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North Eastern Health Board  
Our Lady of Lourdes Hospital  
Drogheda, Co. Louth  
Ireland

11<sup>th</sup> April, 2000

To/ Chairman and Members of the  
North Eastern Health Board

Dear Member,

The next meeting of the North Eastern Health Board will be held in the Boardroom at Cavan General Hospital, Cavan, on Monday, 17<sup>th</sup> April, 2000, at 4.30 p.m.

The Agenda for the meeting is set out below

Kindly arrange to attend.

Yours sincerely,

PAUL ROBINSON  
CHIEF EXECUTIVE OFFICER

**NB.**

***Please note change of Date, Time and  
Venue for Board Meeting***

AGENDA

1. Chairman's Business

C1392



DR05908

2. To adopt Minutes of Meeting held on Monday, 27<sup>th</sup> March, 2000 **Index 1**
3. To note Report of Chief Executive Officer.
4. To note report on "Making Knowledge Work for Health" - A Consultation Document from the Health Research Board (Commentary from Director of Public Health and Planning circulated, together with Consultation Document from Health Research Board) **Index 2**
5. To note 1999 CAWT Annual Report (Commentary from Chief Executive Officer circulated, together with 1999 CAWT Annual Report) **Index 3**
6. To note Comhairle na nOspideal Report - Consultant Staffing (Commentary from DCEO circulated) **Index 4**
7. To consider report on property - Peter Street Clinic, Drogheda (Report from Finance Officer circulated) **Index 5**
8. To consider Acquisition/Leases of Property (Report from Finance Officer enclosed) **Index 6**
9. To note date and time of next meeting - Monday, 22<sup>nd</sup> May, 2000, at 3.00 p.m. in the Boardroom, Head Office, Kells.

*Circulated for information*

- *Minutes of Meeting of Property Committee held on 18<sup>th</sup> November, 1999*
- *Minutes of Community Services Committee Meeting held on 9<sup>th</sup> February*
- *Minutes of Hospital Services Committee Meeting held on 10<sup>th</sup> February, 2000*



North Bord  
Eastern Slainte  
Health An Oir  
Board Thuaiscirt

**MINUTES OF MEETING OF  
NORTH EASTERN HEALTH BOARD  
HELD IN THE BOARDROOM, HEAD OFFICE, KELLS  
ON MONDAY, 27<sup>th</sup> MARCH, 2000**

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**MEMBERS PRESENT**

Dr. Hugh Dolan, Chairman	Mr. Declan Breathnach, Vice Chairman
Mr. Danny Brady	Mr. Paddy Conaty
Dr. Fergal Connolly	Mr. Paudge Connolly
Mr. John Farrelly, T.D.	Mr. Eddie Feeley
Mr. Brian Fitzgerald	Mr. Brendan Hughes
Mr. Michael Lynch	Mr. James Mangan
Mr. James Mulroy	Mr. Gerry Murray
Mr. Nicholas Mc Cabe	Dr. Paul Mc Carthy
Mr. Hugh Mc Elvaney	Mr. William Mc Kenna
Dr. Alf Nicholson	Mr. Caoimhghin O'Caolain, T.D.
Sen. Fergus O'Dowd	Mr. Patrick O'Reilly
Mr. Thomas Reilly	Mr. Peter Savage
Dr. Peter Wahlrab	

**APOLOGIES**

Dr. Teresa Carey, Ms. Susan Faulkner and Dr. Carlos Mc Dowell

**OFFICIALS PRESENT**

Mr. Paul Robinson, Chief Executive Officer  
Dr. Ambrose Mc Loughlin, Deputy Chief Executive Officer and PMAHS&PC  
Mr. Larry Walsh, A/Programme Manager Community Services & Continuing Care  
Mr. Geoff Day, Director of Consumer Services and Planning  
Mr. Tony Reilly, Management Services Officer  
Mr. Seoirse O'hAodha, Finance Officer  
Mr. Seamus Mattimoe, Technical Services Department

Mr. Ray Mitchell, SEO, Chief Executive Officer's Office  
Mr. Martin Neacy, Finance Department  
Mr. Thomas Reilly, Finance Department  
Ms. Mary Flanagan, CEO's Office

#### **VOTES OF SYMPATHY**

Votes of Sympathy were passed with the following:-

Margaret Caulfield, Louth Community Services, on the death of her sister.

