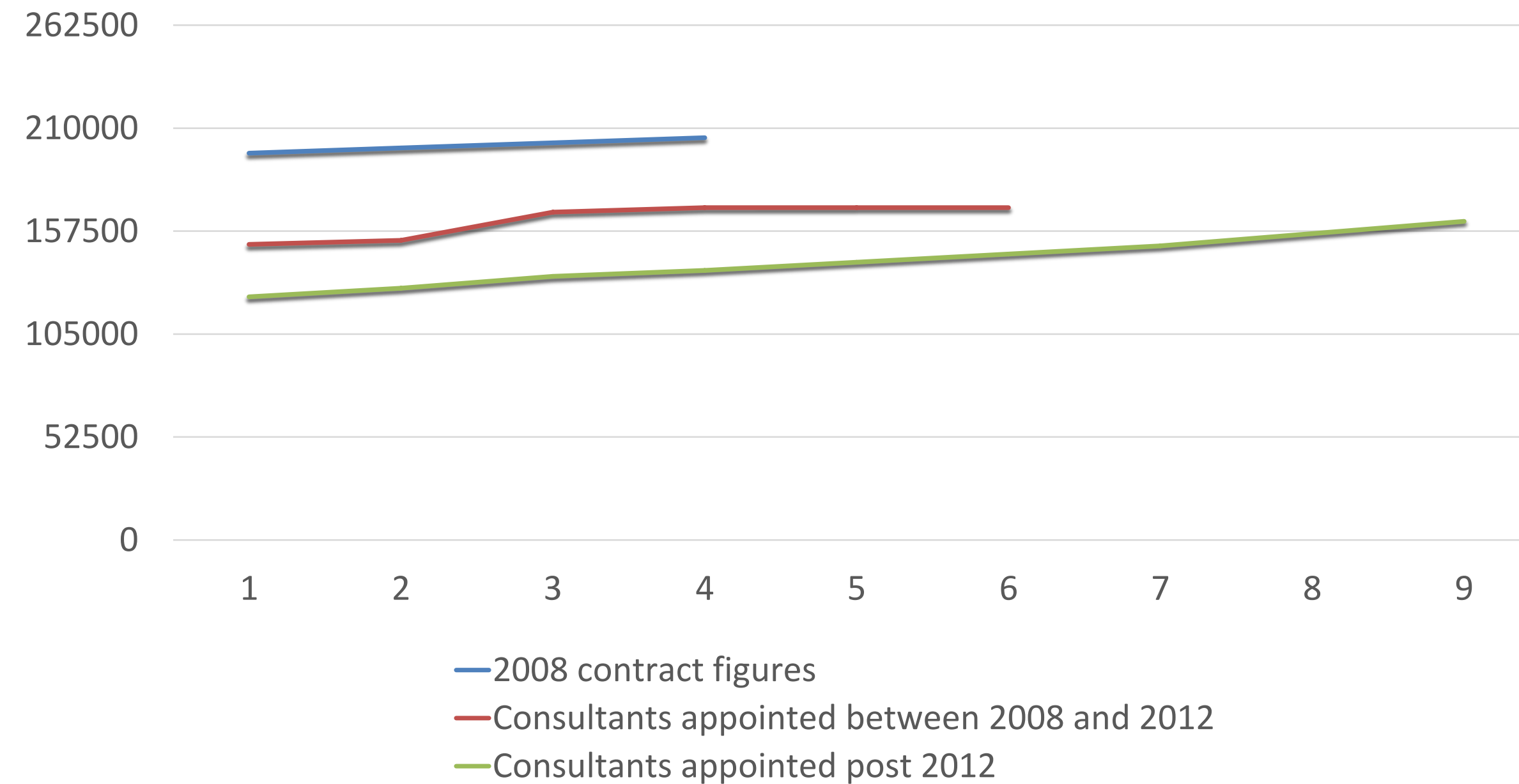
Difference in pay scales

A Consultant Salary

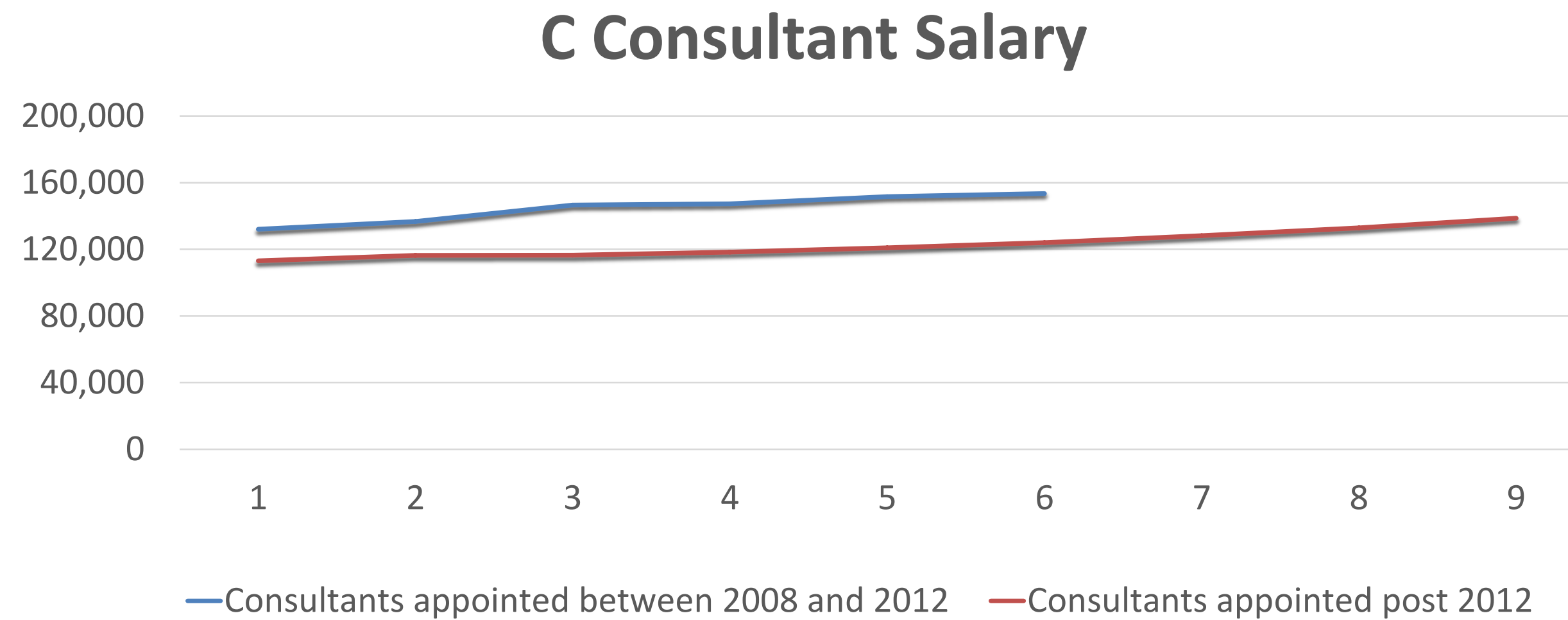


Difference in pay scales

B Consultant Salary



Difference in pay scales



Valuing Doctors will help to retain them

- Honour existing contracts
- Address the need for new contracts
- Address the capacity deficits in the system
- Value the knowledge and skills of the medical profession
- Don't dictate change but engage with the profession through its representative organisation the IMO.