

Irish Medical Graduates – Trained for Export

Irish Medical Organisation, AGM

6 April 2018

Mr Leo Kearns, CEO RCPI

First class healthcare ...



Ireland
Life expectancy at birth – 80.8 years
Maternal mortality rate (per 100,000 live births) – 8
Infant mortality rate (per 1,000 live births) – 3.7
Health expenditure %GDP – 7.8%
Physicians per 1000 – 2.67

Zambia
Life expectancy at birth – 52.5 years
Maternal mortality rate (per 100,000 live births) – 224
Infant mortality rate (per 1,000 live births) – 62.9
Health expenditure %GDP – 5%
Physicians per 1000 – 0.19

Take the people out



A history of excellence

A long history



1654
Foundation of RCPI as the Fraternity of Physicians of Trinity Hall by Dr John Stearne



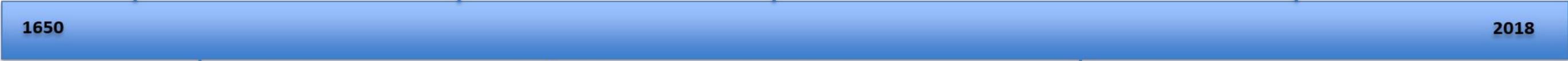
1808
Sir Patrick Dun's Hospital opens on Grand Canal Street. Funded by the bequest of Sir Patrick Dun to RCPI it was Trinity's clinical teaching hospital.



1835
Robert Graves describes the first case of goitre with exophthalmos, now known as Graves' Disease



1971
Ward-Romano Syndrome names after Prof Conor Ward, Consultant Cardiologist at Crumlin Hospital and first Dean of the Faculty of Paediatrics



1692
Royal Charter granted to re-establish College on the model of the Royal College of Physicians, London



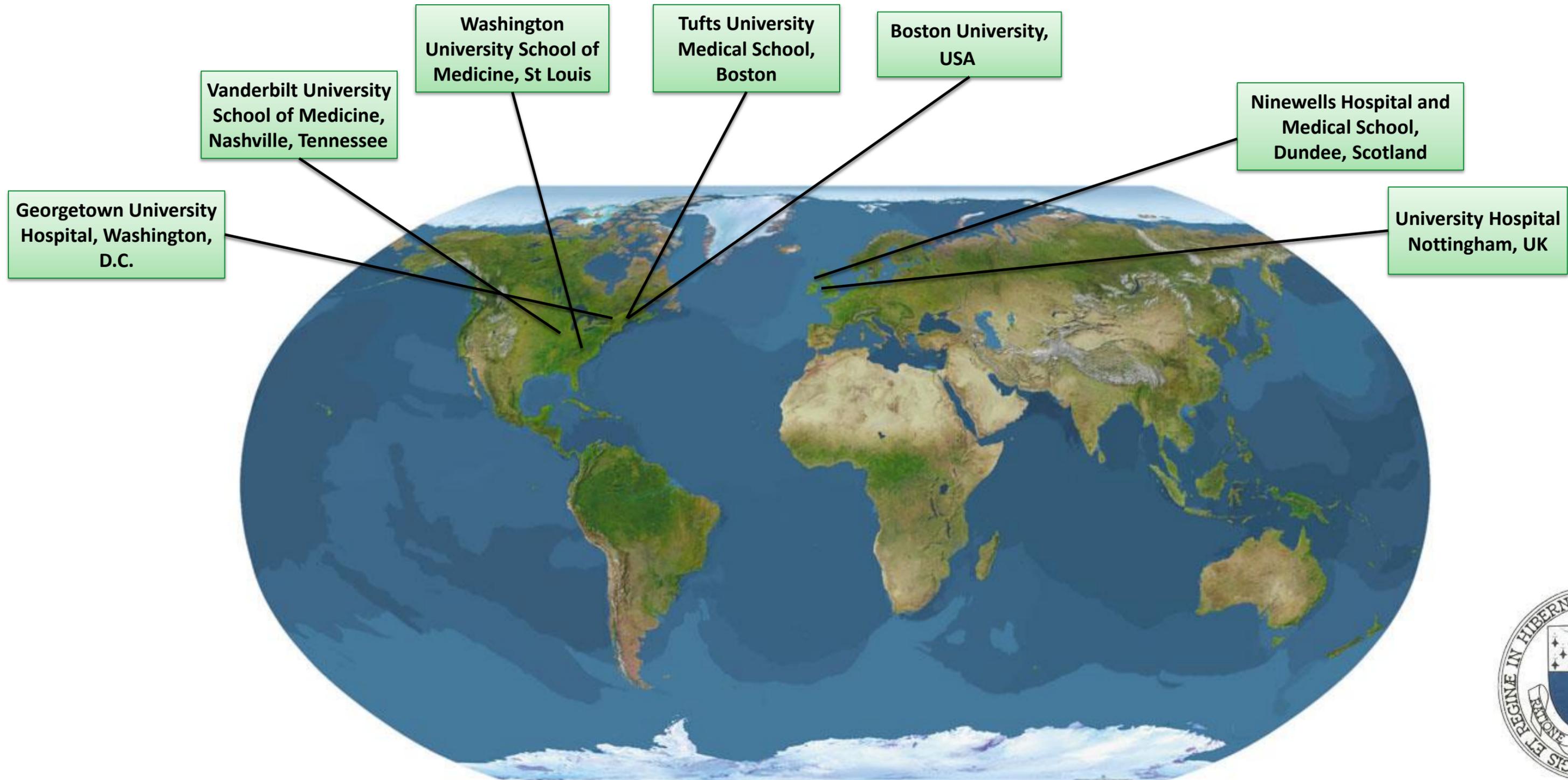
1825
William Stokes publishes the first book in English on the use of the stethoscope.