Ms. Maura Sewell and Pauline Mc Kenna, St. Davnet's Hospital, Monaghan, on the death of their mother.

Ms. Mary Mc Manus, Monaghan Hospital, on the death of her father.

Wife & Family of the late Dessie Thornton, St. Davnet's Hospital, Monaghan

Ms. Karen Meehan, Monaghan Hospital, on the death of her father

Ms. Cathriona Loughran, fundraiser for St. Oliver Plunkett Hospital, Dundalk, on the death of her mother.

On behalf of the Board's staff, and that of his own, the Chief Executive Officer associated himself with the votes of sympathy which were passed, all present standing.

#### **1. CHAIRMAN'S BUSINESS**

The Chairman informed the members that the special meeting on Services for the Elderly would be held on the 9<sup>th</sup> May commencing at 10.00 a.m. Details would be forwarded to members closer to the date.

#### **2. MINUTES OF PREVIOUS MEETINGS**

On the proposal of Mr. G. Murray, seconded by Mr. P. Conaty, the minutes of the Meeting held on the 28<sup>th</sup> February, 2000, were unanimously adopted by the Board.

In response to a query regarding the inclusion of asthmatics on the long term illness scheme, the Chairman stated that the Chief Executive Officer had written to the Department of Health and Children on the matter.

#### **3. CHIEF EXECUTIVE OFFICER'S REPORT**

The Chief Executive Officer presented a report (copy appended to the official minute) which had been circulated and which dealt with:

- Additional allocations
- Ambulance Statistics for St. Patrick's Weekend
- Vaccination
- Health Promotion
- Donations

Members welcomed the report and urged that the vaccination leaflet which had been circulated to the members be publicised as widely as possible.

Responding to queries and comments from the members, the Chief Executive Officer stated that the new vaccination against meningitis would be launched later

in the year with an ongoing publicity campaign.

The report was noted by the Board.

4. **REPORT OF THE COMMITTEE ON HAEMATOLOGY**

The report as circulated to members (copy appended to the official minute) was noted by the Board.

5. **REPORT ON THE NATIONAL DEVELOPMENT PLAN 2000-2006**

The Chief Executive Officer presented a report (copy appended to the official minute) in relation to the above. This report set out the indicative allocation for the Board (excluding Care Programmes for 2000), together with an outline of arrangements for the implementation of the Plan. The total allocation (excluding Care Groups for 2000) was £140.86m. The Board now had to prepare a list of projects, together with estimated costs for submission to the Department in respect of the period 2000-2006. Responsibility for the implementation of projects (other than Acute Hospitals) would be devolved immediately to the Board.

Members welcomed the report and the allocation under the National Development Plan. Concern was expressed at the fact that projects already approved for funding under the Five Year Plan for Acute Hospitals would now have to be resubmitted for funding under the National Development Plan. Members also stated that having been allocated a large amount of funding, it was very important that the Board improve the services available and also improve the availability of services. A number of members mentioned specific projects they would like to see included in the proposed list of projects.

The Chief Executive Officer welcomed the comments from members and replied to a number of issues raised. In response to comments on the circulation of the report on the day of the meeting, he stated that because of the amount of work involved in the preparation of the detailed projects and the timeframe, and the fact that he wanted to have as accurate a report as possible, it was not possible to have the report circulated earlier. However, the Chairman had suggested holding a special meeting of the Joint Standing Committees to discuss the matter further and this would give members a further opportunity to bring forward any further projects. He reminded members that it was important that the list of projects be finalised as quickly as possible for submitting to the Department of Health and Children. The earlier this was done, the quicker the projects could start.

