

To: Each Medical Manpower Manager

15th April 2005

Re: Mediators Recommendation for removal of bar point on NCHD Registrar scale

Dear Colleague

I refer to earlier correspondence re the recommendations of Mr. Kieran Mulvey, Mediator, on the removal of the bar point for Registrars who have not completed higher specialist training.

At this stage, Medical Manpower Managers, in conjunction with other relevant personnel, are asked to make an assessment of the costs involved as a matter of priority. In this regard the following information is required;

- 1) Number of NCHD's in your location encompassed by the deal.
- 2) Number of NCHD's who qualify for the different arrears payments.
 - a) €5,000
 - b) €2,000
 - c) €1,000
- 3) Total cost of arrears payments (including Employers PRSI)
- 4) The full year cost of implementing the new arrangements from 1st January 2005.
- 5) Indicative date for payment by your organisation i.e. end May, end June etc.,.

In arriving at the various calculations, the following points should be noted;

- The deal only applies to staff currently in employment. Doctors who were in employment since 2002 and who have left prior to end 2004 are not encompassed by these arrangements.

- The Doctors current employer is responsible for payment of al arrears, e.g. a doctor currently in employment in hospital X, but who was in a different location/locations from 2002 onwards will be paid their full arrears by their current employer. In this regard, it is important that previous service is satisfactorily verified.
- Doctors should be placed on the appropriate point of the incremental scale from 1st January 2005, e.g. a Doctor in employment as a Registrar on point 3 of scale in June 2002 and still in employment moves to point 5 with effect from 1/1/05 and progress to point 6 on 1/7/2005. A doctor who commenced employment as a Registrar in July 2003 and is on point 3 of scale should move to point 4 on 1/1/05 and progresses to point 5 on 1/7/05.

It is appreciated that there may be certain issues that will arise at local level that require further clarification and I will be happy to elaborate and clarify same as they are raised.

It is important that early attention is paid to this matter and it would be appreciated if the necessary information could be forwarded to this office by Friday May 6th at the latest.

A copy of mediators recommendation is attached.

Yours sincerely

John Delamere
Senior Industrial Relations Executive

c.c Employee Relations Managers,
- HSE – Area
- Daths
- Voluntary Hospitals