1865
Francis Cruise demonstrates the first endoscope in RCPI's new building on Kildare Street



Travelling for excellence

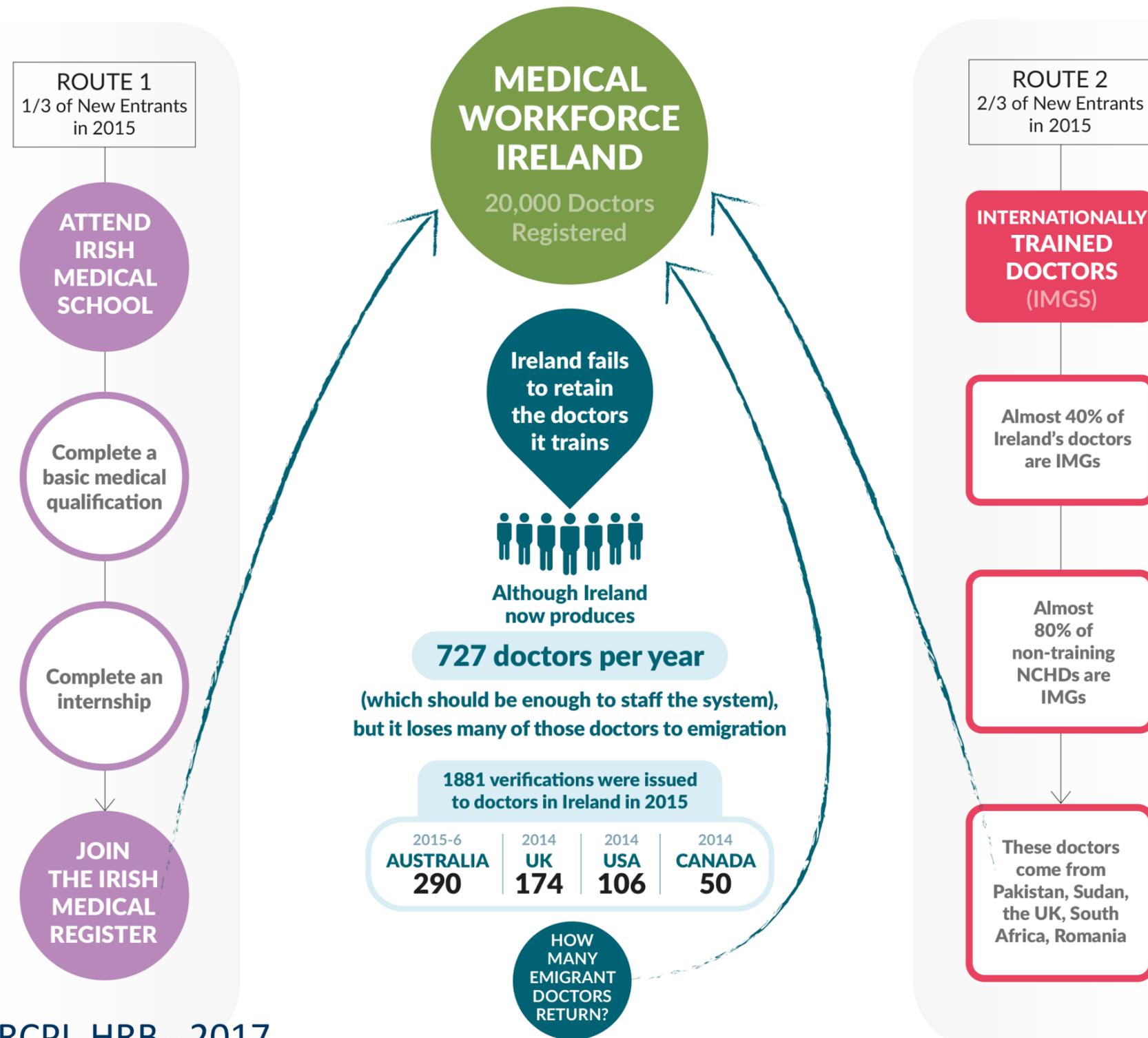




Hospital Doctor Retention and Motivation Project 2018-21 (HRB)