Following some discussion on the proposed date for the Special Joint Standing Committee Meeting, it was agreed that this would take place on Tuesday, 4<sup>th</sup> April, 2000, at 5.30 p.m. in the Boardroom, Head Office, Kells.

The report as presented was adopted by the Board.

6. **REPORT OF THE COMPTROLLER AND AUDITOR GENERAL ON THE BOARD'S 1998 ANNUAL FINANCIAL STATEMENTS**

The 1998 Annual Financial Statements as presented to the Board (copy appended to the official minute) were noted by the Board.

**7. REPORT IN COMMITTEE ON THE BOARD'S DRAFT ANNUAL FINANCIAL STATEMENTS FOR 1999**

The Chief Executive Officer presented a report, together with the Draft Annual Financial Statement for 1999. He paid tribute to the Finance Officer and his staff in compiling the figures for 1999. He informed the members that the Board was obliged by law to adopt the Financial Statements by the 1<sup>st</sup> April.

The Chief Executive Officer and Finance Officer clarified any queries from the members.

On the proposal of Mr. M. Lynch, seconded by Mr. J. Mangan, the Draft Annual Financial Statements for 1999 were unanimously adopted by the Board.

**8. NOTICE OF MOTION**

*"In view of the increased allocation to the Housing Aid for the Elderly Scheme, that the North Eastern Health Board appoint a co-ordinator to liaise with all the interested/relevant agencies to bring forward a working alternative and more structured approach to the current scheme."*

*- submitted by Mr. Declan Breathnach*

It was agreed that this Item would be deferred to the Special Meeting to discuss Services for the Elderly.

**9. DATE AND TIME OF NEXT MEETING**

Because the next monthly meeting of the Board fell on a Bank Holiday Monday, it had been agreed that the meeting would be held on Tuesday, 25<sup>th</sup> April. However, this date presented difficulties for the medical representatives on the Board due to the Bank Holiday weekend. Following some discussion, it was agreed that the April Meeting of the Board would be held on Monday, 17<sup>th</sup> April, 2000. It was subsequently decided that this meeting would be held in the Boardroom, Cavan General Hospital, at 4.30 p.m.

**SIGNED:**

\_\_\_\_\_  
**CHAIRMAN**

**DATE:**

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## BOARD MEETING - MONDAY, 17<sup>th</sup> April

### ITEM 3 - CHIEF EXECUTIVE OFFICER'S REPORT

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#### 1.1. **Regional School of General Nursing**

A capital grant not exceeding £150,000 has been approved by the Department of Health and Children towards the costs of relocating the Regional School of General Nursing to the former Nurses' residence at Our Lady of Lourdes Hospital in the context of increasing the annual intake of nursing students by 15.

#### 1.2. **Daffodil Day Funded Grant**

We have received an amount of £12,500 from the Irish Cancer Society in respect of Daffodil Day Funded Grant for the quarter commencing 1<sup>st</sup> April, 2000. This funding will be used towards palliative care services in the region.

#### 3.3. **Rates of Allowances for 2000**

We have been notified by the Department of Health and Children that the maximum rates of certain allowances will be increased on and from the 3<sup>rd</sup> May, 2000. The rates are appended to this report for your information.

#### 3.4. **National Healthy Eating Week**

As part of the implementation of the Cardiovascular Strategy, this year's National Healthy Eating Campaign focuses on heart health. To coincide with the National Healthy Eating Campaign, the Board's dieticians have a programme of events planned over the week. The healthy food Magazine and Leaflets will be available in local supermarkets and health board premises from the 7<sup>th</sup> May.

#### *Cook It – Progress Report*

"Cook It" is a six week nutrition education programme aimed primarily at low income families. Eight different Courses are ongoing in the region- two in Meath Community Care and Cavan/Monaghan Community Care and four in Louth and it is planned to run other programmes in the Autumn. Sixteen leaders have been trained to run the programme including two traveller women.

