



Feidhmeannacht na Seirbhíse Sláinte
Health Service Executive

Oifig an Stiúirthóra 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
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Tel: (01) 662-6966

HSE HR Circular 011/2014

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: Career Breaks for NCHDs who are required to take up employment in the private sector in Ireland as part of their training

Certain Non-Consultant Hospital Doctors (NCHDs) employed by the HSE or relevant Section 38 organisations funded by the HSE are required to take up appointments within Ireland in private hospitals / healthcare facilities as part of their postgraduate training scheme.

In order to ensure that these employees are not subject to revised superannuation arrangements arising from their participation in such training schemes, the HSE has obtained sanction from the Department of Health and Department of Public Expenditure and Reform to allow these employees apply for a career break in accordance with career break rules where a placement of 26 weeks or more arises.

Please note that in each instance the employee:

- must have commenced employment in the Public Service prior to 1 January 2013 and have been continuously employed in the Public Service since that date.
- should only be facilitated where the career break is for training purposes;
- is not to be allowed to take a career break to take up other private sector employment; and
- must return to a post in the HSE or HSE-funded agency when the training period has expired.

It is important to note that any career break must be approved in advance and must commence before expiry of the employees' existing contract of employment. It is particularly important in this context that employers notify those employees participating in Specialist Training Schemes of these arrangements prior to the employee moving to private sector employment as part of their training.

NCHDs wishing to avail of a career break in these circumstances must apply to their Employer in sufficient time before the expiry of their contract. NCHDs participating in a Specialist Training

Scheme must also apply to the relevant postgraduate medical training body and obtain the formal written approval of the relevant postgraduate medical training body. This formal written approval must be attached to the career break application to the Employer.

Career breaks under this arrangement shall be granted in accordance with the provisions of the career break scheme as set out above and in the relevant HSE Circulars (HSE HR Circular 010/2013 available at <http://circulars.gov.ie/pdf/circular/hse/2013/10.pdf> refer) and subject to the qualification specified in the following paragraph.

The Career Break Scheme prohibits employees from working in the private sector in Ireland. However, a special derogation to this rule will apply in respect of NCHDs required to take up employment within Ireland in private hospitals/healthcare facilities as part of their postgraduate training. Therefore, sanctions under the Career Break Scheme will not be applied in the case of NCHDs where the employment concerned has been approved as a necessary part of their training scheme.

Please ensure that this Circular is brought to the attention of all relevant personnel in both HSE and in Section 38 organisations within your remit.

All 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