



Feidhmeannacht na Seirbhíse Sláinte
Health Service Executive

Oifig an Stiúrthóra Náisiúnta, Acmhainní Daonna
Feidhmeannacht na Seirbhíse Sláinte
Ospidéal Dr. Steevens'
Baile Átha Cliath 8

Office of the National Director of Human Resources
Health Service Executive
Dr. Steevens' Hospital
Dublin 8

All Queries to
Info.t@hse.ie
Tel: (01) 662-6966

HSE HR Circular 009/2014

10th July, 2014.

**To: Each Member of Leadership Team, HSE;
Each Regional Director of Performance & Integration, HSE;
Each Assistant National Director, Human Resources, HSE;
Each CEO Voluntary Agency / Hospital, HSE.**

Re: Salary scales to apply to NCHDs on streamlined specialist training programmes

I refer to the provisions of the attached Department of Health Circular 11/2014 which introduces new pay scales for NCHD's (Specialist Trainees) with effect from 14th July 2014.

Historically, Non-Consultant Hospital Doctor (NCHD) specialist training programmes have been organised in three distinct strands – Internship, Basic Specialist Training (BST) and Higher Specialist Training (HST).

In response to challenges arising in the Irish context from lengthy specialist training programmes, the “gap year” between BST and HST and uncertainty amongst trainees regarding progression from BST to HST; a number of postgraduate training bodies sought and obtained approval from the HSE to restructure their specialist training programmes to introduce shorter, streamlined training programmes.

The purpose of these programmes is to ensure that:

- trainees in Ireland progress through training in line with international best practice;
- trainees have reasonable prospects of progressing through the entirety of the specialist training programme (BST and HST combined) subject to meeting the training and educational requirements;
- trainees can make choices at key points of their training pathway regarding specialisation and sub-specialisation; and
- training programmes are aligned with service needs and associated workforce planning, ensuring graduate retention and relatively seamless progression to specialist registration and eligibility for Consultant posts.

In summary, these programmes provide for direct and seamless transition from BST to HST, eliminate the “gap years” and in some cases, shorten the overall length of specialist training.

The HSE Medical Education and Training Unit is currently engaging with the remaining relevant postgraduate training bodies to introduce comparable streamlined models of training.

Taking the above into account, the attached salary scales should be applied to NCHDs entering or participating in streamlined training schemes with effect from 14th July 2014.

Any queries regarding the specialties which have implemented streamlined training schemes should be directed to HSE Medical Education and Training Unit at email: met@hse.ie

All other queries regarding the implementation of this circular should be addressed to: Corporate Employee Relations Services, HSE HR Directorate, 63-64 Adelaide Road, Dublin 2. Tel: 01 6626966; Email: info.t@hse.ie

Yours sincerely,



Frank O'Leary
(Acting) National Director of Human Resources



Circular 11/2014

9th July 2014

To: Mr Barry O'Brien
National Director of Human Resources
Health Service Executive
Dr Steevens' Hospital
Dublin 8

Introduction of New Pay Scales for NCHD's (Specialist Trainees) with effect from 14th July 2014

Dear Mr O'Brien

I wish to confirm sanction to the introduction of the attached pay scales with effect from 14th July 2014 in respect of NCHD's participation in the shorter streamlined training programmes.

This circular should be brought to the attention of all relevant HSE Managers and to all service providers funded by the HSE under Section 38 of the Health Act 2004.

Yours sincerely



Lara Hynes
Principal Officer
National HR Unit

Enc.

The sanction of the Minister is now conveyed for the application of the two newly listed pay scales with effect from 14th July 2014

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Application	Effective From	Pts	Intern	Year of specialist training							If employed in a non-consultant role after completion of specialist training and award of Certificate of Satisfactory Completion of Specialist Training	
				1	2	3	4	5	6	7		8
Specialist trainees participating in streamlined specialist training programmes in the specialty of or sub-specialties within Anaesthesia, Emergency Medicine, Medicine, Obstetrics & Gynaecology, Paediatrics, Pathology, Public Health, Radiology or Surgery	14/07/2014	10	30,257	38,839	40,998	50,578	52,687	60,404	63,953	65,000	68,980	71,888
Specialist trainees participating in streamlined specialist training programmes in the specialty of or sub-specialties within Psychiatry	14/07/2014	9	30,257	38,839	40,998	50,578	52,687	65,000	65,620	67,682	72,540	