#### 3.5. **Happy Heart at Work Healthy Eating Certificate**

Congratulations to the Catering Officers and staff at Cavan General Hospital on achieving the Happy Heart at Work Healthy Eating Symbol. The award recognises the commitment and hard work of the catering team to ensure that the food and menus in the staff restaurant meet the Healthy Eating Guidelines of the Department of Health and Children and the Board's Food and Nutrition Policy.

### **3.6. New Medical Service at Our Lady of Lourdes Hospital**

A new service which will assist in the diagnosis of heart diseases has commenced in the medical department of Our Lady of Lourdes Hospital, Drogheda. It is anticipated that 100 patients will avail of the service in its first year of operation. The introduction of this new service adds to the number of patients being treated at the Lourdes Hospital. For the first three months of this year the hospital has treated 2,000 medical and surgical patients and 1,038 day cases which is up by 150 cases for the same period last year.

### **1.7. Cavan Hospital**

A Breast Feeding Room has been recently provided on the ground floor of Cavan Hospital to facilitate mothers attending out-patient departments, accident and emergency, etc. This makes a significant effort to achieve Baby Friendly Status under the WHO/UNICEF initiative.

### **3.8. Advanced Cardiac Life Support Course in Resuscitation**

The first Advanced Cardiac Life Support Course took place recently at Our Lady of Lourdes Hospital. There were eighteen course participants, which included nurses, doctors and ambulance personnel working in the Board's area. This course will further advance the cardiac life support skills of our staff in the region.

### **3.9. Nurses Graduation**

The Nurses Graduation at Our Lady of Lourdes Hospital will take place on the 3<sup>rd</sup> May, 2000. Forty-two nurses and eighteen midwives will be presented with certificates on the day. We congratulate the graduates on their achievements. We acknowledge and pay tribute to The School of Nursing and all concerned with the education and training of nurses in the region.

### **3.10. Donations**

I wish to acknowledge receipt of the following donations:-

- £245 from Mrs. Iris Hackett, Monaghan to the Patient Comfort Fund, Monaghan Hospital
- £100 from Mrs. Helen Connolly, Dundalk, towards St. Oliver Plunkett Hospital, Dundalk
- £100 from Kathleen Lennon, Point Road, Dundalk, towards St. Oliver Plunkett Hospital, Dundalk
- £500 from the Hospital Saturday Fund towards patient comforts at Our Lady of Lourdes Hospital, Drogheda
- £50 from McElvaney Motors, Monaghan towards the Day Activation Unit Holiday Fund, Rooskey, Monaghan.

**Paul Robinson**  
**Chief Executive Officer**  
17<sup>th</sup> April, 2000



**BORD SLAINTE AN OIR THUAISCIRT**

**NORTH EASTERN HEALTH BOARD**

**BOARD MEETING - MONDAY, 17<sup>th</sup> APRIL, 2000**

**AGENDA ITEM NO. 4**

**"Making Knowledge Work for Health" - A Consultation Document  
from the Health Research Board**

**To/ Chairman and Each Member of the Board**

This report, "Making Knowledge Work for Health", is a consultative document which has been prepared by the Health Research Board at the invitation of the Department of Health and Children. The Health Research Board has the statutory role to promote health research in this country.

This consultative document is a first attempt to develop ways in which research and development can become core activities of the health services.

The primary goal of health research is to improve the health of the population as a whole and to maintain and restore the health of patients and clients in the health services.

The consultative document proposes how this objective can be achieved so that the potential of the knowledge based society is maximised for health in society as a whole.

The report outlines examples of research in progress which give an insight into the number of different disciplines and organisations involved in research in this country as well as the nature and variety of the work being undertaken. The emphasis on quality and evidence based care is highlighted as a vital part of the continuous improvement in quality that is expected in our health services and health professionals.

The number of agencies who share responsibility for promoting research are outlined and include the Department of Health and Children, The Health Research Board, The Health Boards and the Voluntary Sector.

While research should be a core activity of every health agency, certain kinds of research need to be supported at national level. The priority issues for research are addressed in the report particularly in the context of the National Strategy Document and subsequent policy documents.

