



Feidhmeannacht na Seirbhíse Sláinte  
Health Service Executive

Oifig an Stiúirthóra Náisiúnta, Acmhainní Daonna  
Feidhmeannacht na Seirbhíse Sláinte  
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To: Each Member of the Directorate and Leadership Team  
Each Chief Officer, CHO  
Each CEO, Hospital Group  
Each CEO, Section 38 Agency  
Each Employee Relations Manager  
HR Senior Staff

From: Rosarii Mannion, National Director Human Resources

25<sup>th</sup> May, 2017

Re: **HR Circular 012/2017 – Employer obligations to Doctors on Postgraduate Specialist Medical Training Schemes**

Dear Colleagues,

Ireland currently employs approximately 5,800 Non Consultant Hospital Doctors. Of these, approximately 3,700 are doctors on a formal training scheme, including Interns, Senior House Officers, Registrars and Specialist/Senior Registrars. Doctors on training schemes have undergone competitive interview by the relevant training body and been assessed as suitable to commence or progress along the training journey, which culminates in the award of a Certificate of Completion of Specialist Training in their relevant specialty. Completion of this training journey enables doctors to work as Consultant specialists in the Irish Health Service.

A health service staffed by well-educated and trained doctors is a shared goal. Doctors are trained through the workplace which is both a service delivery and clinical learning environment. The benefit for hospitals recognised by the post-graduate training bodies as suitable training sites is the consistent allocation of high quality doctors in training. In return it is expected that employers extend a duty of care to these trainees. The contractual terms and conditions for NCHDs are governed by the National NCHD Contract 2010, and all employers of NCHDs are required to provide this contract, and adhere to its terms and conditions.

The majority of trainees will progress through their training rotations whilst meeting the ongoing assessment standards as stipulated by their respective training body. However, in a very small number of cases, an Intern/Trainee may require an intervention or accommodation by their Training Body and/or their employer, to complete their training milestones. Such requirements must be accommodated by employers.

Due to the rotational nature of medical training, trainees will work for several different employers on a succession of fixed term contracts during the course of their training. Trainees cannot and must not, be disadvantaged as a result of the rotational nature of medical training or the fact that their employers may be HSE hospitals, HSE funded agencies, private hospitals or GP practices. This is an indicative and not exhaustive list.

Trainees are competitively selected for training schemes based on both their academic and clinical ability. They represent the best and the brightest Doctors working in Ireland. Not all employers/specialties will receive trainees, however those employers that do have the privilege of receiving trainees, must treat these Doctors as they would any other group of employees.

Difficulties with the retention of trainees in the Irish Health service is an issue that has been highlighted consistently and ultimately led to the publication of the 'Strategic Review of Medical Training & Career Structure' (MacCraith) report. Employers have a pivotal role in providing the environment that Doctors wish to train in, and subsequently practice as specialists.

Employers must therefore ensure that:

1. All NCHDs are provided with the NCHD Contract 2010 for all periods of employment without exception, including where the employer is in the private sector or in a voluntary hospital.
2. Trainees who require remediation as part of their training programme are accommodated with such periods of remediation as required in a paid post by the employer, including where this is additional to complement.
3. Trainees who require reasonable workplace adjustments are accommodated.
4. Trainees are not disadvantaged by virtue of the fact that they are rotating employers at regular intervals, as they are in continuous service in the Irish healthcare service.
5. Where clinical sites receive trainees on international collaborative schemes (i.e. the International Medical Graduate Training Initiative) the conditions of the scheme must be met.

Any queries in relation to this circular may be addressed to Jared Gormly, Business Manager – National Doctors Training & Planning, E-Mail: [jared.gormly@hse.ie](mailto:jared.gormly@hse.ie) or 01 635 2623.

The provisions of this Circular should be brought to the attention of all relevant personnel within your area of responsibility.

Yours sincerely,



**Rosarii Mannion,  
National Director of Human Resources.**