Dr Niamh Humphries, RCPI

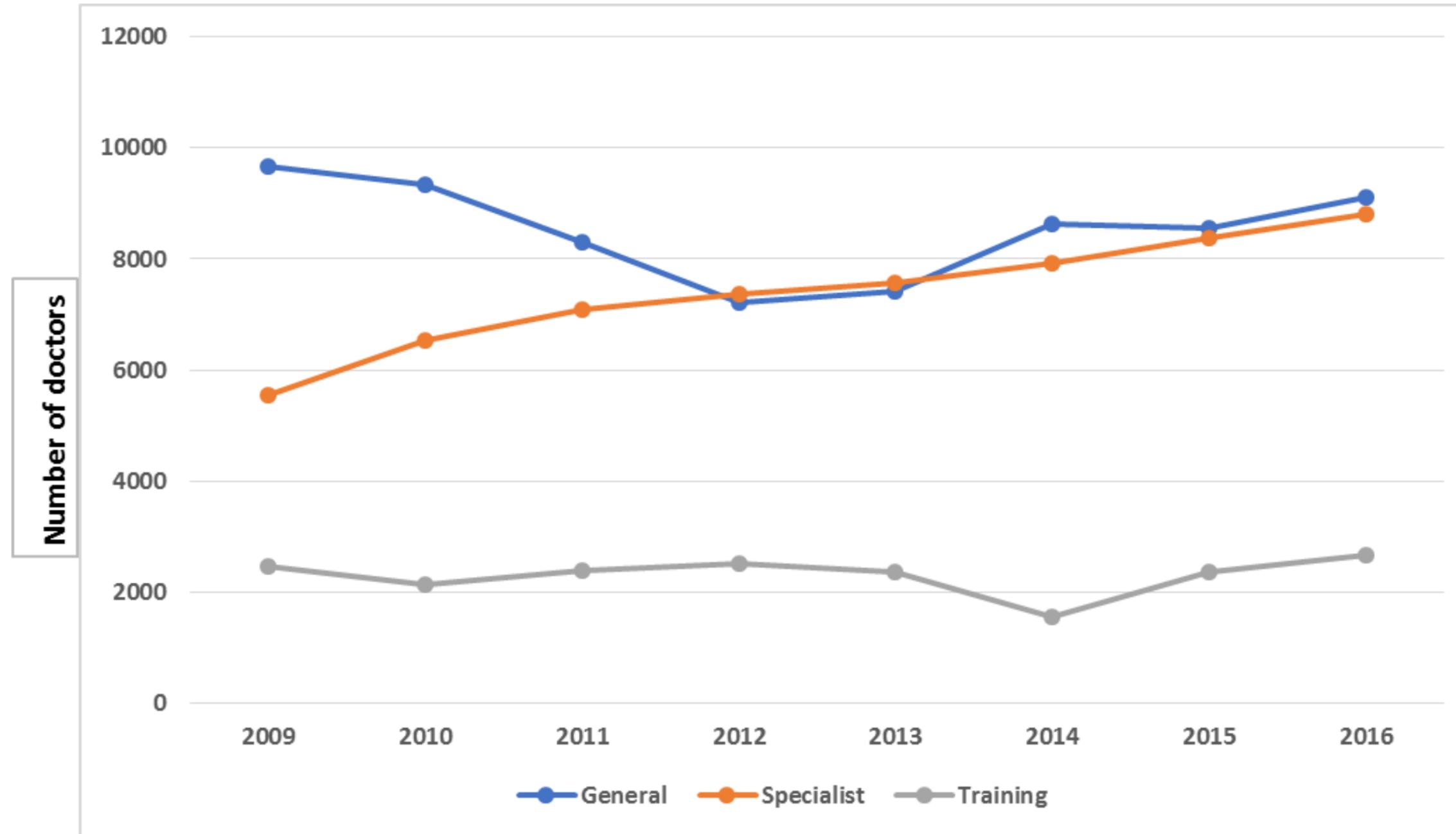
Retention



31 December 2016 – IMC Register

Divisions of the Register	Proportion of Medical Register	No. of Doctors 2016
General Division	42%	9,102
Specialist Division	40%	8,807
Trainee Specialist Division	12%	2,669
Intern Registration	5%	995
Supervised Division	1%	195
Visiting EEA	0%	27
Total	100%	21,795

2009 – 2016 IMC Register



Reliance on International Medical Graduates

‘By 2030, all countries will have made progress towards halving their dependency on foreign-trained health professionals, implementing the WHO Global Code of Practice on the International Recruitment of Health Personnel’

Global Strategy on Human Resources for Health: Workforce 2030

“ .. any policy of **active recruitment of IMGs** into the irish health system **needs careful appraisal** to ensure effectiveness and efficiency objectives are achieved, in particular where **such a policy is necessitated to counteract a failure to retain recent medical graduates.**

Achieving more self sufficiency through **retaining domestically developed doctors is likely to be a more favourable approach** to medium and longer term medical workforce planning from the perspective of sustainability and best use of resources”

Reference: Irish Medical Council: Medical Workforce Intelligence Report 2012

Your Training Counts - 2016

1 in 5

trainees intended to either definitely not, or probably not practice medicine in Ireland in the foreseeable future

27%

intern trainees were most likely to say they did not intend to practice in Ireland



Research Findings on Doctor Emigration

- Irish health system has adapted to high levels of doctor emigration via a high reliance on IMG doctors
- Ireland has been replacing the doctors in the system rather than changing the system itself
- Doctors emigrate to access better working conditions, progression pathways and better practice environments
- The longer emigrant doctors spend in the destination country, the less likely they are to return
- Health system reform is necessary to encourage emigrant doctors to return