The report looks at the scope for enhancing the quality of health research by agreement on procedures and standards for funding as well as the conduct of research which might be

adopted by all agencies with an interest in the area. The importance of developing effective information systems to support research is also noted.

A proposal is made that the Health Research Board should be represented on any group to plan new structures on research under the National Development Plan. There is also a proposal to establish a health research forum attached to the Department of Health and Children or the Health Research Board. This would allow the Health Research Board to develop a role of assuring the quality of research and procedures for undertaking research in the health services, in consultation with health agencies.

The report is a very welcome consultation document and represents a potential framework for the way forward and to developing and fostering a supportive environment for high quality research.

A copy of the Report is enclosed for your information.

**Dr. Rosaleen Corcoran**  
**Director of Public Health and Planning**

**April 2000**

**BORD SLAINTE AN OIR THUASCIRT**

**NORTH EASTERN HEALTH BOARD**

**BOARD MEETING - MONDAY, 17<sup>th</sup> APRIL, 2000**

**AGENDA ITEM NO. 7**

**Report on Property - Peter Street Clinic, Drogheda**

**To/ Chairman and Each Member of the Board**

A development company has expressed an interest in the Board's property at Peter Street, Drogheda. The company already owns a large site close by and intends to seek planning permission for a major shopping/office development.

The company is in discussions with adjoining property owners with a view to extending the size of the development. The Board's property in Peter Street having a corner site on two streets, could, if include in the proposal greatly enhance the entry/exit opportunities available to the developer.

The Peter Street Clinic is currently used by the Community Care and Mental Health Services. It has a number of drawbacks, particularly in lay-out and parking facilities. Undoubtedly facilities for patients/clients and staff can be greatly improved in Peter Street in a purpose built centre.

The developers have requested that at this stage we merely indicate an interest in having a health centre included in the development and thus allow a planning application to proceed. Full discussions on participation by the Board in the development can then proceed. Any agreement with the developer will of course be subject to agreement by the Board before contracts, etc. are signed.

The members of the Property Committee discussed the above report at their meeting on the 6<sup>th</sup> April, 2000, visited the site and recommend that at this stage we agree to allow the developer seek planning permission and that we then commence detailed discussions on the options available.

**Seoirse OhAodha,  
Finance Officer.**

**April 2000**

### **Primary Care**

- The North Eastern Health Board joined the Primary Care project in 1999. The Project's aim is to enhance facilities and services in the primary care setting and includes in their work local area needs assessment incorporating aspects of community development and joint planning of interventions to meet priority needs.

### **Learning Disability Group**

- This group's work in the last 12 months focussed on the protection of Young Adults from Abuse. A workshop on this topic reflected that the most appropriate approach to this problem is a program of personal relationship training.

### **Child and Family Care Group**

The group continued their two projects

- *"Protecting Children with a Disability"* which was established on the principle that the empowerment of key players such as parents, carers, teachers and children themselves is the best way to protect children with a disability.
- *"Parenting Initiatives in the Community"* establishes committees in local areas to identify the particular needs of parents in order to enhance their skills.

### **Acute Services Group**

- This subgroup continued contact on the development of acute services strategy documents including the cancer strategy.
- Specific project work by the North Eastern Health Board/Craigavon Area Hospital Trust and the North Eastern Health Board/Northern Ireland Ambulance Trust continued. This work included areas such as training, telemedicine and other I.T. links and also shared services in areas such as Dermatology and Pathology and the development of managerial and clinical relationships.

The Board's Chairman, Dr. Hugh Dolan, who is also a member of the CAWT Steering Group, joins with me in paying tribute to the members of staff from this Board and from the other three Boards who during 1999 have worked hard and with dedication to further the aims of CAWT.

