

26 April Saturday

10am – 11am

## Consultant Rosters and Workplans

1. The IMO calls on the HSE and Dept of Health to review and publish the results of impact upon services of new Medical Council regulations in regards to Maintenance of Professional Competence both on individual consultant work plans as well as on staffing levels.

**Proposer: IMO Consultant Committee**

2. The IMO calls on the HSE and Dept of Health to conduct an analysis of the time lost by consultant staff in engaging in regulatory requirements (ie Mandatory training, Incident/ risk reporting, HIQA/MHC requirements) to ensure this is factored into consultant productivity and workforce management.

**Proposer: IMO Consultant Committee**

3. The IMO calls on the HSE and Minister for Health to Commission a comprehensive review into the advantages and feasibility of increased rostering of Consultant Staff over weekends taking into account safe staffing, recruitment and retention, impacts on wider hospital functioning.

**Proposer: IMO Consultant Committee**

## Measuring Health Outcomes

4. The IMO calls on the HSE and Minister for Health to develop a more comprehensive package of metrics focused on the quality of acute hospital care rather than current metrics focused on activity. These would include failed discharges, patient satisfaction, functional outcome, morbidity and mortality.

**Proposer: IMO Consultant Committee**

## Consultant Recruitment and Retention

5. The IMO calls on the Department of Health and the HSE to engage with the IMO with a view to reviewing and streamlining the consultant recruitment and appointment process so as to reduce deficits in care which can occur during the process.

**Proposer: IMO Consultant Committee**

6. The IMO calls on Public Jobs, the HSE and Minister for Health to conduct voluntary exit interviews for consultants on leaving consultant posts (including those retiring and transferring to other posts) to identify areas of improving consultant recruitment and retention. The thematic outcomes would be published on an annual basis.

**Proposer: IMO Consultant Committee**

7. The IMO calls on the Department of Health and the HSE to resource a consultant workforce plan across each of the specialties so as to ensure that we meet the OECD average within the next three years.

**Proposer: IMO Consultant Committee**

8. This meeting calls on the HSE to ensure that each consultant appointment has adequate supports attached to it including medical teams, administrative support and access to theatres, diagnostics and clinics as appropriate.

**Proposer: IMO Consultant Committee**

9. The IMO calls on the HSE and Forum for Post graduate training to look at developing more reciprocal transnational training pathways which allow for doctors to incorporate travel with career development and training pathways.

**Proposer: IMO Consultant Committee**