



Feidhmeannacht na Seirbhíse Sláinte
Health Service Executive

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HSE HR Circular 013/2015

To: Each Member of the Directorate and Leadership Team HSE
Each Hospital Group CEO
Each Chief Officer, CHO
Each Assistant National Director, HR
Each Employee Relations Manager
Each CEO Section 38 Agency

From: Rosarii Mannion, National Director of Human Resources

Date: 30th September 2015

Re: New Consultant Pay and Career Structure (replacing HR Circular 012/2015)

Dear Colleagues

I refer to HSE HR Circular 012/2015. Please note this Circular replaces that circular.

1. Context

The Public Service Stability Agreement (Haddington Road Agreement or HRA) identified the need to retain graduates of Irish Medical Schools within the public health system and attract graduates of these schools working abroad back to Ireland. The work of the Strategic Review of Medical Training and Career Structure - established by the Minister for Health to make high level recommendations relating to training and career pathways for doctors with a view towards improving graduate retention in the public health system, planning for future service needs and realising maximum benefit from investment in medical education and training - is particularly relevant to full implementation of this objective.

Specifically in relation to the HRA objective of graduate retention, the MacCraith Group's Second Report provides in its Recommendations that;

“the relevant parties commence, as a matter of urgency, a focused, timetabled IR engagement of short duration to address the barrier caused by the variation in rates of remuneration between new entrant Consultants and their established peers that have emerged since 2012. It further recommends that the relevant parties explore options, within existing contractual arrangements, to advance a more differentiated Consultant career structure as outlined in Section 5.3 (i.e. clinical

service provision, clinical leadership and Health Service Management, clinical research, academic, quality improvement and other roles).”

The Report identified the Labour Relations Commission (LRC) as the appropriate body to facilitate engagement on this Recommendation.

Arising from the above, the Irish Medical Organisation (IMO) and the HSE/Department of Health/Department of Public Expenditure and Reform entered an intensive period of negotiation under the auspices of the LRC.

On 7th January 2015 the LRC issued final proposals. These were accepted by health service management immediately and by the IMO following a ballot on 28th January 2015.

2. Sanction from Minister for Health

The Minister for Health has sanctioned the application of the LRC proposals including related salary and B and C Factor rates. The proposals together with the related Department of Health Circulars No.2 of 2015 (which includes the sanctioned salary rates) and No.7 of 2015 (which replaces elements of No.2 of 2015) are attached.

3. Application

a) The revised salary scales should be applied with effect from 1st September 2014 as follows:

- i. To any Consultant employed in a permanent or non-permanent Consultant post as of 1st September 2014 or at any date since then who is subject to the Department of Health’s 1st October 2012 Consultant salary scale;
- ii. The revised salary and B and C Factor allowance rates apply to all Consultant posts where the interview for same took place on or after 1st October 2012.
- iii. Those Consultants who have been appointed to a Consultant post but have not yet taken up duty should be paid at the relevant new rate from the day they take up duty;
- iv. All Consultant posts should be advertised with reference to the revised salary scales.

b) Incremental Credit

- i. Incremental credit may be applied to any Consultant eligible for the new salary scale as set out in the LRC proposals dated 7th January 2015 and the attached document entitled ‘Framework for the application of incremental credit to new entrant Consultants to the Irish Public Health Service’.
- ii. In relation to the draft incremental credit document dated 24th March 2015 attached to HSE HR Circular 12/2015 entitled ‘Incremental Credit Framework – draft of 24th March 15’, please note that this document has been superseded by that attached, entitled ‘Framework for the application of incremental credit to new entrant Consultants to the Irish Public Health Service’.

c) Confirmation of acceptance of the Public Service Stability Agreement 2013-16 (HRA)

- i. It should be noted that as set out in the attached circular No.7 of 2015, the Department of Health and the HSE have now agreed that the benefits arising from the new consultant pay and career structure should be applied to all eligible consultants on the basis that it is a collective agreement binding all those eligible. In this context Section 3 c) ii) of HSE HR Circular 012/2015 is not be enforced.
- ii. Consultants who have not yet taken up a post are understood to have confirmed acceptance of the HRA by accepting a contract of employment.

d) Related issues described in Section B of the LRC proposals of 7th January 2015

- i. The issues described in Section B of the LRC proposals of 7th January 2015 will be the subject of separate communication following resolution of these issues with the IMO.
- ii. In the interim period pending agreement with the IMO on Section B above, the 'Head of Department' rate may be applied to those Consultants appointed to 'Associate Clinical Director' or commensurate roles. It is envisaged that such roles will be regularised as part of any agreement with the IMO.

4. Queries

Any queries in relation to application of incremental credit should be addressed to National Doctors Training and Planning, email: doctors@hse.ie Queries relating to other aspects of the circular should be addressed to email: Andrew.condon@hse.ie

Yours sincerely



Rosarii Mannion
National Director of Human Resources