**Paul Robinson,**  
**CHIEF EXECUTIVE OFFICER.**

**April, 2000.**

**BORD SLAINTE AN OIR THUAISCIRT**

**NORTH EASTERN HEALTH BOARD**

**BOARD MEETING - MONDAY, 17<sup>TH</sup> APRIL, 2000**

**Agenda Item No. 8**

**ACQUISITION OF PROPERTY**

**S. 82/83 Local Government Act 1946**

**S.78/88/89 Health Act 1947**

**S.18 Health (Amendment) (No. 3) Act 1996**

**To/ Chairman and Each Member of the Board**

The following acquisitions of property are proposed in accordance with Sections 82 and 83, Local Government Act 1946 as amended by Section 18, Health (Amendment) (No 3) Act 1996.

**Renewal of Lease of Property at Headfort Place, Kells**

Since 1997, the Board has leased a premises at Headfort Place, Kells from Dr. Kelly McNeece. The lease is now due for renewal.

Following recent negotiations the lessor has agreed to renew the lease for a further period of one year, subject to an annual rental of £25,000. The Valuation Office has inspected the premises and considers the agreed rent to be reasonable. It is proposed to proceed with the renewal of the lease for one year as outlined above.

The premises are used by the project teams on the financial and HR systems.

**Lease of Premises at Farrell St., Kells**

Arising from the expansion of the Personnel Department it is necessary to source additional office accommodation in Kells.

It is proposed to lease c.1900 sq. ft from Mr. V. Cahill, Farrell St, Kells for a two year period from 01.05.2000 with an option to renew for a third year. The annual rent will be £15,000. This is considered by the Valuation Office to be reasonable.

**Lease of Premises at Carrick St., Kells**

It is proposed to lease a ground floor premises comprising c.500 sq. ft. at the above address from Mr. Cussen for use as a dental clinic. The lease proposed is for a term of four years and nine months and the agreed rent is £5,200 per annum.

**Seoirse OhAodha  
Finance Officer**

April, 2000

**BORD SLAINTE AN OIR THUAISCIRT**

**NORTH EASTERN HEALTH BOARD**

**BOARD MEETING - MONDAY, 17<sup>TH</sup> APRIL, 2000**

**AGENDA ITEM NO. 6**

**Comhairle na nOspideal Report - Consultant Staffing**

**To/ Chairman and Each Member of the Board**

**Introduction**

Comhairle na nOspideal recently published this report which sets out statistical information, related to the consultant manpower situation in Ireland as at the 1<sup>st</sup> January 2000. The overall objective of the report is to provide as far as possible a comprehensive and accurate reflection of the Consultant Manpower position on 1<sup>st</sup> January of each year.

**Additional Consultant Posts 2000**

During 1999, Comhairle na nOspideal approved the creation of 52 additional consultant posts:

<b>Health Board</b>	<b>Increase in 1999</b>
(ERHA)Northern	+12
(ERHA) East Coast	+5
(ERHA) South Western	+9
Eastern Health Board	(+26)
Midland Health Board	+2
Mid-Western Health Board	+3
<b>North Eastern Health Board</b>	<b>+6</b>
North Western Health Board	+8
South Eastern Health Board	+2
Southern Health Board	+4
Western Health Board	+2

These 52 additional posts represent a 3.7% increase on the figure at 1<sup>st</sup> January 1998 (from 1,388 to 1,440 posts). Since 1986, the number of consultant posts has increased by 31%. The actual increase over this period was an additional 343. Of this total, 270 have been created in the seven years since the publication of the medical discussion document "Medical Manpower in Acute Hospitals" (Tierney Report).

The number projected for January 2000 in the Tierney Report (1438) has been surpassed. Over the period 1993 - 1999 the North Eastern Health Board's complement of consultants has increased by 23 (35%). In 1999, there were six additional posts approved in the Board's area. These additional six posts are set out as follows:

Consultant Post by Specialty	Number Approved	Location
Medicine	2	Louth/Meath Hospital
A&E	1	Regional
Psychiatry	1	Cavan/Monaghan
Surgery	2	Louth/Meath Hospital

#### Current Consultant Manpower

The consultant complement at the 1<sup>st</sup> January 2000 in the Irish Public Sector was as follows:

♦ Consultants in Practice	1250
♦ Vacant approved posts (in the process of being filled on a permanent basis)	147
♦ Posts under consideration by Comhairle na nOspideal	
♦ Unprocessed Posts (posts known to be vacant but not yet in a position to be considered by Comhairle na nOspideal)	37
<b>Total</b>	<b>1440</b>

#### Current Consultant Manpower - North Eastern Health Board

The position for the Board at January 2000 is as follows:

- Consultants in Practice 75.5
- Vacant approved posts 13

A post approved by Comhairle na nOspideal is classified as vacant until an appointee takes up duty on a permanent basis.

