

## Understanding Incremental Credit

### What is an incremental credit?

- This is relevant clinical experience or education that can be awarded for salary progression e.g., if you have a previous degree in a health science you can start at SHO2 instead of SHO1.

### What is my entitlement?

- Your incremental credit is based on 12 months of experience.
- This can include previous experience in a different post, obtain a degree in the health sciences.

### What do I get incremental credit for?

- A degree in a health science prior to completing your internship.
- Previous employment as an NCHD in the public service if it was in a recognised training post.
- Post graduate qualifications in a health science
- Previous employment outside of non-EU member states in a recognised training post.

### I have an undergraduate degree and postgraduate degree in health sciences does that mean I get 2 incremental credits?

- If your degrees are in the same subject then no.
  - o E.g., if your undergraduate is in psychology and you obtain a master's degree in general psychology you will only qualify for 1 incremental credit.
- If your post graduate degree differs to your undergraduate degree then yes.
  - o If your undergraduate degree is in psychology and you obtain a master's degree in child psychology this should qualify for 2 incremental credits (one for each degree).
- You must take time out of a substantive post while gaining a postgraduate qualification in order for this to qualify for an incremental credit. You will also be required to maintain your clinical skills during this period.

### What does it mean to take time out of a substantive post?

- You cannot work full time and obtain your degree part-time.
- You are required to maintain your clinical skills so you should continue to do locum work.

### Can I apply my degree or previous experience on each scale that I move to?

- No. Once that experience has been accepted and applied, it cannot be applied again.
- This previous experience or degree will move you up your current pay scale so when you move to the next pay scale you will assimilate to the pay that is closest to your current salary.

### What do I need to know?

- A degree is only worth 1 incremental credit.
- You will only get credit for your length of service with your previous employer e.g., if you worked for them for 6 months then it will count as 6 months service to your next increment.

- You need to provide evidence to HR in order for this experience to be considered for an incremental credit.
- You should provide evidence as soon as possible otherwise it may not be possible to apply it. For example if you do not provide evidence when you were an SHO and try to apply it when you are on the Reg scale, it may be too late to apply this credit.

**I am carrying out Reg duties, does that mean I can use that as experience at the Reg level?**

- You need to have at least 24 months of experience post completion of internship experience before being eligible to be appointed to Reg.
- You need to work at the Reg level for a minimum of three months in order for this to count toward an incremental credit

**I was a Reg but I'm moving to a training scheme does that mean I have to start at SHO1 again?**

- No. You will be put on the SHO salary that is the same or closest to your current salary as Reg.
- When you assimilate to the Reg scale your previous Reg experience will be taking into consideration as well.

**I've reached the top of the SHO scale does that mean I will move to the Reg scale?**

- No. You can only assimilate to the next scale if you are in that position. If you are working as an SHO you cannot assimilate to a Reg.

**I've worked as a Locum will that count towards my incremental credit?**

- Locum NCHDs will be granted incremental credit on the basis of previous recognised hospital experience.

**I was on Maternity Leave does that mean I can't move up the scale?**

- While on a protected leave such as Maternity Leave, Paternity Leave, Sick Leave, Annual Leave etc these count as service in all respect and you will still move up the scale while on them.