McCraith report - 2015

STRATEGIC REVIEW OF
MEDICAL TRAINING AND CAREER STRUCTURE
FINAL REPORT

DEPARTMENT OF HEALTH

30TH JUNE 2014

Ireland – preferred place to work?

In 2016, there were 84 consultant posts advertised; of these 51 consultant posts had two or fewer applicants.

22 posts had one applicant only

No appointment was made in 22 instances.

10% closed with NO applicant

Meanwhile over 20 areas in Ireland have no permanent GP

700 GPs due to retire in next five years

**'...it's harder to
move back the longer
you stay away'**

**'I couldn't bring myself to
come back now to a
system that is over stressed,
understaffed and has ever
worsening morale'**

**'It's not about the
money, it's about
respect'**

**'It's awful to feel exiled from
your country because of the
expectations and work
conditions of your job'**

**'I want to contribute to the
recovery of the Irish
healthcare system but I felt
abused and demoralised
as an intern...'**

**'I frequently worked 36+
hour shifts and almost
always more than 80
hours/week'**



The system needs to change ...

Towards 2026 – RCPI Sláintecare

Fragmented & broken governance

Centralised command and control fuelling disempowerment

Lack of long term strategic planning

Breakdown in ... & negative perceptions

Workability Effort-Reward Imbalance

One in three doctors suffering from burnout

ROYAL COLLEGE OF PHYSICIANS OF IRELAND

TOWARDS 2026

A FUTURE DIRECTION FOR IRISH HEALTHCARE

Tithe an Oireachtais
Houses of the Oireachtas

Tithe an Oireachtais
An Coiste um Chúram Sláinte sa Todhchaí
Tuarascáil maidir le Cúram Sláinte
Bealtaine 2017

Houses of the Oireachtas
Committee on the Future of Healthcare
Sláintecare Report
May 2017

A first class health system requires first class doctors

Many Irish doctors will travel, and that's OK

Most will want to return; but will not without action

Immediate, medium and long terms reforms of the health system; with stakeholders

And we must step up to our responsibilities to IMGs

It is a cart if it travels well, else it is but timber

Hindu Proverb