The 13 vacant approved posts are at various stages in the recruitment process. The following is a summary of the current position

- Consultant A&E (1 post)
- Consultant Obstetrician/ Gynaecologist (1 post)
- Consultant Paediatrician (2 posts)
- Consultant Dermatologist (1 post)
- Consultant Physician (1 post)
- Consultant Orthopaedic Surgeon (3 posts)
- Consultant Surgeon (3 posts)
- Consultant Psychiatrist (1 post)

#### National Complements

Over the past seven years (1993 - 2000), consultant numbers nationally have



increased by 21%. Nationally, an average of 73 doctors per annum have taken up duty as permanent consultants for the first time over the past 5 years. This compares with an average of 40 in the mid eighties.

However, there have been variations in growth between Health Board areas and these are set out as follows:

<b>Health Board</b>	<b>Increase 1993 - 1999</b>	<b>% Increase 1993 - 1999</b>
<b>North Eastern Health Board</b>	<b>+23</b>	<b>35%</b>
Eastern Health Board	+131	23%
Midland Health Board	+10	20%
Mid-Western Health Board	+21	29%
North Western Health Board	+17	29%
South Eastern Health Board	+29	33%
Southern Health Board	+17	10%
Western Health Board	+22	19%

The North Eastern Health Board has the highest percentage increase of any of the Boards at 35%.

There is now one consultant for 3,474 population in the North Eastern Health Board.

#### **Gender Balance**

There has been a gradual change in the proportion of male and female consultants over the past decade i.e. from 88% male / 12% female in 1989 to 80% male / 20% female today. The proportion of new permanent consultants who are female has varied considerably over recent years. Last year, 35% were women and 65% were men.

#### **Geographic Balance**

The distribution of consultant posts between the Eastern Regional Health Authority from the 1<sup>st</sup> March 2000 and the rest of the country has remained constant over the past decade. Thirty six percent of the population resides in the Eastern Regional Health Authority area and 48% of permanent consultant posts in the public sector are located there.

#### **North Eastern Health Board - Consultant Manpower**

The following table details the Board's consultant posts by specialty as at 1<sup>st</sup> January 2000.

<b>Specialty</b>	<b>Number of Consultants</b>	<b>Total</b>
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Geriatric Medicine	4	
General Medicine	9	
Medical Oncology	.5	13.5
Neonatology	1	
General Paediatrics	4	5
Child Psychiatry	3	
General Psychiatry	12	15
General Surgery	12	
Orthopaedic Surgery	5	17
Accident & Emergency		1
Dermatology		1
Anaesthesia		15
Obstetrics/Gynaecology		7
Histopathology		5
Radiology		9
<b>Overall Total</b>		<b>88.5</b>

### Consultant Retirements

The following table details projected consultant retirements in the Board's area up to the year 2030.

Time Period	Projected Consultant Retirements
2000 - 2010	21
2011 - 2020	20
2021 - 2030	34

### Conclusion

The Board, in line with the National Health Strategy, and as outlined in its Service Plan has, as one of its strategic objectives, the achievement of self-sufficiency in general and regional specialties.

The foregoing report demonstrates that the Board is working pro-actively in achieving this objective and will continue to do so by ongoing review and analysis of the service needs of the Board's population.

Copies of the report are available on request.

**Dr. Ambrose McLoughlin,**  
**Deputy Chief Executive Officer & Programme Manager Acute Hospital & Primary Care Services.**  
 April 2000.